



**This is to certify that ICRA Analytics Limited has successfully completed the assessment conducted by Great Place To Work®, India, and is certified as a great workplace.
Category: Mid-Size Organizations**

This certificate is valid from December 2023 to December 2024.

A handwritten signature in black ink, appearing to read 'Yeshasvini R', with a horizontal line underneath.

**Yeshasvini Ramaswamy
Chief Executive Officer
Great Place To Work®, India**

Note: The certificate is valid subject to the terms and conditions agreed to by the Organization.