



Engineering a Responsible *Future*

Purpose · Accountability · Long-term Value

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PURPOSE AT THE CORE OF INNOVATION

Technology is reshaping industries, economies, and everyday life at an extraordinary pace. Yet true progress is measured not only by innovation, but by the impact it creates for people, communities, and the world around us.

Neutrino believes innovation carries responsibility. Every solution we build, every partnership we nurture, and every decision we make must contribute to a future that is more sustainable, inclusive, and trustworthy. This philosophy continues to shape our ESG journey.

Across our operations, sustainability initiatives, workplace culture, governance practices, and community programs, the focus remains clear: creating long-term value with purpose and accountability at its core.

Growth, for us, is not defined solely by business outcomes. It is reflected in the opportunities we create, the communities we support, the resources we protect, and the trust we continue to earn. The future is being built every day through technology, ambition, and human intent. Neutrino remains committed to engineering that future responsibly.



MESSAGE FROM THE FOUNDER & CEO

Engineering Growth with Responsibility

The pace of technological transformation continues to redefine industries, economies, and the way organizations operate across the world. Alongside this transformation comes an equally important responsibility to ensure that growth remains sustainable, inclusive, and guided by long-term impact.

Neutrino's ESG journey reflects this responsibility. Every initiative across sustainability, community engagement, workplace inclusion, governance, and responsible innovation represents our continued commitment toward building meaningful value beyond business outcomes.

This year marked important progress across our environmental and social initiatives. From expanding plantation and rural livelihood programs to supporting girl child education, digital literacy, and inclusive workplace practices, our focus remained centered on creating measurable and lasting impact for communities and stakeholders.

The continued participation of our associates across sustainability and outreach initiatives has been especially inspiring. Their collective efforts continue to strengthen a culture where responsibility, empathy, and innovation move forward together.

As Neutrino continues evolving into an AI-first and future-ready organization, responsible growth will remain central to the way we innovate, operate, and lead. Long-term success can only be meaningful when it contributes positively to people, communities, and the environment. The future presents immense opportunities for technology to create transformative impact. Our commitment remains focused on ensuring that this progress is built with accountability, purpose, and responsibility at every step.

Siddharth Bhayani

Founder & Chief Executive Officer,
Neutrino Tech Systems



MESSAGE FROM THE CTO

Building Technology with Long-Term Impact

Technology today has the power to accelerate innovation at an unprecedented scale. The responsibility that comes with building and deploying that technology is equally significant. Neutrino continues to focus on creating intelligent, scalable, and secure digital ecosystems that enable transformation while supporting responsible and sustainable business practices.

Innovation within the organization is increasingly guided by long-term thinking, operational efficiency, cybersecurity resilience, and ethical technology adoption. Over the past year, we continued strengthening AI-driven operational efficiencies, intelligent automation capabilities, secure digital infrastructure, and sustainable technology practices across the organization. Digital-first operations and automation-led workflows have also contributed toward reducing resource-intensive processes while enabling greater agility and collaboration.

Responsible AI and secure digital transformation will continue to remain important focus areas as enterprises increasingly adopt next-generation technologies. Building systems that are transparent, resilient, and accountable remains essential to sustaining long-term trust and innovation. Equally important is the role technology can play in enabling positive social and environmental outcomes. From supporting digital literacy initiatives to strengthening sustainable operational practices, technology continues to create opportunities for meaningful and measurable impact beyond business transformation alone.

The future of innovation will be shaped not only by what technology can achieve, but also by how responsibly it is designed, implemented, and scaled.

Aakash Shroff

Co-Founder & Chief Technology Officer,
Neutrino Tech Systems



OUR ESG JOURNEY SO FAR

PRAYAS: Neutrino's ESG initiative

"Building a better world, one sincere 'PRAYAS' at a time."

The term, PRAYAS, means "An effort." We believe that prosperity is best achieved in an inclusive society, and it is every Neutrinos' lasting endeavor to build a better world with one sincere "PRAYAS" at a time. With our ESG initiative, PRAYAS, in place, we are committed to global ESG principles: Environmental Responsibility, Social Engagement, and Governance Excellence. These pillars have and shall guide our journey towards sustainability and ethical integrity, ensuring our business longevity and contributing to global well-being.

Our ESG journey has evolved through consistent action, measurable progress, and a long-term commitment to responsible growth. Over the years, under the umbrella of PRAYAS-Neutrino's ESG initiative, Neutrino has continued to strengthen its efforts across sustainability, workplace culture, community impact, and governance, embedding ESG principles into the way we operate, innovate, and grow. Every small act of kindness and each milestone reflects a conscious step toward building a more inclusive, resilient, and sustainable future through technology, purpose, and accountability.

Historical Milestones & Key Highlights



FY 2021



Laying the Foundation

Neutrino began strengthening its ESG vision under the umbrella of PRAYAS through initiatives focused on sustainability, people-first policies, and community engagement. Early efforts centered around creating environmentally conscious workplace practices, expanding social outreach programs, and fostering a culture built on responsibility and inclusion.

