Annual Sustainability Performance Report

FY 2024-25

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Infocepts ESG Highlights 2024–25

Integrated ESG Performance Snapshot

Environmental Performance

- Net-Zero Commitment by 2033
- 15% Reduction in Energy & Water Usage
- 75% Waste Diversion Rate
- Scope 1, 2 & 3 Emissions Measured & Assured
- ISO 14001 Certified EMS
- Climate Disclosure Submitted to CDP
- CSR Programs: Tree Plantation | Biochar | Pond Restoration
- Phase-down of R22 Refrigerants

Driving climate action through measurable impact.

Social Performance

- 34% Women Workforce
- 16,828 Training Hours Delivered
- USD 39.53 Million in Wages & Benefits
- Wellness Programs: Info Zen & ekincare
- ISO 45001 Certified OH&S System
- Zero Discrimination Cases
- Zero Fatalities | Zero Injuries
- 100% Safety Training Coverage

Empowering people. Enabling performance.

Governance & Ethics

- CSO-Led ESG Steering Committee
- 11 Material ESG Topics Identified
- ISO 27001 Certified ISMS
- Zero Corruption or Bribery Cases
- Zero Data Privacy Breaches
- Zero Anti-Competitive Fines
- Reporting aligned with GRI
- ESG Assessed by EcoVadis – Committed Badge
- Certified by Great Place To Work
- Supplier ESG Assessments Conducted

Governance built on transparency and accountability.

Economic Value Creation

- Revenue: 27,800 thousand USD
- Profit Before Tax: 6,009 thousand USD
- Wages & Benefits: 19,305 thousand USD
- CSR Investment: 11,296,252 INR
- CEO-to-Median Pay Ratio: 22.69

Delivering sustainable financial growth with responsibility.

Message from Our CEO

At Infocepts, sustainability is a strategic imperative that shapes how we create value, innovate, and grow responsibly. As a data and AI-led organization, we are committed to addressing ESG priorities with transparency, accountability, and measurable outcomes.

On environmental stewardship, climate action remains central to our ESG agenda. We are committed to achieving Net Zero emissions by 2033, aligned with the SBTi framework. Strengthened measurement across Scope 1, 2, and key Scope 3 categories has enabled targeted interventions, resulting in a 15% reduction in energy and water consumption and a 75% waste diversion rate. We continue to enhance climate disclosures through CDP, reinforcing transparency on risks, opportunities, and performance.

On social responsibility, our people and communities are at the core of our success. We are committed to fostering an inclusive, safe, and high-performing workplace, while driving meaningful community impact through responsible business practices and CSR initiatives.

On governance and ethics, robust governance underpins our ESG approach. We ensure ESG integration into strategy, risk management, and decision-making, supported by strong frameworks on ethics, data privacy, compliance, and accountability. Looking ahead, we remain focused on data-driven insights, continuous improvement, and stakeholder collaboration to deliver sustainable growth and long-term value. I thank our stakeholders for their continued trust and support.

SHASHANK GARG
Co-Founder & Chief Executive Officer

Message from Our CPO

At Infocepts, our people are at the core of our sustainability journey. We are committed to building a resilient, inclusive, and future-ready workforce that drives long-term value creation.

On employee welfare and well-being, we continue to invest in comprehensive health and wellness programs, flexible work models, and a safe, digitally enabled workplace, with a focus on work-life balance, transparent career progression, and structured performance and reward systems.

On human rights and ethical workplace, we uphold the highest standards of human rights and ethical labour practices, including equal opportunity, fair compensation, freedom of association, and robust grievance redressal mechanisms across our operations and value chain.

Looking ahead, we aim to enhance women representation in leadership, strengthen employee engagement, expand learning and development initiatives, and advance diversity hiring, while maintaining strong pay equity and transparent reward frameworks - making Infocepts not just a great place to work, but a great place to grow.

SMRITA DUBEY

Chief People Officer

Message from Our CSR Head

At Infocepts, ESG principles are central to our responsible growth strategy, guiding how we integrate sustainability into operations, governance, and stakeholder engagement.

We are advancing a science-led approach to climate action, aligned with our Net Zero ambition and the SBTi framework. Our focus includes improving energy efficiency, strengthening Scope 3 emissions management, and enhancing water stewardship across operations.

Our CSR efforts are focused on driving meaningful social and environmental outcomes through tree plantation, biochar-based carbon sequestration, and water rejuvenation projects, alongside programs in education, healthcare, and community development.

We continue to strengthen ESG disclosures and credibility through platforms such as CDP and EcoVadis, supported by robust management systems including ISO 14001, ISO 45001, and ISO 27001.

Our approach prioritizes employee well-being, inclusion, and ethical practices, underpinned by strong governance frameworks and accountability mechanisms that drive sustainable performance.

SUNIL NARWARE

Chief Sustainability Officer
Infocepts

About this Report

This report covers Infocepts sustainability progress from a broader Environmental, Social and Governance (ESG) perspective. Our report highlights the progress we have made against our sustainability goals and targets aligned with the activities we are undertaking to understand and manage the related risks and opportunities in FY25. In this report, FY25 means FY2024-2025.

Reporting Period & Frequency

1st April 2024 to 31st March 2025 Annually

Reporting Boundary

Infocepts accounts for 100% of the emissions from operations over which it has operational control. Accordingly, all operating entities and facilities under the Company's control are included within the organizational boundary for sustainability reporting

Reporting Frameworks, Guidelines and Standards

We have followed Global Reporting Initiative (GRI) Standards 2021, SASB standards, ISSB's framework for this year reporting including integrated report. We have also mapped up our contribution to the United Nations Sustainable Development Goals (UN SDGs).

Sustainability Assurance Provider

We obtained limited independent assurance from Sustain Right for GHG Accounting Scope 1,2,3

Our Promise to Stakeholders

At Infocepts, our stakeholders are at the heart of everything we do. From employees and clients to investors, partners, and communities, we are committed to fostering trust, delivering value, and having positive impact.

Aligning with Global Reporting Initiative Standards

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030. Reporting on the SDGs is important in communicating to stakeholders the organization's commitment to contributing to the Global Goals; claiming accountability and responsibility to take the necessary actions; and measuring progress over time.

Our core elements to enhance value creation

Financial Capital **Human Capital** **Manufactured Capital** **Intellectual Capital**

Contact Person

Sunil Narware
Chief Sustainability Officer
Infocepts data and AI
esg@infocepts.com

Our Reporting Guidelines

At Infocepts, our stakeholders are at the heart of everything we do. From employees and clients to investors, partners, and communities, we are committed to fostering trust, delivering value, and driving positive impact. Our reporting guidelines set out how we translate this commitment into consistent, credible, and actionable disclosure - ensuring that everyone who relies on our sustainability information can trust its accuracy, understand its context, and use it to hold us accountable.

We pledge to:

1. Drive Sustainable Growth

We integrate Environmental, Social, and Governance (ESG) principles directly into our business strategy, rather than treating sustainability as a parallel or peripheral initiative. This means embedding ESG considerations into how we design services, select partners, manage our workforce, and measure success. Our goal is to create long-term value for all stakeholders and the environment - balancing near-term business performance with the resilience and wellbeing of the communities and ecosystems in which we operate. We regularly review our strategic priorities against evolving sustainability standards and stakeholder expectations, ensuring our growth remains responsible, inclusive, and future-focused.

2. Enhance Transparency

We are committed to sharing clear, accurate, and timely information about our sustainability performance and goals. This includes publishing regular reports that document our progress against defined ESG metrics, disclosing both achievements and areas that require improvement, and aligning our disclosures with recognized international reporting frameworks where applicable. Equally important to us is open dialogue - we actively seek feedback from stakeholders, respond to queries about our practices, and use these conversations to refine our reporting so that it remains relevant, understandable, and useful to those who depend on it.

3. Foster Collaboration

Sustainability challenges are rarely solved in isolation, which is why we work together with stakeholders to co-create solutions that address global challenges and contribute to shared success and resilience. We engage employees, clients, partners, industry peers, and community organizations in shaping our sustainability initiatives - from setting goals to designing programs and evaluating outcomes. By fostering this kind of collaborative problem-solving, we aim to build solutions that are more durable, more equitable, and better suited to the complex, interconnected nature of the challenges we all face.

4. Ensure Accountability

We hold ourselves to the highest standards of ethical conduct and governance, demonstrating our commitment to responsible business practices that benefit all. This is upheld through clear governance structures, defined ownership of ESG commitments at leadership level, and regular internal review of our progress against stated goals. Where we fall short, we are committed to acknowledging it openly and outlining the corrective steps we are taking. Accountability, for us, means our commitments are not just aspirational statements but obligations we can be measured against.

5. Empower Communities

We leverage our resources and expertise to uplift the communities we serve, ensuring our growth benefits society while fostering inclusion. This includes supporting local initiatives, enabling access to skills and opportunity, and designing our community engagement programs to be inclusive of diverse needs and voices. We see our growth and the wellbeing of the communities around us as interconnected - as we grow, we aim to ensure that growth translates into meaningful, shared benefit rather than value captured by the business alone.

Governance Framework for ESG at Infocepts

Infocepts is committed to embedding sustainability and responsible business practices across its operations. This Capital Governance section outlines the framework, leadership structure, and oversight mechanisms through which Infocepts manages its Environmental, Social, and Governance (ESG) responsibilities. In alignment with the Global Reporting Initiative (GRI) Standards, this disclosure provides transparency on how ESG considerations are integrated into organizational.

Committees Overseeing Sustainability

The ESG governance model at Infocepts operates through multiple layers of oversight to ensure accountability and strategic alignment. The ESG Steering Committee is responsible for:

- Defining and guiding the ESG roadmap and priorities
- Ensuring alignment with global ESG frameworks and standards, including GRI
- Monitoring regulatory and compliance requirements
- Reviewing ESG performance and key metrics
- Recommending ESG strategies, targets, and initiatives to senior leadership
- Supporting transparent ESG reporting and disclosures

Each functional lead is accountable for implementing ESG actions within their respective domain.

Governance Structure Overview

The sustainability and ESG agenda at Infocepts is anchored within the People Practices vertical, ensuring strong integration with organizational culture, talent strategy, and ethical practices. Overall leadership is provided by the Chief Sustainability Officer (CSO), who serves as the Head of ESG and is responsible for driving the sustainability vision, strategy, and execution across the organization. Strategic direction and guidance are provided by the Chief People Officer (CPO), in alignment with the Board of Directors, ensuring ESG priorities are embedded into business strategy and long-term planning. To support execution, the CSO has constituted a cross-functional ESG Steering Committee, comprising leaders from Administration, Legal, Human Resources, Finance, Procurement, IT, and other critical functions.

