

## Independent Practitioner's Assurance Report

The Management and Board of Directors  
International Management Institute (IMI-Delhi)  
B-10, Qutab Institutional Area  
Tara Crescent  
New Delhi, Delhi - 110016

### Scope

We have been engaged by International Management Institute (IMI-Delhi) to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements 3000 (Revised), hereafter referred to as the engagement, to report on the following non-financial select Key Performance Indicators (KPIs) (the "Subject Matter"), contained in IMI-Delhi's ESG Factsheet\*, as of 04 April 2025 for the year ended 31 March 2025 for the period from 01 April 2024 to 31 March 2025 in accordance with the GRI Standard ("the Report").

GRI Indicators	GRI disclosures
Direct (Scope 1) GHG emissions	GRI 305-1
Indirect (Scope 2) GHG emissions	GRI 305-2
Other indirect (Scope 3) GHG emissions	GRI 305-3
Waste generated	GRI 306-3
Waste diverted from disposal	GRI 306-4
Waste directed to disposal	GRI 306-5
Water withdrawal	GRI 303-3
Energy consumption within the organisation	GRI-302-1
Employment	GRI 401
Training & education	GRI 404
Diversity & equal opportunity	GRI 405
Health & safety	GRI 403
Governance structure	GRI 2-9
Ethics and compliance	GRI 2-27, GRI 205-2, GRI 205-3
Cybersecurity and data protection	GRI 418-1

\*This limited assurance statement should be read in concurrence with the ESG Factsheet issued by the IMI-Delhi's management.

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the other information, and accordingly, we do not express a conclusion on this information.

### Criteria applied by International Management Institute

In preparing the subject matter, International Management Institute, applied the Global Reporting Initiative (GRI) Standards, hereafter referred to as "Criteria".

### International Management Institute's responsibilities

International Management Institute's management is responsible for selecting the Criteria, and for presenting the select non-financial KPIs in accordance with the Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records, and making estimates relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

### EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000 (Revised)'), and the terms of reference for this engagement as agreed with International Management Institute on 13 March 2025. Those standards require that

we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

### **Our Independence and Quality Management**

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Management 1, Quality Management for Firms that Perform Audits and Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

### **Description of procedures performed**

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the select non-financial KPIs and related information and applying analytical and other appropriate procedures.

Our procedures included:

- Checking the standard disclosures regarding the institute's material sustainability aspects;
- Checking consistency of data / information;
- Testing on a sample basis, underlying source information to check the accuracy of the data for the following location, through consultations with the corporate sustainability team;

S.No.	Entity	Geography
1.	International Management Institute, Delhi	Delhi, India

- Executing an audit trail of claims and data streams, on a sample test basis, to determine the level of accuracy in collection, transcription and aggregation processes followed;
- Conducting interview of select representatives of Institute's management to understand the current processes in place for collecting, collating and reporting the subject matter as per GRI Standards, and the progress made during the reporting period;
- Checking that the calculation criteria have been correctly applied in accordance with the methodologies outlined in the Criteria
- Undertaking analytical procedures of the data and made inquiries of management to obtain explanations for any significant differences we identified
- Identifying and testing assumptions supporting calculations
- Checking the Institute's plans, policies, and practices, pertaining to their social, environment and sustainable development, to comment on the reporting's completeness.

We also performed such other procedures as we considered necessary in the circumstances.



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The assurance scope excludes:

- Data and information outside the defined reporting period-1 April 2024 to 31 March 2025
- Data and information on economic and financial performance of the Institute;
- Data, statements and claims already available in the public domain through Annual Report, or other sources;
- The Institute's statements that describe the expression of opinion, belief, inference, aspiration, expectation, aim or future intention;
- The Institute's compliance with regulations, acts, guidelines with respect to various regulatory agencies and other legal matters.

### Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that should be made to the subject matter as of 04 April 2025 for the year ended 31 March 2025 for the period from 01 April 2024 to 31 March 2025, in order for it to be in accordance with the Criteria.

**Ernst & Young Associates LLP**

*Saumali Saha* 

**04 April 2025**  
**Kolkata, India**

**Rajendra Singh**  
Registrar & CAO  
Secretary, IMI Society & BoG

IMI-Delhi ESG Factsheet FY 2024-25				
Section	GRI	Indicators	UoM	Data verified
Environment	302-1	<b>Energy consumption within the organisation</b>		
		Total fuel consumption within the organization from non-renewable sources	GJ	840.79
		Total electricity consumption from non-renewable sources	GJ	4667.8
		Total energy consumption	GJ	5508.6
	303-3	<b>Water withdrawal</b>	kL	25391.2
	305-1	<b>Direct GHG emission (Scope 1)</b>		
		Emission from stationary sources	tCO2e	47.44
		Emission from mobile sources	tCO2e	0.86
		Fugitive emission*	tCO2e	39.67
		<b>Total scope 1 emission</b>	tCO2e	87.97
	305-2	<b>Indirect GHG emission (Scope 2): Purchased electricity</b>	tCO2e	942.64
	305-3	<b>Other indirect (Scope 3) GHG emissions (GRI 305-3)</b>		
		Cat 1 - Purchase goods and services	tCO2e	274.67
		Cat 2 - Capital goods	tCO2e	216.11
		Cat 3 - Fuel and Energy related activities	tCO2e	296.34
		Cat 5 - Waste generation	tCO2e	0.07
		Cat 6 - Business travel	tCO2e	72.98
		Cat 7 - Employee commute	tCO2e	194.56
		<b>Total scope 3</b>	tCO2e	1054.72
306-3	<b>Waste generated</b>	MT	9.67	
306-4	<b>Waste diverted from disposal</b>	MT	9.67	
306-5	<b>Waste directed to disposal</b>	MT	0	
SOCIAL	<b>Employment</b>			
	GRI 401-1 (a)	No. of New hires (below 30 years)	Nos.	0
		No. of New hires (30 – 50 years)	Nos.	9
		No. of New hires (above 50 years)	Nos.	1
		No. of New hires (Male)	Nos.	4
		No. of New hires (Female)	Nos.	6
	GRI 401-1 (b)	Employee turnover rate (Male)	%	6%
		Employee turnover rate (Female)	%	3%