- Introduction of ESG-driven initiatives under PRAYAS
- Adoption of hybrid work practices to support flexibility and reduce environmental impact
- Expansion of community support and relief initiatives
- Expansion of CSR programs across education, livelihood, and disaster relief
- Focus on associate well-being and inclusive workplace culture

FY 2022



Strengthening Social Impact

The year marked a deeper investment in social responsibility and employee experience. Neutrino expanded initiatives focused on education, digital inclusion, diversity, and learning, while continuing to strengthen its people-first culture.



- Expansion of girl child education initiatives
- Launch of digital literacy support programs for students
- Recognition as a Great Place to Work
- Increased focus on learning, upskilling, and associate engagement

FY 2023



Scaling Sustainable Practices

Neutrino accelerated its environmental and social initiatives through larger sustainability programs, stronger inclusion efforts, and expanded learning opportunities. The organization continued building systems that support long-term responsible growth.

- Expansion of tree plantation and carbon offset initiatives
- Strengthened women leadership representation across functions
- Growth in learning and certification programs across emerging technologies
- Increased focus on sustainable workplace operations and responsible resource management



FY 2024

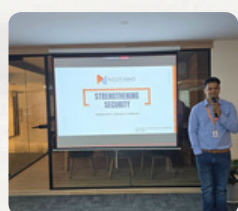


Advancing Responsible Growth

This year focused on scaling impact across environmental sustainability, governance, cybersecurity, and community engagement. ESG became increasingly integrated into business operations, culture, and strategic decision-making.

- Advanced carbon reduction through strategic sapling plantation initiatives
- Enhanced cybersecurity, compliance, and governance frameworks
- Continued investment in associate well-being, inclusion, and responsible innovation
- Enabled inclusive economic growth by supporting micro-entrepreneurship and community livelihoods.

FY 2025



Engineering a Responsible Future

Guided by the belief that innovation must create meaningful impact, Neutrino continued advancing responsible and sustainable growth. The focus remained on strengthening ESG integration across operations, technology, workplace culture, and community impact.

- Continued alignment with global sustainability goals and responsible business practices
- Strengthened focus on ethical innovation and sustainable digital transformation
- Expansion of people-centric initiatives supporting women empowerment, inclusion, well-being, and growth
- Ongoing commitment to building measurable long-term impact across environmental, social, and governance priorities



Every milestone in our journey represents a commitment to creating long-term value through responsible innovation, purposeful action, and sustainable growth.

ESG FRAMEWORK & GLOBAL ALIGNMENT

Sustainability at Neutrino is guided by a long-term vision of responsible growth, ethical innovation, and measurable impact. Our ESG framework brings together environmental stewardship, social responsibility, and strong governance practices to create value for our associates, communities, clients, and stakeholders.

As the digital landscape continues to evolve, we remain focused on building systems, processes, and partnerships that support sustainable progress and are aligned with UN SDGs, while maintaining accountability, transparency, and trust at every level of the organization.

Our ESG priorities are aligned with globally recognized sustainability frameworks, including the United Nations Sustainable Development Goals (SDGs) and the United Nations Global Compact (UNGC) Principles. These frameworks help guide our actions, strengthen our commitments, and ensure our initiatives contribute toward broader global progress.

Our ESG Framework Pillars

Pillar	Focus and Commitment
Environmental	Driving sustainable operations through climate-conscious initiatives, responsible resource management, waste reduction, and environmentally mindful business practices.
Social	Building an inclusive, people-first organization that prioritizes associate well-being, diversity, continuous learning, community development, and social impact.
Governance	Strengthening ethical business practices through transparency, accountability, cybersecurity, compliance, responsible leadership, and robust governance systems.



Aligning with the United Nations Sustainable Development Goals



Neutrino's ESG initiatives contribute toward several United Nations Sustainable Development Goals by creating meaningful impact across sustainability, inclusion, education, innovation, and responsible growth.

SDGs Supported Through Our Initiatives:

- Good Health and Well-Being
- Industry, Innovation, and Infrastructure
- Quality Education
- Gender Equality and Women Empowerment
- Clean Water and Sanitation
- Reduced Inequalities
- Responsible Consumption and Production
- Climate Action
- Peace, Justice, and Strong Institutions
- Decent Work and Economic Growth



United Nations Sustainable Development Goals



SDG Achieved



United Nations Global Compact (UNGC) Alignment

Our ESG practices are guided by principles that encourage ethical business conduct, environmental responsibility, human rights protection, and inclusive workplace practices.

- Human Rights and Fair Workplace Practices
- Diversity, Equity, and Inclusion
- Environmental Responsibility and Climate Awareness
- Ethical Operations and Anti-Corruption Practices
- Transparency, Accountability, and Compliance
- Women's Leadership and Inclusive Growth

ESG Across Neutrino

At Neutrino, ESG is not approached as a standalone initiative - it is embedded in the way we innovate, operate, collaborate, and grow. Anchored by PRAYAS, our ESG initiative, we are committed to creating sustainable value for our associates, customers, communities, and the environment. From enabling sustainable digital transformation and strengthening workplace inclusivity to advancing cybersecurity, governance, and community engagement, our approach is driven by responsible decision-making and purposeful innovation. As we continue to evolve, PRAYAS serves as the foundation of our ESG journey, guiding our commitment to building a future that is resilient, inclusive, sustainable, and accountable.