The governance framework ensures:

- Alignment of ESG initiatives with corporate strategy
- Cross-functional ownership and accountability
- Effective oversight and reporting to senior leadership

Governance Framework for ESG at Infocepts

ESG Governance Responsibility Structure

Chief Sustainability Officer (CSO) Function: Admin & CSR Owner: Sunil Narware	**Governance, Risk & Compliance (GRC)** Function: Company Secretary Owner: Vandana Gaur	**Legal Compliance Inputs (IAR)** Function: Legal Owner: Vandana Gaur
Supply Chain / Procurement Function: Procurement Owner: Prajwal Zende	**Finance** Function: Finance Owner: Ashish Fadnavis	**Diversity & Inclusivity** Function: CEO's Office / DEI Owner: Sudhir Divecha
Performance & Career Review, HR Ops & IR Function: Corporate HR Owner: Pratik Kumar	**Employee Compensation & Benefits** Function: C&B Owner: Sukhvinder Singh	**CSR & IR Functions** Function: CSR Owner: Sunil Narware
Health, Safety & Environment (HSE) Function: Administration Owner: Sunil Narware	**Information Technology** Function: DTO Owner: Rahul Apte	**Information Security Management System (ISMS)** Function: ISMS Owner: Prasad Pujari

Reporting and Accountability

The ESG Steering Committee reports directly to the highest governance body of Infocepts, through the CSO and CPO. ESG performance, risks, and progress against goals are periodically reviewed by senior leadership and the Board of Directors. This reporting mechanism ensures:

- Integration of ESG considerations into strategic and operational decisions
- Clear accountability at leadership levels
- Timely escalation of risks and opportunities

Committee Leadership

The ESG Steering Committee is chaired by the Chief Sustainability Officer (CSO), who:

- Leads ESG strategy formulation and execution
- Coordinates cross-functional ESG efforts
- Oversees ESG data collection and reporting
- Reports progress and key issues to the Chief People Officer (CPO) and the Board of Directors.

Members of the ESG Steering Committee are nominated based on their functional responsibilities and expertise in areas critical to ESG performance, such as administration, legal, HR, finance, procurement, IT, and compliance. Each relevant Functional Head is a designated member to ensure strong representation and accountability across departments. The CSO, in consultation with the CPO and the Board of Directors, finalizes committee nominations and periodically reviews the composition to ensure continued relevance and effectiveness.

Selection and Nomination of Members

We have followed Global Reporting Initiative (GRI) Standards 2021, SASB standards, ISSB's framework for this year reporting including integrated report. We have also mapped up our contribution to the United Nations Sustainable Development Goals (UN SDGs).

Sustainability Assurance Provider

We obtained limited independent assurance from Sustain Right for GHG Accounting Scope 1,2,3.

Infocepts Leadership Forums & Governance Meetings

Forum / Meeting	Agenda	Participants	Periodicity	Organizer(s)
GTM Weekly Call	Sales pipeline, marketing performance, client feedback, product updates	Sales Heads, Marketing Leads, Delivery Managers, Product Owners	Weekly	GTM Strategy Lead / Sales Enablement Head
Delivery Leadership Forum	Project health, resource planning, client satisfaction, escalations	Delivery Directors, PMs, Client Partners, PMO	Bi-weekly / Monthly	Head of Delivery / PMO Lead
Executive Leadership Team (ELT) Meeting	Strategy, financials, org priorities, transformation initiatives	CEO, CFO, CPO, CIO, Delivery Leads, Legal Head	Monthly / Quarterly	CEO / Chief of Staff
Sales & BD Strategy Review	New deals, proposals, partnerships, revenue forecasting	Sales Directors, BD Managers, Pre-sales Leads	Monthly	VP Sales / BD Head
Risk & Compliance Review	Risk register, compliance metrics, audit findings, legal escalations	Legal Head, Risk Officers, Internal Audit, BU Risk Champions	Monthly / Quarterly	Legal & Risk Head

Talent & Culture Council	Engagement, DEI, leadership development, attrition analysis	HR Heads, Department Leaders, Culture Ambassadors	Monthly	CHRO / Head of Talent
Innovation & Tech Council	R&D updates, emerging tech, client innovation initiatives	CTO, Architects, Practice Leads	Monthly / Quarterly	CTO / Innovation Lead
Org Dashboard Review	Performance metrics, OKRs, strategic alignment	Department Heads, Analysts, Strategy Team	Monthly	Strategy & Analytics Lead
Quarterly Business Review (QBR)	Review OKRs, KPIs, goals, realignment, planning	CXOs, BU Heads, Sales, Marketing, Product, Finance, Legal	Quarterly	QBR Owner (Senior Executive)

Leadership Team (LT) Calls	Cross-functional updates, decisions, escalations	BU Heads, Function Heads, CXOs	Weekly / Bi-weekly	CEO / COO
Huddles	Quick updates, blockers, priorities	Team Leads, Project Teams	Daily / Weekly	Team Leads / Scrum Masters
Townhall	Org-wide updates, achievements, vision, Q&A	All employees, CXOs	Quarterly / Biannual	CEO / HR / Communications
All Hands Meet	Strategy, culture, recognition, leadership messages	Entire organization	Quarterly / Annual	CEO / CHRO / Communications Head
GPD FinOps Call	Financial performance, cost optimization, billing, cloud spend	Finance, Delivery Leads, Cloud Ops, BU Heads	Monthly	Finance Controller / FinOps Lead
Operations Outcome Weekly Call	Operational KPIs, delivery outcomes, escalations, actions	Delivery Managers, Ops Leads, PMO, BU Heads	Weekly	Head of Operations / Delivery Excellence Lead
Quarterly Board Meetings	Strategic oversight, financials, governance, risk & compliance	Board Members, CXOs, Legal Head, Finance Head	Quarterly	CEO / Company Secretary
Annual General Meeting (AGM)	Annual performance, shareholder updates, statutory disclosures, outlook	Shareholders, Board, CXOs, Legal & Finance Teams	Annual	CEO / Company Secretary

Infocepts Executive Team

Shashank Garg
Co-Founder & CEO

Rohit Bhayana
Co-Founder

Kumar Amitesh Pandey
President

Kalpendra Mehta
Chief Financial Officer

Rajendra Jodhpurkar
Chief Information Officer

Smrita Dubey
Chief People Officer

About Infocepts

Company Overview

Infocepts is a global data solutions firm founded in 2004, specializing in data analytics and AI consulting. The company helps businesses make data-driven decisions by addressing complex challenges related to data and analytics, combining advanced technology, skilled professionals, and innovative processes to modernize clients' analytics capabilities. With over two decades of experience, Infocepts has worked with some of the worlds' largest organizations, improving customer experiences, optimizing supply chains, accelerating innovation, boosting customer retention, and mitigating risk. Infocepts operates through Infocepts Technologies Private Limited (India and USA) and two subsidiaries: Infocepts Technologies, Inc.(Canada) and Infocepts Private Limited (Singapore). Our certifications, ISO 27001, SOC 2 Type 2, and Great Place to Work, demonstrate our unwavering commitment to information security, data privacy, and fostering a positive workplace culture. The company has a global team of more than 1,000 employees supporting over 160,000 business users daily across the USA, UK, Singapore, Canada, France, Spain, Israel, Malaysia, Japan, Hong Kong, Portugal, and India, generating USD 60.32 million in group-wide revenue across media, pharmaceuticals, life sciences, banking, financial services, retail, luxury goods, consumer products, and aviation. This group-wide figure differs from the USD 50.89 million consolidated FY 2024-25 revenue reported in Section 6.3, which covers only the entities within this report's defined sustainability reporting boundary (Section 2.1).

In line with its commitment to corporate social responsibility, Infocepts established the Infocepts Foundation (previously iCare) to drive social impact and sustainability initiatives.

Mission & Approach

Infocepts' mission is to make the world more efficient and productive through data and AI. Its approach is client-centric, combining deep domain expertise, agile methodologies, and an AI-first mindset to bridge the gap between strategy and execution.

Business Model

Infocepts' business model spans three integrated pillars:

- Data Platforms & Operations (Build & Run): cloud migration and modernization, automation and hypercare, master data management and data trust enablement, data engineering and integration, low-code and cleanroom applications, and platform operations support.
- Business Applications & Experiences (Engage): customer data platforms and Domain360, Gen AI for business, data monetization and hyper-personalization, and analytics solutions delivered through intuitive dashboards and conversational analytics.
- AI Systems & Adoption (Transform): AI experimentation and enablement, model modernization and AI agents, and AI-assisted DevOps and BI co-pilots.

Our Capabilities

Infocepts differentiates through 10+ packaged solutions built with innovation at its core, cross-skilled Data & AI talent at roughly twice the industry average, and the highest rating on Gartner Peer Insights for 3 consecutive years. The Infocepts Guarantee commits to pre-defined success metrics tied to client business goals — performance promised, accountability delivered.

Industries We Serve

Infocepts transforms business processes, modernizes platforms, builds data and AI products, improves experiences, and optimizes services across its three business pillars — spanning migration and modernization, data and insight products, data engineering, platform support, AI agents and LLM engineering, and AI-assisted DevOps — for clients across media, pharmaceuticals, life sciences, banking, financial services, retail, luxury goods, consumer products, and aviation.

Our 20-Year Journey

- 97.2% client loyalty against a 71% industry average
- 1,200+ associates with cross-skilled, competency-deep global talent
- #1 rated Data & Analytics firm, 3 years in a row (Gartner Peer Insights)

Global Presence & Entities

Corporate headquarters: Washington DC, USA. Infocepts maintains offices across North America, Asia, and Europe:

Region			
North America	**Washington DC (HQ)** 1750 Tysons Blvd, Suite 1500, VA-22102 +703 289-5117	**New York** 135 W 41st St, New York, NY 10036	**Toronto** 2425 Matheson Boulevard East, 8th Floor, Mississauga, Toronto, Ontario L4W 5K4
Asia	**Singapore** 61 Robinson Road, Level 06-01 (Suite 625), Singapore 068893. **Chennai** TIDEL Park Ltd. Module No-1207/4th Floor, "D" Block North Side 4, Rajiv Gandhi Salai, Taramani-600113	**Nagpur** First Floor, SP InfoCity, PLOT NO 2 SECTOR 11, Dahegaon, MIHAN, Nagpur-441108 +91 712 6660100 **Bengaluru** Indiqube Edge, Ambalipura Village, Varthur Hobli, Marathahalli Sub division-560103	**Pune** 11th Floor, A Wing, Amar Business Zone, Swati Park, Veerbhadra Nagar, Baner, Near Balewadi High Street, Pune-411045 Office No. 417/418/419, 4th Floor, Tower II, World Trade Center, Dholepatil Farms Rd, Kharadi, Haveli, Pune-411014
Europe	**London** Hygeia Building, Rear Ground Floor 66-68, College Road, Harrow, Middlesex, United Kingdom, HA1 1BE	**Switzerland** Le Grand-Saconnex, Switzerland 34, Chemin Francois-Lehmann-1218	

Materiality Assessment

Infocepts conducted a structured materiality assessment to identify and prioritize the ESG topics most significant to the Company and its stakeholders, ensuring its sustainability strategy focuses on the areas with the greatest impact on business performance, stakeholder expectations, and long-term value creation. The exercise identified 11 material ESG topics that guide the Company's ESG strategy, risk management approach, and sustainability disclosures.

Approach to Materiality Assessment

Infocepts adopted a multi-step approach involving framework review, peer benchmarking, internal risk assessment, and stakeholder engagement:

- Review of ESG Frameworks — GRI, SASB, and the MSCI ESG Framework were reviewed to identify topics relevant to the technology and data analytics industry.
- Peer Benchmarking — sustainability disclosures of Infosys, Tata Consultancy Services (TCS), and Tech Mahindra were reviewed to validate industry-specific ESG priorities.
- Risk and Topic Mapping — identified topics were mapped against the Company's internal Finance and Procurement Risk Registers to produce a long list, refined through stakeholder consultation.

Stakeholder Engagement & Survey Results

A total of 31 responses were collected and analysed to determine the relative importance of each ESG topic.

Stakeholder Group	Responses
Employees	20
Investors	3
Vendors	3
Partners	2
Consultants	2
Community Partners	1
Total	31

Identification & Prioritization of Material Topics

Based on the analysis of framework guidance, peer benchmarking, internal risk registers and stakeholder feedback, Infocepts have identified 11 material ESG topics across three pillars: Environmental, Social, and Governance. Each topic was scored on Importance to Stakeholders and Impact on the Business and plotted on a Materiality Matrix.

