

## Independent practitioner's assurance report

The Management and Board of Directors  
International Management Institute (IMI-Kolkata)  
2/4c Judges Court Road  
Kolkata, West Bengal - 700027

### Scope

We have been engaged by International Management Institute (IMI-Kolkata) 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-Kolkata's Sustainability Factsheet\*, as of 29 May 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 Sustainability Factsheet issued by the IMI-Kolkata'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 remaining information included in the Report, 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 that Criteria, in all material

respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are 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 28 April 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 or 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;

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

- 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 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 differences we identified
- Identifying and checking the reasonableness of assumptions used in estimates
- Understanding the Institute's plans, policies, and practices, pertaining to their social, environment and sustainable development.
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We also performed such other procedures as we considered necessary in the circumstances.

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 need to be made the subject matter as of 29 May 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.

### **Restricted use**

Our Limited Assurance report has been prepared and addressed to the Management and Board of Directors of International Management Institute, Kolkata at the request of the institute solely, to assist the institute in reporting on its sustainability performance and activities. Accordingly, we accept no liability to anyone other than the institute. Our Limited Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

### **Ernst & Young Associates LLP**



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29 May 2025  
Kolkata, India

## IMI-Kolkata Key ESG KPIs

KPIs	Parameter	Unit	Verified Value (FY '24)	Verified value (FY '25)
<b>ENVIRONMENT</b>				
<b>Environment</b>	Direct (Scope 1) GHG emissions	tCO2e	91.61	47.99
	Indirect (Scope 2) GHG emissions	tCO2e	1,498.73	1,623.24
	Other Indirect (Scope 3) GHG emissions	tCO2e	769.96	720.56
	Energy consumption within the organisation	GJ	7,917.92	8,548.01
	Waste generated	MT	22.13	45.52
	Waste directed to disposal	MT	22.13	45.29
	Waste diverted from disposal	MT	0	0.23
	Water Withdrawal	KL	36,058	40,393
<b>SOCIAL</b>				
<b>Diversity &amp; equal opportunity</b>	No. of permanent employees (Male)	Number	39	37
	No. of permanent employees (Female)	Number	16	16
	No. of non-permanent employees (Male)	Number	1	4
	No. of non-permanent employees (Female)	Number	1	2
	Diversity of governance bodies and employees (Male)	Number	12	12
	Diversity of governance bodies and employees (Female)	Number	2	2
<b>Employment</b>	Employee turnover rate	% (Male)	12.28	11
		% (Female)		13
<b>Training &amp; education</b>	Average hours of training per year per employee (Professors)	Number	4	5.92
<b>Occupational health &amp; safety</b>	Work-related injuries	Number	0	0
<b>GOVERNANCE</b>				
<b>Ethics and compliance</b>	Total number and nature of confirmed incidents of corruption.	Number	0	0
<b>Cybersecurity and data protection</b>	Substantiated complaints concerning breaches of student privacy and losses of student data	Number	0	0