ENVIRONMENTAL PERFORMANCE

Engineering Sustainable Progress

Environmental responsibility remains closely integrated into Neutrino's approach to long-term growth and responsible innovation. As technology continues to reshape industries and accelerate digital transformation, the need to build environmentally conscious operations and climate-aware business practices becomes increasingly important.

Through sustainability-led initiatives, afforestation programs, responsible workplace practices, and community-driven environmental engagement, Neutrino continues to strengthen its commitment toward creating measurable ecological impact while contributing to long-term environmental resilience. Our environmental initiatives are designed not only to support sustainability goals, but also to create meaningful social and economic value for communities through collaborative and impact-driven programs.

Climate Action & Afforestation

Climate action continues to remain a core focus area within Neutrino's environmental strategy. During the year, the organization expanded its plantation and afforestation initiatives through strategic collaborations with SankalpTaru Foundation under both rural livelihood and urban plantation programs. These initiatives were designed to create long-term environmental impact while simultaneously supporting biodiversity, ecological restoration, and community well-being.



Key Environmental Highlights:

- **~10000+ saplings planted** through sustainability initiatives and afforestation programs
- Estimated offset potential of **4,500+ metric tons of CO₂** over the lifetime of plantations
- Planted **800+ fruit-bearing and native saplings**, including Mango, Fig, Coconut, Karanj, Kachnar, Seesham, Sagwani, Reetha, and Jamun



Rural Livelihood & Community Sustainability

Neutrino's environmental initiatives extend beyond plantation activities to create meaningful social, environmental, and economic impact for rural communities. Implemented in **Sonavre Village, Pune District, Maharashtra**, the Rural Livelihood Plantation Program was designed to strengthen agroforestry practices while supporting sustainable livelihood generation through fruit-bearing plantations.

Conducted in partnership with local farming communities, the initiative enabled the plantation of **500 fruit-bearing saplings**, including **200 Mango, 200 Fig, and 100 Coconut trees**, across beneficiary farms. The program contributes to long-term income generation for the beneficiaries, biodiversity enhancement, climate resilience, and sustainable land stewardship.

Impact Highlights:

- Sustainability initiatives resulting in **45 Tons per tree** carbon reduction
- **2** beneficiary farming households supported through the initiative
- **1** acre of land strengthened through community-led plantation effort



Key Focus Areas: Empowers rural farmers through sustainable, long-term income generation; encourages agroforestry and sustainable farming practices; enhances biodiversity and improving green cover; promotes climate resilience and sustainable land use; builds long-term community awareness around environmental sustainability; enables farmer participation and post-plantation monitoring for long-term sapling survival.

Associating Partner: SankalpTaru Foundation

This initiative was conducted in association with SankalpTaru Foundation, an IT-enabled NGO committed to restoring green cover and strengthening sustainable livelihoods across India. Recognized as an official actor of the UN Decade on Ecosystem Restoration, the organization drives afforestation and community-focused environmental programs aligned with global sustainability goals. Through this partnership, the initiative contributes to ecosystem restoration, biodiversity enhancement, and long-term community impact.



Urban Plantation & Biodiversity Enhancement

Neutrino continued its commitment to creating greener and more resilient urban ecosystems through the Urban Plantation Program conducted in partnership with SankalpTaru Foundation. Implemented at the SERVSDA State Office, Salisbury Park, Pune, the initiative focused on strengthening biodiversity, improving ecological balance, and encouraging community participation in environmental stewardship. The plantation drive brought together associates and community stakeholders to support the development of greener urban spaces while contributing to long-term environmental sustainability and climate action.

Urban Plantation Impact Metrics:

- Supported approximately 80 tons per tree of carbon sequestration
- Estimated generation of 55 tons of oxygen over the lifecycle of the plantation
- 100 native and fruit-bearing trees planted in Pune
- Plantation included Karanj, Kachnar, Seesham, Sagwani, Reetha, Mango, and Jamun species



Key Focus Areas: Strengthening urban biodiversity through native tree plantation; enhancing green cover and ecological resilience in urban spaces; supporting climate action through community-led environmental initiatives; encouraging associate participation in sustainability programs; creating long-term environmental awareness and stewardship.

Responsible Waste Management Initiative

Materials Recovery Facility (MRF) (March 2026 – Ongoing)

As part of the Waste Recycling & Sustainable Management Initiative under PRAYAS, Neutrino partnered with ReCircle to conduct a Materials Recovery Facility (MRF) Visit and Safai Saathi Training Program in Katraj, Pune. This ongoing initiative is rooted in a simple yet powerful idea: the waste we generate does not have to become waste forever. Through responsible collection, segregation, and recycling, materials can be recovered and reintroduced into the value chain, reducing environmental impact and supporting a circular economy.

As a responsible corporate entity, we generate a significant amount of waste. In response, we have taken a proactive step to reduce our plastic footprint by initiating a program to recycle 25 metric tonnes of waste, reinforcing our commitment to responsible and sustainable waste management.

The initiative supports the recovery of **25 MT of low-value plastic waste**, transforming discarded materials into branded circular products while promoting sustainability, responsible consumption, and community impact. Through direct exposure to recycling operations, associates gained a deeper understanding of the complete waste management lifecycle, from collection and segregation to processing, recovery, and reuse.