The matrix highlights Data Privacy, Cyber Security, Responsible AI, and Ethics & Compliance as the most critical governance topics, reflecting the Company's focus on responsible data management, technology integrity, and regulatory compliance.

The 11 Material ESG Topics

Pillar	Material Topics
Environmental	Energy Consumption; GHG Emissions; Waste Management
Social	Human Capital; Employee Wellbeing; Diversity & Inclusion; Community Engagement
Governance	Data Privacy; Cyber Security; Responsible AI; Ethics & Compliance

Materiality Matrix — Weighted Scores (out of 5)

Material Topic	Employees	Clients	Investors	Regulators/Partners	Weighted Avg
Data Privacy	4.9	5	5	5	4.97
Cyber Security	4.8	5	5	5	4.95
Responsible AI	4.7	4.9	5	5	4.9
Ethics & Compliance	4.6	4.7	5	4.9	4.8
Human Capital	4.9	4.5	4.8	4.6	4.7
Energy Consumption	4	4.2	4.6	4.8	4.4
GHG Emissions	3.9	4	4.7	4.8	4.35
Employee Well-being	4.8	3.9	3.7	3.8	4.05
Diversity & Inclusion	4.5	3.8	3.6	3.9	3.95
Community Engagement	4.1	3.5	3	3.8	3.6
Waste Management	3.2	3	3.1	3.9	3.3

Plotted on a two-axis matrix of Importance to Stakeholders against Impact on the Business, the four governance topics — Data Privacy, Cyber Security, Responsible AI, and Ethics & Compliance — cluster in the highest-priority quadrant, scoring above 4.8 on both axes. Human Capital and the environmental topics (Energy Consumption, GHG Emissions) form a second tier of high-priority topics, while Diversity & Inclusion, Community Engagement and Waste Management, though still material, register comparatively lower urgency scores. This distribution directly shapes Infocepts' ESG resource allocation, with governance and data-related topics receiving the most concentrated investment and oversight (see Sections 3 and 7.7-7.8).

Financial Capital

The Company commits to strong financial discipline, transparent governance, prudent investment, and efficient use of funds — guided by rigorous financial management, capital efficiency, cost discipline, stakeholder transparency, and sustainable growth.

Our Policies

Infocepts recognizes financial capital as a foundational resource that enables sustainable growth, innovative investment, talent development, and value creation for stakeholders, guided by five key principles:

- Rigorous Financial Management — complete, timely, and accurate financial reporting, budgeting, and forecasting; protecting assets and maintaining appropriate risk controls.
- Capital Efficiency & Investment — deploying resources in high-impact areas such as data & AI platform development, talent upskilling, and growth initiatives, balancing profitability and liquidity.
- Cost Discipline & Value Creation — managing costs prudently, prioritizing investments with clear return metrics, and aligning financial decisions with value-creation objectives.
- Stakeholder Transparency — providing clear disclosures to investors, clients, and employees on financial performance, capital allocation, risks, and returns.
- Sustainable Growth — ensuring finance strategy supports innovation, scalability, and resilience, with consistent reinvestment in business and societal outcomes.

Our Goals

- Sustainable Revenue Growth : expand service offerings in data, analytics, and AI, enter new markets, and diversify revenue streams.
- Profitability and Operational Efficiency : improve cost efficiencies through automation, reusable solutions, and process optimization.
- Strategic Investment and Capital Allocation : direct resources toward innovation, R&D, and strategic partnerships aligned with long-term vision.
- Financial Resilience and Risk Management : maintain a strong balance sheet and liquidity position, with robust financial risk management to ensure business continuity across economic cycles.
- Governance, Transparency, and Compliance : uphold rigorous financial governance and regulatory adherence across all jurisdictions.
- Long-Term Value Creation: Translate Human, Intellectual and Social Capital into measurable financial outcomes, including improved profitability, client retention and shareholder value.

Economic Performance

During FY 2024-25, Infocepts demonstrated financial resilience and operational strength, generating total global revenues of USD 50.89 million across its entities in India, the United States, Singapore, Canada, and the United Kingdom. A significant portion of this economic value was reinvested into human capital, with USD 39.53 million distributed in employee wages and benefits, reflecting the Company's commitment to fair compensation and talent retention. Consolidated profit before tax stood at USD 5.71 million.

Financial Resilience, Governance & Tax

Infocepts upholds strong financial governance, risk management, and compliance. No instances of financial non-compliance were reported during the period (GRI 207). Tax governance is managed through engagement with professional tax consultants across all entities, and the financial implications of climate change are assessed through Business Continuity Planning (BCP) exercises addressing physical and transitional risks.

Investment in Sustainable Growth

- Technology & Digital Infrastructure — funding cloud migration, cybersecurity, and AI platform development.
- Human Capital — competitive compensation, training (16,828 hours delivered), and well-being programs.
- Environmental Initiatives — energy efficiency upgrades, e-waste management, and carbon footprint monitoring.
- Community & CSR — social impact programs (see Section 11 for detail).

Infocepts discloses its economic performance in accordance with GRI 201 (Economic Performance) and is advancing its reporting under GRI 207 (Tax) to include country-by-country insights, continuing to leverage financial strength to fuel innovation, inclusive growth, and a reduced environmental footprint.

Global Financial Performance Overview (in thousands, USD)

Country	Revenue	Wages	PBT	Tax
India (ITPL)	27800	19305	6009	998
USA (ILC)	16516	15153	1059	0
Singapore (IPL)	3495	3188	332	0
Canada (TINC)	2677	1670	939	245

Manufactured Capital

Manufactured capital at Infocepts refers to the physical and digital infrastructure that enables the delivery of data, AI, and analytics services globally — office facilities, IT hardware, software platforms, cloud infrastructure, and operational assets. Infocepts manages these assets to drive sustainable value, operational resilience, and environmental responsibility, guided by policies on efficiency and optimisation, scalability and flexibility, sustainability, innovation enablement, and risk governance.

Our Policies

- **Efficiency & Optimisation :** ensure all manufactured assets are utilised effectively, undergo regular maintenance, and are refreshed or retired when they no longer serve optimal performance; maximise uptime, reliability, and service continuity.
- **Scalability & Flexibility :** build and maintain infrastructure that scales with the business (clients, volumes, geographies), supports hybrid/remote working, and adapts to new technologies such as cloud and AI.
- **Sustainability & Environmental Responsibility :** manage assets to minimize environmental impact through energy-efficient design, resource conservation, safe equipment disposal, and migration to greener infrastructure where feasible.
- **Innovation & Business Enablement : l**everage manufactured capital strategically to support innovation, enable new service offerings, and maintain competitive advantage in the data & AI domain.
- **Risk Management & Governance :** subject physical and digital assets to appropriate governance including information security, business continuity, disaster recovery, asset lifecycle management and regulatory compliance.
- **Value Creation & Maintenance :** manage manufactured capital not merely for occupancy or ownership, but as a value-creating resource that enables operational efficiency, improved client outcomes and business growth.

Our Goals

- Optimize infrastructure and technology assets for reliable, efficient service delivery while minimizing resource consumption.
- Enhance operational resilience and scalability by upgrading physical and digital facilities.
- Embed sustainability into asset management — targeting reduced energy and water usage, higher recycling/waste-diversion rates and lower embodied environmental impact.
- Promote circularity and asset reuse through modular systems, refurbishment and lifecycle thinking.
- Measure and report asset performance via uptime, capacity utilisation, environmental efficiency and lifecycle cost.

Infrastructure & Facilities

Infocepts operates across India, the USA, Singapore, Canada and the UK, with facilities strategically located in Nagpur, the USA, Singapore, Canada, and the UK, designed for collaboration, security, and well-being. Offices feature leased spaces in key business hubs, IT-enabled workspaces with secure network infrastructure, ergonomic workstations, and energy-efficient lighting/HVAC systems where applicable. Cloud and digital infrastructure is delivered through partnerships with AWS, Microsoft Azure, and Google Cloud, chosen for strong renewable energy and carbon-neutral commitments, with optimized and consolidated server infrastructure to reduce energy consumption and physical footprint.

Product Development & Technology Assets

Infocepts' primary manufactured capital outputs are proprietary AI models, data analytics frameworks, and cloud-based software tools, designed for performance and scalability with energy efficiency, modularity, and resource optimization embedded through the development lifecycle: energy-efficient architecture that minimizes computational load; modular and reusable design that reduces redevelopment; cloud-native optimization leveraging green cloud providers; and full lifecycle management from design through decommissioning, including data storage efficiency and end-of-life data handling.

Infocepts maintains a portfolio of proprietary tools and methodology accelerators that speed client delivery while reducing redevelopment effort:

- **Real-Time Data Streamer —** accelerates data federation across multiple transaction systems for near-real-time analytics.
- **Data Catalog Tech Radar —** a comparative assessment of leading data-catalog platform capabilities to guide client tooling decisions.
- **Flash Migrate —** supports automated, accelerated cloud and data migrations with reduced manual effort.
- **State of Data & AI —** a strategic diagnostic tool assessing the health and maturity of an organization & data and AI capabilities.
- **Low Code Toolkit —** enables CI-CD automation and cloud resource provisioning to speed application delivery.
- **Data Product Design —** a proven, user-centered design guide for enterprise-wide data product adoption.

Client value delivered through these accelerators and Centers of Excellence (COEs) includes chargeback realization for a leading media company using Snowflake, $114K in secured funding for a leading telecom company's migration to Google Cloud, a 200+ member Databricks & Snowflake COE with 50+ certified architects, a 450-member Analytics COE with 120+ certified architects across MicroStrategy, Tableau, Power BI, and ThoughtSpot, a 250+ member certified AWS/Azure cloud professional community with 50+ experienced architects, a 50+ member Data Science & AI practice with 25+ skilled data scientists across SageMaker and Azure ML, $400K in co-investment through partner- funded AI solution development, and a co-developed Real-Time Data Streamer with AWS driving $30K/month in savings for a retail client — supported by 10+ proprietary solution frameworks and 20+ accelerators.

Supply Chain & Sustainable Procurement

Infocepts engages a diverse network of suppliers across India, the USA, Singapore, Canada and the UK, spanning IT hardware and software, office and facilities, professional services and cloud and technology partnerships (AWS, Azure, Google Cloud). In alignment with GRI 204 (Procurement Practices) and GRI 414 (Supplier Social Assessment), the Company prioritizes local suppliers to reduce transportation emissions, screens new suppliers on environmental and social criteria, and partners with certified recyclers for e-waste disposal (GRI 306).

Sustainable procurement is a strategic pillar of the ESG agenda, governed by a Supplier Code of Conduct, Sustainable Procurement Policy, Supplier ESG Risk Assessment Framework, and Supplier Audit & Corrective Action Process, jointly overseen by the Head of Commercial & Procurement, the ESG/Sustainability Committee and the Information Security & Governance team. Suppliers are categorized by criticality — Category A (critical technology and data partners), Category B (operational and delivery partners) and Category C (low-risk/transactional suppliers) — and undergo a risk-based methodology covering environmental, labour and human rights, cybersecurity, governance and responsible-AI risk, scored by severity × likelihood.

New and strategic suppliers complete an ESG & Information Security Self-Assessment Questionnaire prior to onboarding, with document verification, virtual or on-site audits and management review for high-risk cases; identified gaps require Corrective Action Plans, and persistent non-compliance can lead to suspension or disengagement.