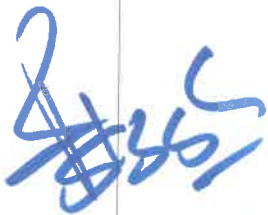
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	Employee turnover rate (below 30 years)	%	0%
	Employee turnover rate (30 – 50 years)	%	6%
	Employee turnover rate (above 50 years)	%	4%
GRI 401-3	Total number of employees that were entitled to parental leave (Male)	Nos.	81
	Total number of employees that were entitled to parental leave (Female)	Nos.	65
	Total number of employees that took parental leave, by gender (Male)	Nos.	1
	Total number of employees that took parental leave, by gender (Female)	Nos.	3
	Total number of employees that returned to work in the reporting period after parental leave ended, by gender (Male)	Nos.	1
	Total number of employees that returned to work in the reporting period after parental leave ended, by gender (Female)	Nos.	3
	Total number of employees who are due to return to work in the financial year after taking parental leave (Male)	Nos.	1
	Total number of employees who are due to return to work in the financial year after taking parental leave (Female)	Nos.	3
	No. of employees returned to work after parental leave ended in the previous financial year (FY 23-24), who were still employed twelve months after their return to work (Male)	Nos.	2
	No. of employees returned to work after parental leave ended in the previous financial year (FY 23-24), who were still employed twelve months after their return to work (Female)	Nos.	3
	Total number of employees returning from parental leave in the prior reporting period (FY 23-24) (Male)	Nos.	2
	Total number of employees returning from parental leave in the prior reporting period (FY 23-24) (Female)	Nos.	3
	Return to work rate (Male)	%	100%
	Return to work rate (Female)	%	100%
	Retention rate (Male)	%	100%
	Retention rate (Female)	%	100%
GRI 401-2	Benefits to full-time employees that are not provided to temporary or part time employees		100%
	<b>Training &amp; education</b>		
GRI 404-1	Average hours of training per year per employee	Nos.	7.75
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		Free retirement programme is





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			applicable to all employees
<b>Diversity &amp; Equal Opportunity</b>			
GRI 405-1	No. of permanent employees (Male)	Nos.	81
	No. of permanent employees (Female)	Nos.	65
	No. of permanent employees (below 30 years)	Nos.	0
	No. of permanent employees (30 -50 years)	Nos.	87
	No. of permanent employees (> 50 years)	Nos.	59
	No. of members in BoD (Male)	Nos.	12
	No. of members in BoD (Female)	Nos.	2
GRI 405-2	Ratio of the basic salary of women to men (Professors)	Nos.	0.89
	Ratio of the basic remuneration of women to men (Professors)	Nos.	0.98
	Ratio of the basic salary of women to men (Assistant Professors)	Nos.	0.92
	Ratio of the basic remuneration of women to men (Assistant Professors)	Nos.	0.92
	Ratio of the basic salary of women to men (Associate Professors)	Nos.	0.87
	Ratio of the basic remuneration of women to men (Associate Professors)	Nos.	0.87
	Ratio of the basic salary of women to men (Senior Management)	Nos.	0.98
	Ratio of the basic remuneration of women to men (Senior Management)	Nos.	0.85
	Ratio of the basic salary of women to men (Middle Management)	Nos.	0.77
	Ratio of the basic remuneration of women to men (Middle Management)	Nos.	0.77
	Ratio of the basic salary of women to men (Junior Management)	Nos.	1.36
	Ratio of the basic remuneration of women to men (Junior Management)	Nos.	1.38
	Ratio of the basic salary of women to men (Staff)	Nos.	1.22
Ratio of the basic remuneration of women to men (Staff)	Nos.	1.19	
<b>Occupational Health &amp; Safety</b>			
GRI 403-1	Occupational health and safety management system	-	Yes
GRI 403-6	Promotion of worker/employee health		Yes
GRI 403-9	Recordable work-related injuries	Nos.	0

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		Fatalities	Nos.	0
		High-consequence work-related injuries	Nos.	0
Governance	GRI 2-9	Governance structure and composition		The institute has dedicated governance structure to oversee ESG related activities
	GRI 2-27	Compliance with laws and regulations 1. instances for which fines were incurred 2. instances for which non-monetary sanctions were incurred	Nos.	0
	GRI 205-2	Communication and training about anti-corruption policies and procedures	Nos.	0
	GRI 205-3	Total number and nature of confirmed incidents of corruption.	Nos.	0
		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	Nos.	0
		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	Nos.	0
		Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Nos.	0
	GRI 418-1	Substantiated complaints concerning breaches of student privacy and losses of student data	Nos.	0

*\*Note: In FY 2023- 24, the fugitive emissions were estimated basis the total capacity of the refrigerant gas that can be refilled in the Air Conditioners and not on the actual amount of refrigerant gas refilled in the reporting period due to lack of monitoring mechanism for the latter. From FY 2024-25, we have started monitoring the actual amount of refrigerant gas refilled basis the AMC invoice and are accordingly estimating and reporting our fugitive emissions.*