Impact & Participation Highlights:

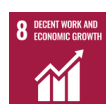
- Supports the recovery of **25 MT** of low-value plastic waste
- Promotes **circular economy principles** through material recovery and reuse
- Exposure to **collection, weighing, segregation, and recycling** processes
- Increased awareness of responsible waste management practices and footprint reduction
- Volunteer Participation: **14 associates** participated in the MRF visit

A single programme that recovered low-value plastic, trained frontline workers in safety, and connected employees to the systems that make circularity possible.

At Neutrino, we believe that waste should not always end up in landfills. With responsible collection, segregation, and recycling, discarded materials can be given a second life and brought back into the value chain. By providing firsthand exposure to the recycling ecosystem, we seek to help our associates understand the journey of waste—from collection and segregation to recovery and reuse—while recognizing the invaluable contribution of Safai Saathis who enable this circular economy. Through PRAYAS, we hope to inspire small actions that can create a lasting positive impact on people and the planet.

Associating Partner: ReCircle

This initiative was conducted in association with ReCircle, a leading circular economy organization focused on enabling responsible waste management and resource recovery across India. Through technology-enabled solutions and an extensive recycling network, ReCircle works towards diverting waste from landfills, improving material recovery, and advancing sustainable waste management practices.





Technology-Enabled Sustainability

Technology continues to play an important role in supporting sustainable operations across Neutrino. Intelligent digital systems, AI-enabled workflows, and hybrid work practices contribute toward reducing operational redundancies and minimizing resource-intensive processes. Digital-first operations continue to support paper-light workflows, efficient collaboration, and environmentally conscious business practices across the organization.

Focus Areas: AI-enabled workflow optimization and operational efficiency; hybrid work environment supporting reduced commuting-related emissions; digital collaboration systems reducing paper-intensive processes; responsible technology adoption supporting long-term sustainability goals; increased focus on sustainable digital transformation initiatives.

Resource Optimization & Circular Practices

Responsible resource utilization remains an important operational priority. Neutrino continues to strengthen workplace sustainability practices through efficient infrastructure management, waste reduction initiatives, and circular economy-focused programs.

Key Initiatives: Elimination of single-use plastics through reusable workplace materials; sustainable gifting initiatives encouraging environmentally conscious consumption; responsible e-waste lifecycle management and technology donation initiatives supporting digital inclusion.

SOCIAL IMPACT

Empowering People. Strengthening Communities.

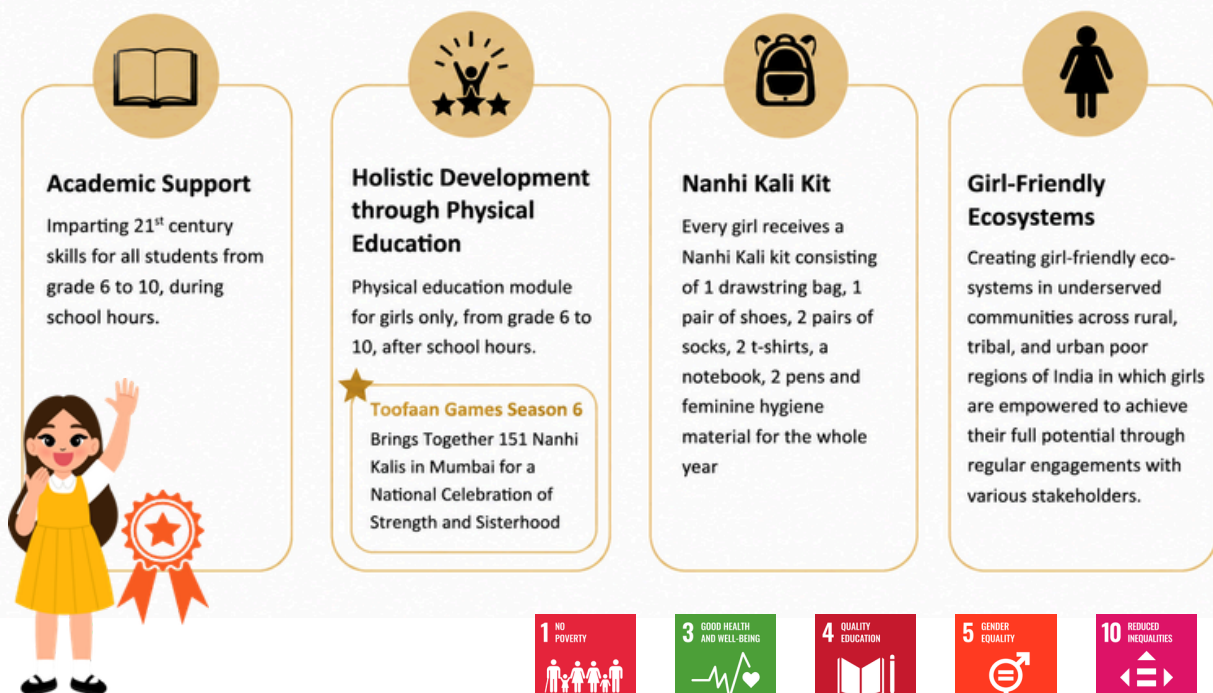
People remain at the center of Neutrino's vision for responsible and sustainable growth. Across workplace culture, education, digital inclusion, community engagement, and social responsibility initiatives, the organization continues to focus on creating meaningful opportunities that enable individuals and communities to grow, thrive, and build resilient futures.