FY25 KPI Snapshot — Supplier Sustainability

KPI	FY25 Performance
Critical suppliers assessed (Category A & B)	78%
Total spend covered by ESG-assessed suppliers	81%
Assessed suppliers rated high-risk	12%
Suppliers trained on ESG & ISMS	100%
Suppliers audited (ESG/ISMS)	34
CAP closure with timelines	92%
Repeat non-compliances	<3%
High-risk suppliers with mitigation plans	62%
Critical IT suppliers with ISO 27001 / SOC 2	67%
Supplier-related data/security incidents	0
Disengagements due to ESG breaches	NIL
Total suppliers	240
Total procurement spend	INR 451,893,840
Spend with locally based suppliers	41%

Technology & Digital Systems

Infocepts' technology foundation combines on-premises systems and cloud-based platforms through strategic partnerships with AWS, Microsoft Azure, and Google Cloud, chosen for strong renewable- energy and carbon-neutral commitments. Data centers are optimized and consolidated to reduce energy consumption and physical footprint, and robust global networking and cybersecurity frameworks ensure reliability, data protection, and minimal downtime. Proprietary digital assets — AI models, analytics platforms, and automation tools — are built on efficient, lean, and energy-optimized software design, favoring modular and reusable components and cloud-native, serverless/containerized environments to lower emissions and resource intensity.

Information Management Framework

As a data-driven, analytics and AI solutions organization, information constitutes a core strategic asset for Infocepts. The ability to securely acquire, manage, process, analyze, and protect information underpins the delivery of high-value client services and stakeholder trust. Governance is anchored at senior leadership level: the Board and senior management define the organization's risk appetite for information security and data protection; the Information Security Office, led by the Chief Information Security Officer or equivalent, establishes and maintains the Information Security Management System (ISMS), policies, risk management, and audits; a Data Governance Council oversees data ownership, quality, standards, and stewardship; business unit heads act as data owners; and IT and cloud operations teams serve as custodians responsible for infrastructure security and availability.

The framework is aligned with ISO/IEC 27001:2022 for information security, GDPR principles and India's Digital Personal Data Protection Act 2023 for privacy, the NIST Cybersecurity Framework for identify-protect-detect-respond-recover functions, ITIL for IT service management, and COBIT for enterprise IT governance. Information is managed through a structured lifecycle: data is collected only for legitimate business purposes, classified by sensitivity (public, internal, confidential, restricted) with corresponding handling and encryption requirements, stored on secure on-premises or cloud platforms with logical segregation of client data, accessed under role-based control and least privilege supported by multi- factor authentication, shared via secure channels governed by Data Processing Agreements, and retained, archived, or securely disposed of per defined schedules using certified deletion and media sanitization.

Data quality and integrity are managed through defined ownership and stewardship roles, standardized data definitions and master data controls, automated validation and reconciliation routines embedded in data pipelines, and version control, lineage tracking, and audit trails — ensuring that business decisions and AI outputs rest on trustworthy, auditable data.

Information Security Architecture, Cybersecurity & Data Governance

Infocepts' information security architecture follows a layered, defense-in-depth model spanning network, endpoint, application, data, and identity security. Network security is enforced through firewalls, intrusion detection/prevention, segmentation, and secure VPN access. Endpoints are protected via advanced detection-and-response tools, device encryption, and mobile device management. Application security relies on secure development lifecycle practices, code review, vulnerability scanning, and penetration testing. Identity and access management uses centralized directories, multi-factor authentication, and periodic access reviews. Technical controls include AES-256 encryption at rest, TLS 1.2+ in transit, DLP solutions, SIEM-based real-time threat monitoring, and MFA across systems. Administrative controls include data classification and role-based access policies, mandatory background checks, and secure-by-design coding principles; and physical controls include facility access restriction, CCTV, secure disposal procedures, and clean-desk enforcement. Zero substantiated data-privacy breaches were reported in FY 2024-25 (GRI 418: Customer Privacy).

A structured cybersecurity maturity model enables periodic assessment of capabilities across governance, risk management, technology, operations, and culture, benchmarked against industry peers and reviewed by the Board and senior management. Vulnerability management combines automated real-time asset discovery and continuous scanning with risk-based prioritization, penetration testing, and ageing analysis to drive timely remediation. Supply-chain cyber risk is managed by categorizing suppliers on service criticality and data sensitivity, with risk-based due diligence and ongoing monitoring of awareness training, audit outcomes, and incident responsiveness (see Section 7.5). Business continuity and disaster recovery mechanisms aligned with **ISO 22301** use redundancy, automated backups, and geographically separated recovery environments, with Recovery Time and Recovery Point Objectives validated through periodic drills and failover tests.

Third-party and cloud information management controls require vendors and sub-processors to undergo risk-based due diligence covering security, privacy, compliance, and resilience prior to onboarding, with contracts including security clauses, audit rights, and breach notification requirements; cloud environments are monitored using cloud security posture management tools against baseline configurations and industry benchmarks.

As an AI and analytics organization, Infocepts integrates responsible data and AI governance into its information management framework: datasets used for analytics and model training are sourced lawfully and assessed for quality, bias, and representativeness; model development follows documented governance including versioning, validation, explainability, and approval workflows; and regular reviews identify potential algorithmic bias or unintended impacts.

A culture of information security is fostered through mandatory induction and annual refresher training for all employees, role-based secure-coding training for developers, phishing simulations, and tracked policy acknowledgements. Privacy is embedded via privacy-by-design and by-default principles, Data Protection Impact Assessments for high-risk processing, and mechanisms enabling data-principal rights such as access, correction, erasure, and grievance redressal. A structured incident-response plan defines roles, escalation paths, and recovery actions, supported by SIEM/SOC-based real-time detection; upon detection, containment, eradication, forensic analysis, and regulatory notification follow within prescribed timelines, with post-incident reviews and regular tabletop exercises testing preparedness.

Performance is tracked through key indicators including the number and severity of security incidents, incident response and closure times, vulnerability remediation within SLA, backup success rates, disaster-recovery drill success, employee training coverage, and phishing-simulation failure rates, reviewed periodically by senior management. Internal ISMS audits verify adherence to ISO 27001 requirements, complemented by external certification and client audits; identified gaps are addressed through corrective action plans. During FY 2024-25, Infocepts sustained a record of no material cybersecurity incidents, reflecting the effectiveness of its layered controls, monitoring, and response mechanisms. The forward roadmap includes strengthening zero-trust architecture, expanding data-loss prevention and insider-risk management, increasing automation in privacy and compliance workflows, and adopting AI-driven threat detection.

Intellectual Capital

At Infocepts, intellectual capital is a cornerstone of sustainable growth and innovation, comprising human capital (knowledge, skills, wellbeing), structural capital (processes, systems, governance), and relational capital (client, partner, and community relationships). The Company nurtures knowledge, talent, technology, and relationships that collectively strengthen organizational excellence — investing in continuous learning and leadership development, encouraging proprietary research and solutions, strengthening knowledge systems through Centers of Excellence, building long-term strategic partnerships, and protecting intellectual assets through information governance and IP protection standards.

Our Goals

- **Enhance Talent & Capabilities** — 100% of technical associates certified in key data & AI platforms within 24 months; 30% year-on-year increase in average training hours; 90%+ employee retention in data & analytics roles by FY2028.
- **Drive Innovation & Proprietary Assets** — launch 3+ new packaged solutions or platforms annually; protect 5+ new IP assets over 3 years; 20%+ of revenue from offerings developed in the past 24 months.
- **Strengthen Knowledge Management & Reuse —** build a centralized knowledge repository capturing 100% of learnings from major (≥US$1M) engagements within 3 months of completion; achieve a 50% reuse rate for templates and frameworks by FY2026.
- **Grow Strategic Partnerships & Relational Capital —** forge collaborations with 5 major technology platform partners within 12 months; maintain 97%+ client repeat-business/loyalty; host or co-sponsor 10 thought-leadership events annually.
- **Enhance Data & Information Governance — f**ull ISO/IEC 27001 and ISO 9001 compliance across delivery centers by end of FY2025; reduce data-quality errors in delivery by 40% versus baseline by FY2027; embed ethical AI frameworks into 100% of client engagements by FY2026.
- **Leverage Structural Capital for Scale & Efficiency —** increase utilization of internal platforms, tools, and automation modules by 35% year-on-year; realise 25% cost savings on repetitive project tasks via reuse and automation by end of FY2026.

Human-Centered Innovation

Infocepts' innovation philosophy rests on the intersection of people, knowledge, and purpose. The organization is home to 1,100 minds — a globally distributed, gender-diverse workforce solving complex data and AI challenges. Leadership development reached 40 senior leaders through Info Changemakers, with 27 women empowered through targeted leadership programs, while wellness programs such as Info Zen and ekincare fuel creativity, resilience, and sustainable performance.

Knowledge as a Living System

During FY 2024-25, Infocepts delivered 16,828 hours of learning in AI fluency, cloud architecture, data governance, and business communication. Structured, mentor-led six-month bootcamps transform freshers into client-ready consultants, complemented by role-specific excellence programs and specialized technical tracks such as the Cloud Data Architect training program.

Relational Capital & Ecosystem Impact

Infocepts serves global clients across the USA, India, Singapore, Europe, and the UK with tailored data and AI strategies, built on trust, transparency, and shared success. Fifty associate concerns were addressed through the Amber sentiment platform in FY 2024-25, and zero discrimination incidents have been recorded since the DEI initiative launched in April 2023. Infocepts maintains active NASSCOM membership, contributing to IT industry standards and sustainable growth.

Human Capital

At Infocepts, our people are at the heart of value creation and long-term resilience. The Company is committed to responsible labour practices, safe and healthy workplaces, inclusive growth, continuous learning, and the protection of human rights across its global operations, anchored in strong governance, ethical conduct, and a culture that prioritizes employee well-being, capability development and equitable opportunity.

Our Policies

- **Employee Wellbeing —** the Health Insurance Policy and Emergency Action Plan promote physical health through ergonomic workstations and mental well-being through yoga and stress-management programs, alongside flexible work arrangements, parental leave, and healthcare benefits.
- **Compensation & Benefits —** the Variable Pay Policy and Employment Conditions & Benefits Policy provide shift allowances, performance bonuses, and holiday pay.
- **Diversity, Equity & Inclusion —** the Measures for DEI Policy and Awareness Training on DEI drive equitable representation and bias-free recruitment, supported by initiatives like #AllColors.
- **Employee Engagement —** open platforms such as sayit@infocepts.com and regular satisfaction surveys capture feedback to improve the employee experience.
- **Ethical Workplace Practices —** the Whistle Blower Policy and Anti-Sexual Harassment Policy ensure ethical conduct and safety, reinforced through regular training.
- **Sustainable Supply Chain —** the Sustainable Supply Chain Policy integrates a Supplier Code of Conduct and supplier ESG assessments (see Section 7.4).
- **Career Development —** the Internal Job Rotation Policy and Career Management Programs support employees' professional goals.

Our Goals

- **Diversity, Equity & Inclusion —** launch DEI training and diverse hiring practices, with diversity quotas and mentorship; target 40% gender diversity and 5% minority representation by FY2026.
- **Employee Wellbeing —** flexible hours, wellness programs, and mental health support; target a 5% improvement in satisfaction scores.
- **Employee Engagement & Retention —** career development and leadership programs; target 90% retention and 85%+ satisfaction by 2030.
- **Community Engagement —** partner with schools and NGOs on mentorship and skill development; target 50% employee participation in volunteering annually.
- **Philanthropy & Social Impact —** target 1% of annual profits to philanthropic activities by 2027.

Infocepts has been named one of the 20 Best Firms for Women in Tech to Work for in 2025!

At Infocepts, gender diversity, career growth, and inclusive leadership aren't just goals- they're part of our culture.
To all the incredible women shaping the future of tech with us- this recognition is for you!

