



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

This certificate is valid from Jan 2023 to Jan 2024.

A handwritten signature in black ink, reading 'Yeshasvini R'.

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

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