Neutrino's social initiatives are guided by the belief that long-term impact is created through access to education, inclusive growth, digital empowerment, and collective progress. Through strategic partnerships, community-led initiatives, and active associate participation, the organization continues strengthening its contribution toward creating sustainable and measurable social impact.

Education & Girl Child Empowerment- Project Nanhi Kali

Education remains one of the most powerful enablers of long-term social progress. Through continued support for Project Nanhi Kali, Neutrino contributed towards improving access to education and creating opportunities for underserved girls to learn, grow, and achieve their full potential. The initiative goes beyond academic support by fostering holistic development through sports, nutrition awareness, life skills, and the creation of safe and girl-friendly learning environments. Through structured interventions, the program helps strengthen confidence, well-being, and educational continuity while empowering girls to build brighter futures.

Comprehensive support:



Project Nanhi Kali Impact Highlights:

- 100 girls supported through education initiatives
- Empowered young girls through Project Nanhi Kali's Toofaan Games, promoting physical fitness, confidence, teamwork, resilience, and leadership through structured sports participation.
- Full Academic year support focused on strengthening learning outcomes and future readiness
- Holistic development through sports and physical education programs
- Access to Nanhi Kali educational kits, learning materials, and essential resources
- Promotion of health, nutrition awareness, and personal well-being
- Volunteer Participation: 37 Neutrino associates participated in awareness, engagement, and support activities
- Project Nanhi Kali has been conferred the prestigious 'Sports for Social Good' honour at the Sportstar Aces Awards 2026



Associating Partner: Nanhi Kali

Founded in 1996 by Anand Mahindra through the K.C. Mahindra Education Trust, Project Nanhi Kali was established with the belief that educating girls can transform communities and create a more equitable society. Today, the initiative supports thousands of girls across India through academic assistance, holistic development programs, and access to opportunities that help them continue their education and realize their full potential.

Nanhi Kali
Where girls learn they matter

Women Empowerment & Livelihood Development





आत्मनिर्भर नारी Women Empowerment Program Inauguration

Empowering women by enabling income opportunities, promoting self-reliance, and driving economic development.



Atmanirbhar Nari Initiative - Beautician Training Center

The “Atmanirbhar Nari – Skilling & Women Empowerment Project” created significant positive outcomes at both the individual and community levels. Over the four-month implementation period, beneficiaries demonstrated visible improvements in technical competency, communication skills, confidence, digital literacy, and entrepreneurial readiness. The impact of the project extended beyond vocational learning. It contributed to improving self-esteem, financial awareness, social participation, and the overall confidence of women who previously had limited exposure to professional opportunities.

Following course completion, beneficiaries demonstrated strong livelihood outcomes as follows:

Occupational Status Post-Training	Number of Beneficiaries	Percentage
Home-Based Beauty Services	12	48%
Home Service + Other Job	3	12%
Started Own Beauty Parlor	1	4%
Employed in Beauty Parlor	9	36%
Total	25	100%

Women Empowerment & Livelihood Development

Key Insights & Social Security Camps: 64% of beneficiaries are earning through home-based services or a combination of beauty services and other employment. 40% are engaged in formal or semi-formal beauty sector employment or entrepreneurship. To facilitate deep structural support, dedicated social security enrollment camps were conducted to improve access to government welfare schemes, financial systems, and formal identity mechanisms.



Associating Partner: Spherule Foundation

This initiative was conducted in association with Spherule Foundation, a non-profit organization dedicated to creating sustainable social impact through education, skill development, healthcare, women empowerment, and community development initiatives. Spherule Foundation was started in the year 2017 with a vision to work primarily to bring deep-rooted sustainable change in people & lives. Our vision is to create an equal, just, and sustainable society.



Healthy Communities, Sustainable Futures

Health awareness and preventive care remain important aspects of community development. Neutrino continued supporting initiatives that focused on improving awareness, accessibility, and overall well-being within communities through community health awareness initiatives, preventive healthcare engagement programs, and outreach activities promoting hygiene.

Safai Saathi Awareness & Training Program: Recognizing the critical role played by Safai Saathis (waste pickers) within the recycling ecosystem, Neutrino partnered with ReCircle to conduct awareness and training sessions focused on sustainable waste management and responsible segregation practices. This promoted responsible behavior and completed hands-on segregation activities.

Community Health & Well-Being Support for Safai Saathis: As part of its commitment to supporting the waste worker community, Neutrino also facilitated health screening and awareness initiatives for Safai Saathis. The health camp focused on preventive care, early diagnosis, and health awareness for individuals working in physically demanding and high-risk environments. The initiative helped identify key health concerns related to occupational exposure, nutrition, and overall well-being while promoting access to timely healthcare support and awareness.