Workforce Profile (as of 31 March 2025)

Infocepts employed 1,100 associates globally (reported as 1,100 in the gender/age breakdown below — the modest variance reflects headcount captured at slightly different points in the reporting cycle), the large majority full-time and permanent, with temporary and contingent workers engaged under clearly defined contractual terms compliant with local labor law.

Region	Total Employees	Female	Male
India	933	362	631
Singapore	42	9	33
North America	72	13	59
United Kingdom	3	1	2
Total	1100	385 (35%)	725 (65%)

Age Group	Associates
Below 30 years	474 (43%)
30-50 years	613 (55%)
Above 50 years	23 (2%)
Total Workforce	1100

Compensation & Pay Equity

Infocepts' remuneration framework is market-aligned, transparent, and performance-linked. Executive compensation follows a 75:25 fixed-to-variable structure; the annual CEO-to-median compensation ratio for FY 2024-25 was 22.69. Entry-level wages across all operating geographies met or exceeded local minimum wage standards, and periodic equity reviews are conducted against market benchmarks.

Employee Category	Male Avg Annual Compensation (INR)	Female Avg Annual Compensation (INR)
New Employee Hires	539,059	460,896
Overall Workforce	1,920,736	1,591,399

Talent Acquisition, Mobility & Turnover

Infocepts recorded 377 new employee hires in FY 2024-25 (up from 201 in FY 2023-24), with 83% of open positions filled by internal candidates. Internal mobility was driven through 241 active Individual Development Plans (IDPs) and specialized tracks such as the Cloud Data Architect training program.

Turnover Metric (FY 2024-25)	Value
Total voluntary exits	312 associates
Gender breakdown	Male: 209 (67%) Female: 103 (33%)
Regional breakdown	India: 261 Singapore: 26 USA: 23 Canada: 2 UK: 0
Age breakdown	20–40 years: 270 (87%) 41–60 years: 42 (13%)

Parental Leave

Infocepts offers 26 weeks of maternity leave and 5 days of paternity leave, applied equally across regions in line with statutory requirements and global best practice.

Category	Male	Female
Eligible Employees	708	385
Employees who availed parental leave	22	30
Retention rate after return to work	100%	90%

Learning & Development, Performance Management

Infocepts delivered 16,828 total training hours in FY 2024-25 through flagship programs including AI Fluency, Info Changemakers (leadership development for 40 senior leaders), Info Vantage (business communication), and role-specific bootcamps, at an average spend of INR 9,800 per FTE. 100% mandatory compliance training was delivered across employees, on-site workers, and suppliers, covering human rights and sustainability, business ethics/anti-corruption/anti-bribery, and information security. Structured performance management saw 790 of 866 baseline associates (91%) receive formal performance reviews, supported by manager-led Career Conversations.

Category	Avg Training Hours-Male	Avg Training Hours - Female
Senior Management	123	0
Middle Management	575	115
Junior Management	3838	1717

Occupational Health, Safety & Wellbeing

Infocepts is committed to providing and maintaining a safe, healthy, and environmentally responsible workplace for all employees, contractual associates, consultants, vendors, and visitors. The Health, Safety and Environment (HSE) Policy applies across all operational locations, is approved by senior leadership and is periodically reviewed for continued relevance and regulatory alignment. Governance follows internationally recognized standards — ISO 45001 for Occupational Health & Safety Management and ISO 14001 for Environmental Management — providing the structural foundation for risk identification, operational control, compliance evaluation, emergency preparedness, and continual improvement. Infocepts adopts a preventive approach, embedding safety into operational planning, facility management, and infrastructure design, and empowers associates to report unsafe conditions, near-misses, and hazards without fear of retaliation, while explicitly retaining the right to refuse work posing imminent risk.

A structured Hazard Identification and Risk Assessment (HIRA) framework systematically evaluates workplace hazards, assesses risk severity, and determines mitigation controls, with clear responsibilities, reporting channels, and escalation procedures.

Periodic workplace inspections, safety audits, and compliance assessments monitor adherence to internal standards and statutory requirements, and senior management reviews safety performance indicators — including near-miss trends and emergency-response readiness — at defined intervals under the organization's Zero Incident Vision. When an incident occurs, Infocepts follows a defined protocol: immediate documentation through a centralized incident management system, thorough investigation to isolate root causes, deployment of targeted corrective actions, and integration of learnings into updated procedures and training to prevent recurrence.

Training and competency development form a core pillar of the HSE system: comprehensive safety induction for all new employees and contractual staff (covering workplace hazards, evacuation routes, fire safety, and reporting mechanisms), periodic refresher programs delivered via workshops, webinars, and digital learning, and bi-annual fire evacuation drills to test emergency response and coordination. Designated personnel receive certified first-aid and CPR training, and ergonomics/Behaviour-Based Safety (BBS) programs address posture correction, workstation setup, musculoskeletal-disorder prevention, and hybrid-workplace safety guidelines, while facility management, security, and housekeeping staff receive hygiene, electrical-safety, and emergency-communication training.

A centralized training-tracking mechanism monitors attendance, certification validity, and competency coverage, with effectiveness evaluated through post-training assessments, audit findings, and trend analysis.

FY 2024-25 safety performance and key achievements: Infocepts maintained a Zero Fatality Record and Zero Lost-Time Injuries (LTI), and achieved 100% coverage of employees and on-site contractual staff under mandatory safety induction training. The Company conducted bi-annual emergency evacuation drills across all major facilities with full participation compliance and improved evacuation-time benchmarks versus the prior year, and strengthened its incident-reporting culture through increased near-miss reporting, reflecting improved proactive employee participation. Training achievement included 100% completion of OHS induction for new joiners, full certification of designated safety wardens in First Aid and CPR, completion of ergonomics and wellness training for all hybrid workforce segments, and specialized hygiene and safety training for 100% of facility management and support staff. The Hazard Identification and Risk Assessment (HIRA) process was strengthened through periodic audits and leadership reviews, with all identified high-risk areas addressed within defined timelines, and the Health & Safety Committee conducted structured quarterly reviews of safety KPIs and compliance status. Beyond physical safety, organization-wide ergonomics assessments, mental-health and stress- management sessions, preventive health check-ups, and hybrid-workplace safety advisories contributed to maintaining zero work-related ill-health cases during the reporting period.

Employee welfare initiatives include the ekincare platform (India) offering online medical consultations and health risk assessments, and Info Zen, a 24/7 confidential counseling program achieving 68.65% employee engagement and a 34.8% utilization rate in FY 2024-25, alongside global wellness campaigns such as corporate step challenges. Employees are actively encouraged to participate in OHS governance through designated safety committees, regular surveys, and direct reporting channels, ensuring their voices shape a safer workplace.

Employee Relations, Grievance Redressal & Supply Chain Labour Standards

Infocepts respects freedom of association and the right to collective dialogue, consistent with applicable laws and internal policy. Working conditions are shaped through direct employee engagement, leadership interactions, and structured HR governance, and notice periods for organizational or operational changes are implemented in strict compliance with local regulatory requirements to ensure transparency and procedural fairness. Associates have access to multiple confidential grievance channels, including BPHR Connects and Amber — Infocepts' specialized ethics and whistleblowing mechanism (see also Section 3.8) — with all grievances reviewed objectively and addressed in a timely manner.

Labour practices extend beyond Infocepts' direct operations into its supply chain: social and human- rights criteria form a core part of supplier screening and onboarding, featuring mandatory assessments covering forced and compulsory labour, child labour, freedom of association, and ethical workplace practices. During FY 2024-25, no significant labour or human-rights incidents were identified within the supply chain through these assessments.

Human Rights Due Diligence (HRDD)

Infocepts' HRDD process identifies and addresses potential risks across the workforce, assessed via online and offline surveys aligned with SA8000, ILO conventions, and UN Global Compact principles. The governance model follows a four-stage cycle: (1) Identify & Assess Impact — risk assessment across operations, supply chain, mergers, and new business relationships covering child/forced labour, human trafficking, equal remuneration, non-discrimination, and data privacy; (2) Integrate & Take Action — embedding findings into risk management, HR compliance, and supplier evaluation with preventive and corrective measures;

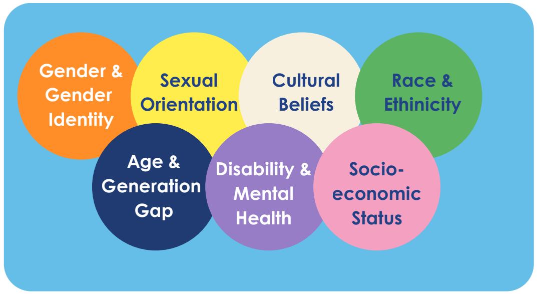
3) Track Performance & Reporting — monitoring through grievance systems, audits, and employee surveys; and (4) Communicate & Remediate — via the Whistleblower Hotline, Ombudsman channel, and remediation plans. No significant labour or human rights incidents were identified within the supply chain during FY 2024-25.

Employment Governance & Associate Benefits

The Employment Conditions & Benefits Policy defines Infocepts' employment framework, covering equal employment opportunity (selection and promotion based on qualifications and performance, without discrimination on age, race, colour, religion, gender, marital status, or disability, with reasonable accommodation provided where needed), background screening and ethical hiring (with a structured Employee Referral Program), guidelines on employment of relatives to prevent conflicts of interest, and restrictions on outside employment or moonlighting that could conflict with organizational interests. Associates are required to adhere to professional ethics, confidentiality obligations, and ISMS requirements, with misconduct subject to disciplinary action.

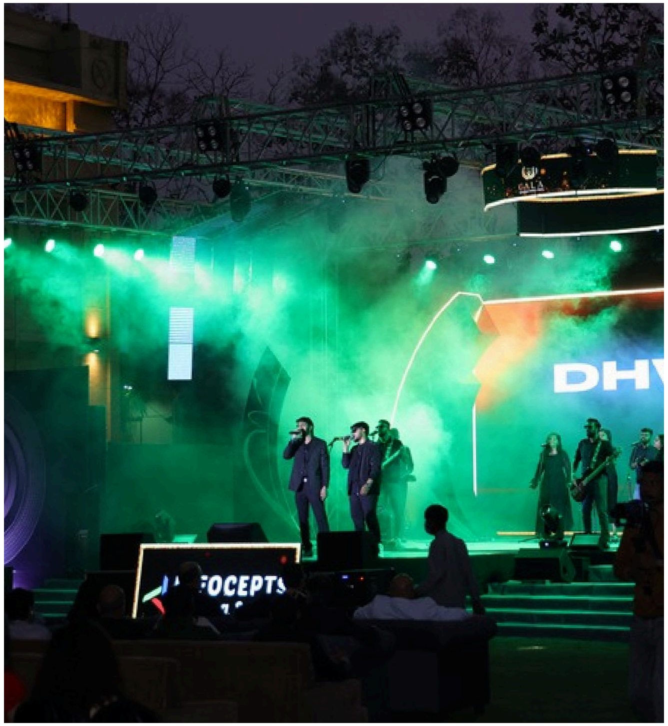
- **Leave structure —** Casual Leave, Sick Leave, Earned Leave (monthly accrual with defined maximum accumulation and partial encashment), Paternity Leave (5 days), Maternity Leave (26 weeks), Bereavement Leave (5 days), and Unpaid Leave of Absence.
- **Flexible Work & Location —** flexible schedules (excluding shift-bound roles), with work-from-home subject to managerial approval and defined duration limits.
- **Open Door Policy —** associates may raise ideas and concerns directly with management; recreational activities support team engagement.
- **Professional Development —** education reimbursement for approved certifications and examination fees, and a structured Performance Improvement Program where standards are not met.
- **Exit Governance —** resignees serve the notice period specified in their appointment letter, completing knowledge transfer and asset handover; Earned Leave cannot be availed during notice but may be encashed at full-and-final settlement; non-compete and non-solicitation clauses apply during employment and for two years post-separation to safeguard client relationships.
- **Indemnification —** associates are required to indemnify the Company for losses arising from violations of contractual obligations or policy provisions.

