



## Chairman's Speech

### 39<sup>th</sup> Annual General Meeting

6 November 2025

Good morning, dear shareholders,

It's a pleasure to welcome you all to the 39<sup>th</sup> Annual General Meeting of Accelya Solutions India Limited.

I would like to draw your attention to the annual report, which includes the Directors' report, Auditor's report, audited accounts, and their respective notes, along with the AGM notice. These documents have been shared with you via email, and I kindly ask you to treat them as read.

Let me begin by thanking you for your continued trust and support. FY25 has been a year of steady progress and innovation, driven by the dedication of our talented teams and the confidence our customers place in us.

We are pleased with our performance and proud to share a total dividend of **Rs. 90 per share**, including **Rs. 40 as final dividend**. This reflects the strength of our financial position and our commitment to rewarding our shareholders.

### Business Progress and Innovation

This year, we advanced across strategic, cultural, and operational dimensions, strengthening our core, enriching employee experience, and driving product innovation.



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Across the Accelya Group, we continued to lead IATA's **Offer-Order-Settle-Deliver (OOSD)** transformation. A key highlight was the launch of **FLX ONE**, our next generation retailing platform that helps airlines modernize across the entire OOSD value chain.

We also introduced **FLX AlViator**, our AI intelligence layer that brings automation and smarter decision-making into airline retailing.

In our **Settle** domain, we made strong progress with **FLX ONE Order Accounting** and **FLX ONE Revenue Accounting**, forming the financial backbone for airlines in the new retailing era. Together, these reflect our vision of *"Shaping with AI for the future."*

## Our People and Culture

Our people remain at the heart of everything we do. We continue to invest in building a culture of collaboration, learning, and high performance.

This year, we expanded our **Workday** platform across geographies, simplifying HR processes, and improving employee experience.

We also launched our second **global engagement survey** using Workday's Peakon tool, gaining actionable insights and seeing a positive rise in engagement.

On capability building, programs like **Accelyrate**, simulation-based learning, Level 300 certifications, and our first **global hackathon** helped strengthen leadership and innovation across teams.



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## Diversity and Responsibility

We grew our diversity and inclusion footprint with a new Pune chapter, expanded mentorship programs, and launched our **Global Social Responsibility Program**, with volunteering drives in Mumbai and Pune focused on education.

Our gender ratio now stands at **59% men and 41% women**, and we remain committed to further balance and inclusion.

## Looking Ahead

As global travel demand continues to rise, Accelya is well positioned to deliver even greater value to the airline industry - through **technology-led innovation, strong talent, and trusted customer relationships**.

We remain focused on empowering airlines with more control, efficiency, and modern retailing capabilities.

I wish to take this opportunity to thank our shareholders, customers, vendors, and employees for their support and trust in the Company.

Thank you once again for your continued support. Together, we look forward to shaping a smarter, stronger future for Accelya.

Thank you!

James Davidson

Chairman