Healthy Communities, Sustainable Futures



Key Findings from the camp

- **Dominant Health Concern – Musculoskeletal Pain:** 216 beneficiaries (45.6%) reported musculoskeletal pain, reflecting the physically demanding nature of their work.
- **Signs of Poor Nutrition:** Weakness was reported by 64 individuals (13.5%), while 24 beneficiaries (5.1%) had vitamin deficiencies.
- **High Exposure to Unhygienic Conditions:** 49 beneficiaries (10.3%) suffered from skin infections, highlighting continuous exposure to waste.
- **Impact of Work Environment:** Eye irritation affected 17 individuals (3.6%), and breathing problems were seen in 13 beneficiaries (2.7%).
- **Emerging Chronic Conditions:** High blood pressure was observed in 13 individuals (2.7%), and 11 beneficiaries (2.3%) were identified with diabetes.
- **Common Illnesses & Minor ailments:** Cold, cough, and fever were reported by 16 beneficiaries (3.4%), along with issues like acidity (19 cases | 4.0%).
- **Occupational Risks:** Injuries were reported by 11 individuals (2.3%), along with smaller numbers experiencing dizziness or abdominal pain.

Wellness at Work



**NEUTRINO
HR CARE**
Compassion. Attention. Respect. Empathy.



Employee Benefits & Well-Being

People remain at the heart of Neutrino's success. The organization is committed to fostering a supportive, inclusive, and people-centric workplace that enables associates to thrive both professionally and personally. Through comprehensive associate welfare programs, wellness initiatives, learning opportunities, flexible workplace practices, and focused inclusion programs, Neutrino continues to invest in the long-term well-being, growth, and engagement of its workforce.

Key Highlights:

- Group medical insurance coverage for all associates.
- Regular health check-ups and wellness initiatives promoting preventive healthcare.
- Mental health and well-being support through awareness and engagement programs.
- PMOS awareness sessions for women associates, promoting education, early intervention, and holistic women's health.
- Menstrual health and hygiene initiatives, including the distribution of menstrual cups to encourage sustainable and accessible menstrual care.

- Occupational health and safety practices supporting a secure work environment.
- Paid leave, including maternity, paternity, adoption, and bereavement leave benefits.
- Hybrid work practices supporting flexibility and work-life balance.
- Diversity, Equity & Inclusion (DEI) initiatives fostering an inclusive workplace culture.
- Continuous learning and development through an in-house Learning Management System (LMS) and structured training programs.
- Employee engagement initiatives promoting collaboration, recognition, and overall team well-being.



OVERALL IMPACT

40%

Women Workforce

Continued focus on inclusion, equitable participation and diverse representation.

33%

Women in Leadership

Equal opportunities and an inclusive leadership pipeline for future women leaders.

100%

POSH Awareness

Mandatory annual POSH awareness programmes for all associates.

Employee Engagement Programmes

Throughout the year, Neutrino organizes cultural celebrations, team-building activities, town halls, recognition programmes, wellness campaigns, knowledge-sharing sessions, and employee appreciation initiatives.

Volunteer Participation

Associates actively participate in CSR and volunteering initiatives supporting community outreach, environmental campaigns and social impact.

Wellness Initiatives

Annual health check-ups, Group Personal Accident Insurance, employee assistance programmes and preventive healthcare initiatives promote physical, mental and emotional well-being.



GOVERNANCE EXCELLENCE

Strengthening Trust Through Responsible Leadership

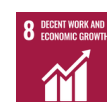
Strong governance remains fundamental to Neutrino's approach toward sustainable growth, ethical innovation, and long-term business resilience. As the organization continues to evolve in a rapidly transforming digital landscape, governance practices remain focused on accountability, transparency, compliance, cybersecurity, and responsible decision-making. Neutrino continues strengthening governance frameworks that support operational integrity while building trust across associates, clients, partners, and stakeholders. Through responsible leadership, ethical business practices, and robust risk management systems, the organization remains committed to maintaining high standards of corporate governance across all areas of operations.

Prevention of Sexual Harassment (POSH)



Creating a safe, respectful, and inclusive workplace remains a core priority at Neutrino. The organization maintains a strong commitment to the Prevention of Sexual Harassment (POSH) Act and continues to foster a culture built on dignity, fairness, and mutual respect. A dedicated Internal Committee (IC), comprising **13 members, including 7 women and 6 men representatives**, oversees POSH implementation and grievance redressal while ensuring adherence to best practices.

Key Highlights: 100% POSH compliance; mandatory POSH training and awareness programs for all associates; POSH sensitization integrated into new joiner orientation programs; regular workshops and awareness sessions promoting workplace respect and inclusion; dedicated Internal Committee supporting fair and confidential grievance redressal; updated Anti-Sexual Harassment Policy communicated across the organization; zero-tolerance approach towards harassment and discrimination.



Ethics, Integrity & Compliance

Ethical conduct and accountability continue to guide the organization's governance approach. Neutrino remains committed to conducting business with integrity while ensuring compliance with regulatory, operational, and ethical standards across functions. Governance systems are designed to strengthen transparency, reduce operational risks, and support responsible business practices across the organization including an established anti-bribery policy.

Diversity, Representation & Inclusive Governance

Neutrino continues strengthening a workplace culture built on diversity, inclusion, and equitable opportunities across teams and leadership structures. The organization remains committed to fostering an environment where diverse perspectives and inclusive leadership contribute toward stronger collaboration, innovation, and long-term organizational growth. Women continue to play an important role across functions and leadership teams, reinforcing the organization's commitment toward inclusive representation and equitable participation.