Infocepts' #AllColors DEI initiative stands for inclusion across Gender & Gender Identity, Sexual Orientation, Cultural Beliefs, Age & Generation Gap, Disability & Mental Health, Race & Ethnicity, and Socio-economic Status — nurturing a workplace where every associate adds a different shade of colour.



Looking Ahead

Building on FY 2024-25 outcomes — zero fatalities and LTIs, 34% women representation, and 16,828 training hours delivered — Infocepts' people roadmap (Section 13) targets 40% gender diversity, 90% retention, and expanded leadership and volunteering participation by 2026-2030, sustained by continued investment in wellbeing, pay equity, and human-rights due diligence across the workforce and supply chain.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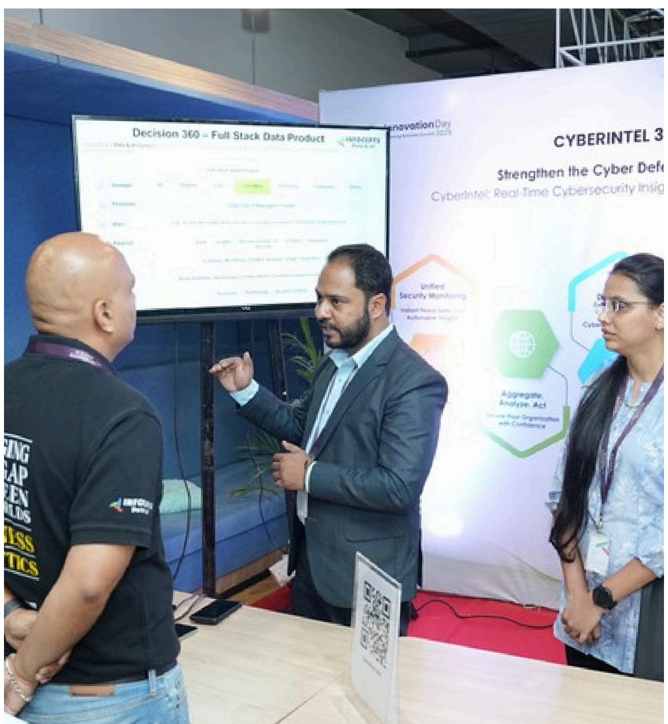
Decision 360 – Full Stack Data Product
Unified Security Monitoring
Aggregate, Analyze, Act


INFOCEPTS
STAY MODERN
INFOCEPTS
STAY MODERN

Environmental Stewardship

Infocepts' environmental policies and initiatives align with organizational goals to promote a culture of sustainability, spanning energy conservation, waste management, water efficiency, and climate action. Environmental audits are conducted periodically to assess compliance and identify efficiency opportunities, an Emergency Action Plan governs response to environmental emergencies, and regular training builds employee awareness of energy conservation, waste reduction, water management, and climate action.

Climate Strategy & Net-Zero Commitment (2033)

- **Energy Efficiency —** implement energy-efficient practices and lighting/HVAC upgrades; target 10-15% reduction in energy consumption.
- **Carbon Neutrality —** reduce absolute Scope 1 GHG emissions by 62.30% by 2034 (from a 2024 base year); increase renewable electricity sourcing from 0% (FY2024) to 100% by FY2030; reduce absolute Scope 3 GHG emissions by 79.81% by 2034; upgrade to low-carbon servers and green data centers. Target: carbon neutrality by 2028, Net-Zero by 2033 (SBTi-aligned).
- **Waste Management —** company-wide e-waste recycling; reduce non-recyclable waste by 20%; target zero waste to landfill by December 2026.
- **Water Neutrality —** implement water-saving methods; offset 50% of withdrawn groundwater by FY2026 and 100% by FY2030.

Environmental Management System

Infocepts operates a comprehensive Environmental Management System (EMS), ISO 14001-certified, tracking energy, water, waste, and emissions monthly and annually across all sites (Nagpur, Pune, Chennai, Bangalore, and ITPL), aligned with the GHG Protocol for full-scope carbon accounting. Compliance is maintained through regular monitoring of stack emissions, ambient air quality, and water discharge using DEFRA, CEA, and NAICS emission factors.

Water Stewardship

Water is consumed only for drinking, cooking, and lavatory use and is not tracked as a material impact given Infocepts' non-water-intensive operations; costs are embedded in facility maintenance charges as all sites are leased. In calendar year 2024, the Nagpur office was the highest consumer at 1,755 m^3 of municipal water (INR 90,509); Pune relied on bottled water (10.24 m^3, INR 21,630); Chennai used 9 m^3 of municipal water at no cost; and Bangalore recorded the lowest usage at 1.44 m^3 at no cost. Water aerators and sewage treatment plants are used across facilities to encourage judicious consumption, supported by employee awareness campaigns run with NGO partners.

Energy Management

Diesel (HSD) consumption for backup generators fell from 1,927 litres in 2024 to 150 litres in the first eight months of 2025, and grid electricity consumption fell from 1,176,280 kWh to 298,869 kWh over the same comparative periods — reflecting efficiency measures and operational optimization.

Category	Unit	FY 2024-25	FY 2023-24
Energy Consumed (non-renewable sources)	MWh	1,008.03	890.30
Total renewable energy purchased/generated	MWh	0	0
Total energy consumption	MWh	1,008.03	890.30
Energy intensity (consumption/revenue, INR)	ratio	0.36	0.34

GHG Emissions (Scope 1, 2 &3)

Infocepts tracks Scope 1, 2, and 3 greenhouse gas emissions to manage its carbon footprint and support Net-Zero goals, independently assured by Sustain Right. The figures below are drawn from Infocepts' official ESG Data Book (Appendix A.9); the source report's narrative pages cite a materially different Scope 3 total, and Appendix D explains why the Data Book figures are used here as the authoritative source.

Category	Unit	FY 2024-25	FY 2023-24
Scope 1: Direct emissions	tCO2e	4.92	11.91
Data coverage	%	100	100
Scope 2: Indirect emissions (location-based)	tCO2e	717.85	655.67
Data coverage	%	100	100
Scope 3: All categories	tCO2e	3918.49	347.55
GHG emission intensity (Scope 1+2 / revenue, INR)	ratio	0.25	0.26

Scope 1 emissions arise from stationary combustion (diesel in DG sets at the Nagpur office, 4.92 tCO2e) and negligible process emissions from food-waste composting. Scope 2 emissions arise from purchased grid electricity: Nagpur (620.71 tCO2e from 853,790 kWh), Pune (31.51 tCO2e), Chennai (65.41 tCO2e), and Bangalore (0.22 tCO2e), totalling 717.85 tCO2e.

Emission Category	Emissions (tCO2e)	Share of Total
Scope 1: Stationary Combustion	4.92	0.11 %
Scope 2 : Purchased Electricity	717.85	15.47 %
Scope 3 Cat 1 : Purchased Goods & Services	698.77	15.06%
Scope 3 Cat 2 : Capital Goods	0.32	0.01%
Scope 3 Cat 3 : Fuel & Energy Related	144.72	3.12%
Scope 3 Cat 5 : Waste Generation	0.01	0.00%
Scope 3 Cat 6 : Business Travel	12.61	0.27%
Scope 3 Cat 7 : Employee Commute	3, 061.80	65.97%
Scope 3 Cat 8: Upstream Leased Assets	0.26	0.01 %
Grand Total	4641.26	100 %

Employee commuting is the single largest contributor to Infocepts' carbon footprint (66% of the total), with cars the largest source followed by buses and shuttles — an area prioritized for future reduction initiatives alongside continued Scope 1 and 2 efficiency gains.

Air Quality & Ozone-Depleting Substances

Ambient PM10 ranged 54.6–78.5 μg/Nm³ and PM2.5 ranged 24.3–31.7 μg/Nm³ across the year; SOx ranged 7.43–8.36 ppm and NOx 11.2–16.9 ppm from on-site diesel generator operations, monitored via external air-quality testing every six months. HVAC systems use R-22 and R-410A refrigerants; Infocepts has committed to phasing down R-22 in favor of lower Ozone-Depleting-Potential and Global-Warming- Potential alternatives.

Refrigerant	Unit	2022-23	2021-22
HCFC-22 / R-22	Tonnes	0.233	0.371
R-410A	Tonnes	0.595	0
R-470C	Tonnes	0.032	0
All other tracked refrigerants (R-12C, R-11, R-134a, R404A, R123, R417A, R32)	Tonnes	0	0

Waste Management & Circular Economy

Waste generation is minimal given Infocepts' office-based operations. Nagpur recycled 0.6 KL of oil waste and 945 kg of paper, and composted 122 kg of food waste per month through an Organic Waste Composter; Chennai composted approximately 50 kg of food waste monthly with no oil or paper waste; Pune and Bangalore reported negligible waste generation across all categories.

Waste Category	Unit	2022-23	2021-22
Non-hazardous waste	Tonnes	3.09	3.41
Hazardous waste	Tonnes	0	0
Total waste generated	Tonnes	3.09	3.41
Total waste used/recycled/sold	Tonnes	3.09	3.41

Biodiversity & Ecosystem Protection

A mass tree-plantation drive planted 8,000 fruit-bearing trees with 325 participants (including 68 Infocepts associates), reviving five acres of barren land into a biodiversity-supporting green landscape. The Biochar Initiative, guided by Sustainovate Climate Solutions Pvt. Ltd. and Farmisto, improves soil fertility, water retention, and carbon sequestration, aligned with UN SDGs 2, 12, 13, and 15. A Chennai beach-cleaning drive removed approximately 157 kg of plastic waste with 21 associates participating.

Looking Ahead

Infocepts' environmental roadmap builds on FY 2024-25 performance toward its 2028 carbon-neutrality and 2033 Net-Zero milestones (Section 13), with continued emphasis on reducing employee-commute emissions — the largest single contributor to the Company's carbon footprint — alongside expanding renewable electricity sourcing, deepening waste-diversion practices, and scaling biodiversity and water-stewardship programs through the Infocepts Foundation. The financial implications of climate-related risk continue to be assessed through the Company's Business Continuity Planning process.

Social Responsibilty & CSR

Infocepts Foundation (formerly iCare), the CSR arm of Infocepts Technologies Private Limited, is a Section 8 company under the Companies Act, 2013, established in November 2021 and registered with the Ministry of Corporate Affairs. Guided by the vision "Care for our Communities" and the mission to empower communities through CSR in education, environment, health, and development, the Foundation has positively impacted nearly 100,000 beneficiaries to date, focusing on education, skill development, health and wellness, and environmental sustainability.