7th Sense: Neutrino's Initiative for Women Empowerment

7th Sense is Neutrino's initiative to empower and support women in their personal and professional journeys.

Neutrino believes every woman has a unique "7th Sense" - the inner strength, resilience, and intuition to overcome challenges and grow with confidence.

Built on the pillars of Educate, Empower, Empathize, and Support, the initiative creates a safe and inclusive space through awareness sessions, mentorship, and meaningful conversations, helping women learn, lead, and thrive.

- Recognized among the Top 100 Best Places to Work for Women 2025
- Women represent 41% of Neutrino's workforce, supporting a strong culture of inclusion and representation across the organization
- Continued representation of women across leadership and decision-making teams
- Inclusive workplace practices supporting equitable growth opportunities



Cybersecurity & Data Protection

As a technology-driven organization, cybersecurity and data protection remain critical governance priorities. Neutrino continues strengthening digital security frameworks to safeguard enterprise systems, business operations, and stakeholder information across its technology ecosystem. The organization remains focused on enabling secure digital transformation through proactive cybersecurity practices, data protection measures, and resilient technology infrastructure.

Key Focus Areas: Enterprise cybersecurity and data protection frameworks; AI-powered security and threat monitoring capabilities; risk mitigation and secure digital operations; responsible management of business and stakeholder data; continuous strengthening of security and compliance practices; regular ISMS and information security awareness sessions conducted by internal and external experts; financial literacy sessions supporting informed decision-making and associate well-being; quarterly town halls promoting transparency, leadership engagement, and organizational alignment.

Workplace Ethics, Safety & Respect

Creating a safe, respectful, and inclusive workplace remains fundamental to Neutrino's governance framework. The organization maintains comprehensive policies and practices that promote fairness, dignity, and equal opportunity while ensuring every associate feels valued and supported. Through structured awareness programs, policy reinforcement initiatives, and regular engagement sessions, Neutrino continues to strengthen a culture built on respect, accountability, and ethical conduct.

Responsible AI & Technology Governance

As Neutrino continues advancing AI-driven transformation and intelligent enterprise solutions, responsible technology governance remains an important strategic priority. The organization continues focusing on ethical innovation, responsible AI adoption, operational transparency, and technology practices that align with long- term business accountability and stakeholder trust.

- AI-powered document processing systems supporting significant reduction in paper-intensive operations
- Responsible AI adoption aligned with operational accountability and governance oversight
- Technology-enabled operational efficiency and workflow optimization initiatives
- Continued focus on sustainable and responsible digital transformation



ESG AT A GLANCE FY 2025–26

1,000+

Saplings Planted

Towards a greener future

4,500 MT

CO₂ Offset

Carbon sequestration impact

25 MT

Plastic Recovered

Responsibly recycled

SOCIAL

100

Girls Educated

25

Women Skilled

40%

Women in Workforce

33%

Women in Leadership

100%

POSH Compliant

GOVERNANCE



ESG PARTNERS



“Our commitment is not just to grow responsibly, but to create measurable and lasting impact.”



Associate Recognition & Performance Excellence

A culture of recognition plays an important role in strengthening engagement, motivation, and organizational excellence. Neutrino continues to celebrate associates who exemplify the organization's core values through the R.I.S.E. Awards program.

RISE, which stands for **Resilience, Integrity, Service, and Excellence**, recognizes outstanding contributions while reinforcing a culture that values accountability, innovation, collaboration, and continuous improvement.



Governance Highlights

41%

Women Workforce

Continued focus on inclusion, equitable participation, and diverse representation across the organization.

Top 100

Best Places To Work for Women 2025

Recognized for fostering an inclusive and empowering workplace culture for women.

Verified

Independent ESG Assurance

ESG Assured 2024-25



CERTIFICATIONS & RECOGNITIONS

Neutrino is committed to maintaining high ESG standards and has earned several certifications and recognitions. We have been recognized for three consecutive years as a top mid-sized organization to work for with the Great Place to Work Certification (2022-23, 2023-24, 2024-25). We are also ISO27001:2022 Certified, ISO420001 (AIMS) & ISO92001 (QMS) for our information security management systems and have achieved SOC2Type2 for our strong controls over data security, availability, processing integrity, confidentiality, and privacy.

We are **HIPAA Compliant**, adhering to the Health Insurance Portability and Accountability Act for safeguarding sensitive health data. Additionally, we adhere to the Open Web Application Security Project's (OWASP) security guidelines to ensure our web applications are secure and protected against potential vulnerabilities. These certifications and recognitions demonstrate our commitment to maintaining the highest standards of quality, security, and ethical conduct in all our operations.

We also maintain active memberships and associations with industry-leading organizations, further demonstrating our commitment to excellence and continuous improvement.



REPORTING METHODOLOGY

Reporting Period:

This report presents Neutrino's Environmental, Social and Governance (ESG) initiatives and progress for FY 2025–26 (1 April 2025 to 31 March 2026).

Reporting Scope:

The report covers Neutrino's key ESG initiatives across environmental sustainability, people and culture, community engagement, governance, and responsible business practices.

Reporting Approach:

The report has been prepared with reference to the United Nations Sustainable Development Goals (UN SDGs) and Neutrino's internal ESG priorities.

Data Sources:

Information presented in this report has been compiled from internal business functions, organisational records, and impact assessment reports shared by our CSR implementation partners. Wherever applicable, environmental and social impact metrics are based on documented impact reports and implementation records provided by these partner organisations.

External Review:

This report has been prepared as part of Neutrino's ESG assessment process and has been independently reviewed by the designated ESG certification partner.

THE ROAD AHEAD

Engineering a More Responsible Future

Neutrino's ESG journey continues to evolve alongside the changing needs of businesses, communities, and the global environment. As technology reshapes industries and accelerates transformation, the organization remains committed to ensuring that innovation continues to create meaningful, responsible, and sustainable impact. The road ahead will focus on strengthening ESG integration across operations, technology, workplace culture, and community engagement while continuing to build resilient systems that support long-term growth and accountability.

Neutrino believes sustainable progress is achieved through continuous improvement, measurable action, and responsible leadership. Guided by this belief, the organization remains focused on expanding its efforts across environmental stewardship, inclusive growth, ethical governance, and responsible innovation.

Our Future Priorities

Environmental Priorities:

- Strengthening climate-conscious operational practices
- Expanding plantation and sustainability initiatives
- Encouraging resource optimization and responsible consumption
- Increasing adoption of sustainable digital-first operations
- Building long-term environmental awareness across teams and communities

Social Priorities:

- Expanding access to education and digital inclusion initiatives
- Strengthening community engagement and social impact programs
- Encouraging inclusive growth and leadership representation
- Supporting associate well-being, learning, and future-readiness
- Creating opportunities through responsible partnerships and community development

Governance Priorities:

- Strengthening cybersecurity, compliance, and data protection frameworks
- Advancing responsible AI adoption and ethical technology governance
- Continuing transparent ESG reporting and accountability practices
- Building resilient governance systems that support sustainable growth
- Strengthening diversity, inclusion, and responsible leadership representation across teams

ABOUT NEUTRINO TECH SYSTEMS

Engineering a More Responsible Future

Neutrino is an AI-first HealthTech company built for speed, scale, and real-world impact. With deep expertise in digital healthcare and enterprise engineering, the company partners with forward-thinking organizations to turn complex challenges into intelligent, secure, and scalable solutions.

Combining the agility of a startup with the reliability of an enterprise, Neutrino helps organizations move faster, operate smarter, and deliver better outcomes through data-driven and AI-led innovation.

From healthcare platforms to AI-powered accelerators, every solution is designed with compliance, security, and performance at the core.

About Us

Founded in 2018 • U.S.-based company with global delivery across the USA, UAE, Costa Rica, and India • 350+ associates across multiple time zones • 250+ successful projects delivered across healthcare and enterprise domains • Zero security incidents since inception • ISO 27001:2022 (ISMS) and ISO 42001 (AIMS) certified • HIPAA and SOC 2 compliant • Great Place to Work® Certified for four consecutive years • GPTW Best Workplaces for Women • Strong focus on ESG and responsible innovation

Our Approach Transformation is never one-size-fits-all. Teams work closely with clients to understand their ecosystem, challenges, and goals, designing AI-driven solutions that are contextual, scalable, and built for long-term impact. With AI embedded by design, organizations are empowered to innovate with confidence and deliver measurable results. As a workplace, we are firmly committed to the principles of Prevention of Sexual Harassment (POSH) and to building a safe, respectful, and inclusive environment for all. We encourage every woman to be aware of her rights and to speak up without hesitation.

The Government of India's SHe-Box (Sexual Harassment Electronic Box) provides a secure platform to raise workplace harassment concerns. <https://shebox.nic.in/>

ESG ASSURANCE CERTIFICATE

MRPRS & ASSOCIATES CHARTERED ACCOUNTANTS



Partner : CA. A. J. MUJAWAR
B.Com. FCA

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TO WHOMSEVER IT MAY CONCERN

We have conducted a limited assurance review of the Environmental, Social, and Governance (ESG) disclosures and supporting records of M/S. NTS AUTOMATION LABS PRIVATE LIMITED for the period 1 April 2025 to 31 March 2026.

Our review included an examination of the Company's ESG policies, supporting documentation, management representations, and selected records relating to environmental initiatives, employee welfare, governance practices, ethics, compliance, and social responsibility activities.

Based on the procedures performed and the information made available to us, nothing has come to our attention that causes us to believe that the ESG information presented by M/S. NTS AUTOMATION LABS PRIVATE LIMITED is materially misstated.

In our opinion, the Company has maintained appropriate ESG practices and processes that reasonably reflect its commitment to sustainable and responsible business operations during the reporting period.

This certificate has been issued based on the information and records provided by the management and is intended solely for general reporting purposes.

FOR MRPRS AND ASSOCIATES
CHARTERED ACCOUNTANT
FRN 112705W

CA A J Mujawar
Partner

Mem No. 182909

Date: 21/07/2026

UDIN: - 26182909BVOTLR4945

Place: Pune



Head Office : ST 3 4, Sai Vihar, Phase 2, Near Sanjeevan Hospital, Sadar Bazar, Satara - 415001
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ESG Initiative

Thank You!