FY 2024-25 Community Engagement — At a Glance

- 525+ people benefited from Health Awareness & Checkup camps
- 500+ clothes donated during Daan Utsav, benefiting 100 underprivileged people
- 137 units of blood donated through two Blood Donation camps
- 8,000+ trees planted at the Agro Oxygen cum Biodiversity Park, Dhaba village, with rainwater conservation
- 600 students benefited from school-infrastructure donations
- 600 underprivileged children and 150 associates participated in a Diwali celebration
- 60 rural unemployed youths trained and placed through skill-development courses
- 98 engineering students received the Infocepts Innovate for Impact Scholarship
- 400+ students benefited at Shree Ramakrishna Sanskriti Peet School, Kamthee
- 143 autistic children benefited through the Prayas Rehabilitation program
- 177+ special (autistic) children gained health benefits through an aqua-therapy facility
- 900+ students benefited from digital-literacy support via donated computers (100 computers donated to schools)

Education & Skill Development

The Infocepts Innovate for Impact Scholarship, run with Buddy4Study, supported 98 engineering students in FY 2024-25 with up to ₹50,000 per year for three years, with INR 34 lakhs disbursed directly to students' college accounts, including support for transgender students pursuing Computer Science, IT, AI, ML, and Data Science & Analytics. On 2 May 2025, Infocepts Foundation inaugurated a 500 sq. ft. classroom at Maa Sarada Gyana Mandir, Kampthee (operated by Shri Ramakrishna Samskriti Peeth), with an annual capacity of 40 students expected to benefit over 400 children over the next decade. The Skill & Entrepreneurship Development Institute (SEDI), run with the Ambuja Foundation under the Skill India Mission and NSDC initiatives, saw over 80% of trainees gain on-the-job training and nearly 90% secure employment through partners such as Vigilance Workforce Solutions and Career Media Pvt. Ltd., with graduates from courses like Assistant Electrician cum Refrigeration and BFSI achieving an average CTC of ₹2.5+ lakhs per annum.
Anandan (Kolkata) delivered free education and skill training to underserved communities: 225 students taught across general education (a 30% enrollment increase), with all 10 students who sat the Madhyamik Examination 2025 clearing it — a 100% pass rate among that cohort; a mushroom-cultivation training program empowering 150 individuals (including 100 women), expanded to new districts and covered by All India Radio, Doordarshan, and two newspaper features; computer education for 145 students across three age-appropriate batches; and a driving course that trained and licensed 60 students, now earning ₹13,000–15,000 per month.

Success Story — Ragini Satpute's Journey with SEDI

Ragini Satpute, from Parsodi, Nagpur, came from a financially challenged background. After losing her father, she supported her mother and younger sister by giving home tuitions, earning ₹3,000–5,000 per month. Determined to improve her family's situation, she enrolled in the BFSI course at SEDI, completed it with dedication, and was named Best Trainee of the Batch. After several interviews, Ragini secured a job as a Customer Care Executive at Muthoot Fincorp, earning ₹15,500 monthly — improving her family's income and boosting her self-confidence, communication, and financial awareness. She now volunteers with the Youth for Sewa Foundation and motivates others to join SEDI.

Success Story — Punam Khodatkar's Journey to Success

Punam Khodatkar, a 12th-pass resident of Kanholibara village in Hingana, Nagpur, comes from a remote area with minimal transport facilities. Married early due to traditional customs, she was unable to complete her graduation at the time but is now pursuing a BA. With strong curiosity and determination, she joined the BFSI course at SEDI (November 2024–February 2025), attending regularly and participating actively. Her dedication led her to become the first trainee placed at Sahyog Cooperative Bank, Hingana Branch, earning ₹15,500 per month. Despite an accident shortly after joining, she quickly met her work targets and was awarded Best Employee of the Quarter, bringing financial stability to her family and boosting her confidence and teamwork skills. Punam now motivates others to join SEDI and supports mobilization efforts.

Health & Wellness

Two major Health Awareness Camps — the Hepatitis Awareness Run (Nagpur) and Health & Environment Awareness Day (Nagpur, Pune, Chennai) — engaged over 860 participants; CEO Shashank Garg completed the 10 km run. Two blood donation drives in FY 2024-25 collected donations from 76 donors (June 2024, Infocepts' 20th Anniversary) and 61 donors (February 2025), totalling 137 units across Nagpur, Pune, and Chennai.

Environment Protection & Development

The Agro Oxygen cum Biodiversity Park at Dabha village, Hingna Taluka (in partnership with the Ambuja Foundation and the local Gram Panchayat), completed its second year with borewells, rainwater-harvesting tanks, drip irrigation, and a compost pit supporting resilient rural ecosystems. A mass tree-plantation drive planted 8,000 fruit-bearing trees across five acres with 325 participants. Other initiatives included the Biochar Initiative for soil health and carbon capture, a 1,053.69 m3 pond constructed for groundwater recharge, and a Chennai beach- cleaning drive that removed 157 kg of plastic waste with 21 associates participating (see Section 10.8 for environmental performance detail).

SDG Alignment

Infocepts is committed to aligning its business practices with the United Nations Sustainable Development Goals (SDGs), ensuring its success contributes to positive societal and environmental impact. By integrating key SDGs — Responsible Consumption and Production, Climate Action, Quality Education, Gender Equality, and Decent Work & Economic Growth — into corporate strategy, Infocepts leverages its strengths in data analytics and AI to create meaningful change, identifying high-impact areas, setting measurable targets, and tracking progress. The Biochar Initiative and Agro Oxygen Park programs specifically advance SDGs 2 (Zero Hunger), 12 (Responsible Consumption and Production), 13 (Climate Action), and 15 (Life on Land) through sustainable agriculture, soil health, and carbon sequestration.

Public Welfare & Community Development

Infocepts Foundation installed road-safety signage at the TIDEL Park signal, Chennai, in partnership with Tamil Nadu Traffic Police, and donated 10 computers and a printer to Baner Police Station, Pune, to strengthen digital infrastructure for public services.

FY 2024-25 CSR Spend by Project

S. NO	Project	Implementation Agency	Focus Area	Amount (INR)	Anchor Person
1	Infocepts Innovate for Impact Scholarship	Buddy4Study India Foundation	Education Activity	₹3,383,290	Smrita Dubey
2	Skill and Entrepreneurship Development Institute	Ambuja Foundation	Education Activity	₹1,410,172	Rimachand Kale
3	Agro Oxygen & Entomophage Park	Ambuja Foundation	Environment Protection & Development	₹1,628,500	Sunil Narware
4	Skill Development Center	Anandan Education Activity	Education Activity	₹609,000	Rohit Bayana
5	Health Awareness camp and Healthcare support	Setu Welfare Foundation	Health care and Preventive Health	₹565,000	Rimachand Kale
6	Donation to School Infrastructure	Shri Ramakrishna Sanskrit Peeth	Education Activity	₹800,000	Ashish Fadnavis
7	Donation of School Furniture	Vikalp-Abhudya Global School Village School	Education Activity	₹200,000	Ashish Fadnavis
8	Donation for Autistic students rehabilitation	PRAYAS Rehabilitation Society	Health care and Preventive Health	₹200,000	Sunil Narware
9	Bio Char Project	Self-Infocepts Foundation	Environment Protection & Development	₹749,300	Shashank Garg

10	Support to Green Energy Initiatives (5KV Solar plant)	Sandhya Savardhan Sanstha	Environment Protection & Development	₹300,000	Ashish Fadnavis
11	AMC (FY 2024-25) for Plantation at SEZ MIHAN Nagpur/Lydra Par	Self-Infocepts Foundation	Environment Protection & Development	₹354,000	Rimachand Kale
12	Public and Police Welfare activity	Self-Infocepts Foundation	Public Welfare & Community Development	₹771,475	Rimachand Kale
13	Auditor Consultancy and Allied Charges	Self-Infocepts Foundation	General Administration	₹325,515	Ashish Fadnavis


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2009
2010
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2015
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INFOCEPTS
Foundation
INFOCEPTS HEALTH
AWARENESS CAMP
Care For Our Communities


AWARENESS CAMP

Certifications, Ratings & External Assessments

Infocepts' ESG performance is externally validated through a portfolio of certifications, disclosures, and independent assessments, spanning environmental management, health and safety, information security, climate, and workplace culture.

EcoVadis Assessment

EcoVadis is a globally recognized business sustainability ratings platform that evaluates companies across environmental, labour & human rights, ethics, and sustainable procurement criteria. Infocepts underwent the EcoVadis assessment and achieved a Committed badge, reflecting a credible and structured approach to sustainability management that the organization continues to build upon year over year.

SBTi Net-Zero Alignment

Infocepts' climate targets are aligned with the Science Based Targets initiative (SBTi) framework, which requires emission-reduction targets to be grounded in the level of decarbonization required to limit global warming in line with the Paris Agreement. This alignment underpins Infocepts' commitment to Net-Zero emissions by 2033, with interim targets for absolute Scope 1 and Scope 3 reductions by 2034 (see Section 10.1).

ISO 14001 — Environmental Management

ISO 14001 certification confirms that Infocepts' Environmental Management System meets the international standard for identifying, managing, monitoring, and controlling environmental issues in a holistic manner, covering energy, water, waste, and emissions performance across all major operational sites (see Section 10.2).

ISO 45001 — Occupational Health & Safety

ISO 45001 certification validates Infocepts' Occupational Health &amSafety Management System, providing a framework to reduce workplace risk, improve employee wellbeing, and enable safer working conditions, underpinning the Company's Zero Incident Vision (see Section 9.8).

ISO 27001 — Information Security

ISO/IEC 27001:2022 certification confirms that Infocepts' Information Security Management System meets the international standard for protecting the confidentiality, integrity, and availability of information assets. Infocepts entities also hold ISO 27017:2015 (cloud security), ISO 27018:2019 (protection of personal data in the cloud), and SOC 2 attestations (see Sections 7.7-7.8).

Great Place to Work® Certification

The Great Place to Work® certification recognizes organizations with high-trust, high-performance workplace cultures, based on confidential employee surveys and culture audits. Infocepts' certification reflects its investment in employee wellbeing, engagement, and inclusive culture (see Section 9).

Other Ratings & Recognition

Future Targets & ESG Roadmap

Pillar	Target	Timeline
Environmental	Achieve Net-Zero emissions (SBTi-aligned)	By 2033
Environmental	Acheive carbon neutrality	By 2028
Environmental	Reduce absolute Scope 1 GHG emissions by 62.03% (vs. 2024 base year)	By 2034
Environmental	Reduce absolute Scope 3 GHG emissions by 79.18% (vs. 2024 base year)	By 2034
Environmental	Increase renewable electricity sourcing from 0% to 100%	By FY2030
Environmental	Zero waste to landfill	By December 2026
Environmental	Offset 50% / 100% of withdrawn groundwater	By FY2026 / FY 2030
Social	40% gender diversity and 5% minority representation	By FY2026
Social	90% employee retention and 85% satisfaction	By 2030
Social	50% employee participation in volunteering annually	Ongoing
Social	1% of annual profits to philanthrophy	By 2027

Intellectural	100% of technical associates certified on key data & AI platforms	Within 24 months
Intellectual	90%+ employees retention in data & analytics role	By FY2028
Intellectual	20%+ of revenue from offerings developed in the past 24 months	Ongoing
Governance	Full ISO/IEC 27001 and ISO 9001 compliance across all delivery centers	By end of FY2025
Governance	Ethical AI frameworks embedded in 100% of client engagements	By FY2026

Appendix A: Infocepts ESG Data Book, FY 2024-25

A.1 Economic & Governance Performance

Category	Unit	2024-25	2023-24
CSR expense	INR	11296252	11339702
Community investment (% of total CSR spend)	%	100%	100%
Political contributions	INR	0	0
Ongoing anti-competitive practice investigations	No.	0	0
Ongoing corruption/bribery cases	No.	0	0
Incidents of discrimination and harassment	No.	0	0
Incidents of conflicts of interest	No.	0	0
Incidents of money laundering or insider trading	No.	0	0
Information security breaches	No.	0	0
Substantiated customer privacy/data-loss complaints	No.	0	1 (resolved)
CEO-to-median employee pay ratio	ratio	22.69	-

A.2 Social Performance — Workforce Composition

Governance Body Level	Male	Female	<30	30-50	>50
Board of Directors	3	1	0	2	2
Senior management	60	16	0	71	5
Middle management	523 60	322 16	387 0	453 71	5 5
Junior management	146 523	78 322	120 387	103 453	1 5
Other employees (non-executive)	0	0	0	0	0

A.3 New Employee Hires (FY 2024-25)

Category	Male	Female	<30	30-50	>50
Senior management	2	2	0	0	2
Middle / Junior / Other employees	153	80	120	112	1

Metric	2024-25	2023-24
Internal hires (% of open positions)	83%	96%
New employee hires	377	201

A.4 Gender Pay & Engagement

Metric	Unit	2024-25	2023-24
Employee Net Promoter Score (eNPS)	score	90	83
Survey data coverage	% of employees	100	100
Average training hours per FTE	hours	16,828 total hrs	-
Average training spend per FTE	INR	9800	-

A.5 Absentee Rate & Work-Related Ill Health

Metric	Unit	2024-25	2023-24
Absentee rate	% of total days scheduled	0	0
Data coverage	% of employees	100	100

A.6 Training, Certification & Audit Coverage

Coverage Metric	2024-25
Sites with employee H&S risk assessment	100%
Employees covered by formal representation / collective agreements	100%
Employees receiving regular performance & career reviews	100%
Employees receiving skills-related training	100%
Employees trained on discrimination and harassment	50%
Sites with labor/human-rights certification (SA8000, Fair Wage, B Corp, etc.)	50%
Employees trained on environmental issues	50%
Sites assessed on environmental risks	100%
Sites with environmental certification (ISO 14001, EMAS, ISO 50001)	100%
Employees trained on business ethics	100% (mandatory)
Sites audited internally on business ethics	100%
Sites with ethics/security certification (ISO 27001 / ISO 37001)	100%

A.7 Employee Benefits (Permanent Employees)

Benefit	Provided to Permanent Employees
Life insurance	Yes
Disability coverage	Yes
Parental leave (maternity/paternity)	Yes
Marriage leave (additional)	Yes
Bereavement leave (additional)	Yes
Retirement provision	Yes
Stock ownership	No
Housing support	Yes
Transportation	Yes
Food allowance	Yes
Extra paid holidays	No
Car lease	No
Learn while you can (education support)	Yes

A.8 Suppliers & Procurement

Category	Unit	2024-25
Total suppliers	No.	240
Total procurement spend	INR	451893840
Spend on locally based suppliers	% of total	41%
Suppliers with significant negative impacts identified	%	0
Targeted suppliers signed to Code of Conduct / procurement charter	%	100%
Targeted supplier contracts with environmental/labor/human-rights clauses	%	100%
Targeted suppliers sustainability-assessed	%	78%
Buyers trained on sustainable procurement	%	62%
Audited/assessed suppliers in corrective action or capacity building	%	50%

Environmental Performance Summary

See Section 10 for full detail on energy, GHG emissions, waste, water, and biodiversity performance.
Headline FY 2024-25 figures: total energy consumption 1,008.03 MWh (0% from renewable sources);
Scope 1 emissions 4.92 tCO_2e; Scope 2 emissions 717.85 tCO_2e; Scope 3 emissions 3,918.49 tCO_2e;
combined GHG emission intensity (Scope 1+2 / revenue) of 0.25; total waste generated 3.09 tonnes (2022-23), entirely non-hazardous and recycled/reused.

Appendix B: GRI Content Index

GRI 2: General Disclosures 2021

Disclosure	Location
2-1 Organizational details	Section 4
2-2 Entities included in sustainability reporting	Section 2.1
2-3 Reporting period, frequency and contact point	Section 2.1
2-5 External assurance	Section 2.2
2-6 Activities, value chain and business relationships	Sections 4, 7
2-7 Employees	Section 9.3
2-9 Governance structure and composition	Section 3
2-11 Chair of the highest governance body	Section 3.6
2-12 to 2-14 Governance body role in impacts / sustainability reporting	Section 3
2-15 Conflicts of interest	Section 3.8, 9.10
2-16 Communication of critical concerns	Section 3.8
2-19 to 2-21 Remuneration policies and compensation ratio	Section 9.4

2-22 Statement on sustainable development strategy	Section 1
2-23 to 2-26 Policy commitments, embedding, remediation, grievance mechanisms	Sections 3.8, 9.9
2-27 Compliance with laws and regulations	Section 3.8
2-29 Approach to stakeholder engagement	Section 5.2
2-30 Collective bargaining agreements	Section 9.10, Appendix A.5

GRI 3: Material Topics 2021

Disclosure	Location
3-1 Process to determine material topics	Section 5.1
3-2 List of material topics	Section 5.3
3-3 Management of material topics	Section 5.3-5.4

Economic Series (GRI 201, 202, 204, 205, 206, 207)

Disclosure	Location
201-1 Direct economic value generated and distributed	Section 6.2-6.3
201-2 Financial implications of climate change	Section 6.4
201-3 Defined benefit plan obligations	Section 9.10, Appendix A.6
202-1/202-2 Entry-level wage ratios; local senior management	Section 9.4
204-1 Proportion of spending on local suppliers	Section 7.4, Appendix A.6
205-1 to 205-3 Anti-corruption risk, training, and incidents	Section 3.8, Appendix A.1
206-1 Anti-competitive behavior legal actions	Appendix A.1
207-1 to 207-3 Tax approach, governance, and stakeholder engagement	Section 6.4

Environmental Series (GRI 301-308)

Disclosure	Location
301-2/301-3 Recycled input materials; reclaimed products	Section 10.7
302-1 to 302-5 Energy consumption, intensity, and reduction	Section 10.3, Appendix A.7
303-1 to 303-5 Water interactions, discharge, withdrawal, consumption	Section 10.4
304-1 to 304-3 Biodiversity - sites, impacts, habitats restored	Section 10.8
305-1 to 305-5 GHG emissions (Scope 1-3), intensity, reduction	Section 10.5
306-1 to 306-5 Waste generation, management, and disposal	Section 10.7
308-1/308-2 Supplier environmental screening and impacts	Section 7.4, Appendix A.6

Social Series (GRI 401-418)

Disclosure	Location
401-1 to 401-3 New hires, turnover, benefits, parental leave	Sections 9.5-9.6, Appendix A.3
402-1 Minimum notice periods for operational changes	Section 9.10
403-1 to 403-10 Occupational health & safety management	Section 9.8
404-1 to 404-3 Training hours, upskilling, performance reviews	Section 9.7
405-1/405-2 Diversity of governance bodies; pay ratio by gender	Section 9.3-9.4, Appendix A.2
406-1 Incidents of discrimination and corrective actions	Section 9.3, Appendix A.1
407-1 Freedom of association and collective bargaining risk	Section 9.9-9.10
408-1/409-1 Child labor and forced labor risk	Section 9.9
410-1 Security personnel trained in human rights	Section 9.9
411-1 Rights of indigenous peoples	Section 9.9 (Nil)
413-1/413-2 Local community engagement and impacts	Section 11
414-1/414-2 Supplier social assessment	Section 7.4, Appendix A.6
415-1 Political contributions	Appendix A.1 (Nil)
416-1/416-2 Customer health and safety	Section 7.5
417-1 to 417-3 Marketing and labeling compliance	Nil incidents
418-1 Customer privacy breaches	Section 7.5, Appendix A.1

Appendix C - Glossary & Abbreviations

Term	Definition
ESG	Environmental, Social and Governance - the three pillars of sustainability performance and disclosure.
GRI	Global Reporting Initiative - an international standard-setter for sustainability reporting.
SASB	Sustainability Accounting Standards Board - industry-specific sustainability disclosure standards.
ISSB	International Sustainability Standards Board - issuer of global sustainability and climate disclosure standards.
SBTi	Science Based Targets initiative - validates corporate emissions-reduction targets against climate science.
CDP	A global environmental disclosure platform (formerly the Carbon Disclosure Project).
SDG	Sustainable Development Goals - the UN's 17 global goals for sustainable development by 2030.
GHG	Greenhouse Gas - gases (CO_2, CH_4, etc.) that trap heat and drive climate change; measured in tCO_2e.
Scope 1, 2, 3	GHG Protocol emission categories: direct emissions (1), purchased energy (2), and value-chain emissions (3).
EMS	Environmental Management System - a structured framework for managing environmental performance (ISO 14001).
ISMS	Information Security Management System - a structured framework for managing information security (ISO 27001).

OHS / HSE	Occupational Health & Safety / Health, Safety and Environment.
HIRA	Hazard Identification and Risk Assessment - a structured workplace safety risk framework.
DEI	Diversity, Equity & Inclusion.
HRDD	Human Rights Due Diligence - the process of identifying, preventing, and remediating human-rights impacts.
CSR	Corporate Social Responsibility.
KPI	Key Performance Indicator.
LTI	Lost-Time Injury - a workplace injury resulting in time away from work.
MFA	Multi-Factor Authentication.
SIEM / SOC	Security Information and Event Management / Security Operations Center.
CAP	Corrective Action Plan - a remediation plan agreed with a supplier or internal function following an audit finding.
SAQ	Self-Assessment Questionnaire - used in supplier ESG and information-security screening.
ABAC	Anti-Bribery and Anti-Corruption.

• Scope 3: Category 7: Employee Commuting • Scope 3: Category 8: Upstream Leased Assets	
Waste (Hazardous, Non-Hazardous, Plastic, e-Waste)	
• Waste generated • Waste recycled • Waste disposed	

Assurance Criteria

Sustain Right conducted the assurance work in accordance with the requirements of 'Limited Assurance' procedures as per the following standard:

- International Standard on Assurance Engagements (ISAE) 3000 (revised) for 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.

The criteria in which the GHG Statement was compared against were:

- World Business Council for Sustainable Development (WBCSD) GHG Protocol
- CDP Climate Change Reporting Guidance

A limited assurance engagement involved assessing the risks of material misstatement of the agreed indicators/parameters whether due to fraud or error, responding to the assessed risks as necessary in the circumstances. A materiality threshold level of 5% was applied. Assessment of compliance and materiality was undertaken against the stated calculation methodology and criteria.

Limitations and Exclusion

We have relied on the information, documents, records, data, and explanations provided to us by ITPL for the purpose of our review. The assurance scope excludes:

- Any disclosures beyond those specified in the Scope section above.
- Data and information falling outside the defined reporting period.
- Data pertaining to ITPL's financial performance, strategy, and associated linkages articulated in the Report.
- Assertions made by ITPL encompassing expressions of opinion, belief, aspiration, expectation, forward-looking statements, and claims related to Intellectual Property Rights and other competitive issues.

While 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.

The procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within software/IT systems.

Methodology

Sustain Right carried out the assurance engagement using a risk-based approach to obtain the information, explanations, and evidence necessary to provide the agreed level of assurance for ITPL. The process involved desk reviews, remote site visits, and stakeholder interviews covering reporting practices and supporting records for the fiscal year considering a sampling rate of 10% of the total operational sites. The assurance activities were planned and executed during the engagement period and included the following:

- Review of data that was recorded in accordance with the CDP Climate Change and Waste management Reporting Guidance.
- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted virtual interviews with key personnel responsible for data management.
- Assessment of appropriateness of various assumptions, estimations and thresholds used by ITPL for data

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analysis.

- Review of selected climate change-GHG, energy and waste-disclosures on sample basis for the duration from
- April 1, 2024 to March 31, 2025 for ITPL was carried out remotely.
- Recalculation of GHG emissions, Energy and Waste data based on the data provided.

Appropriate documentary evidence was obtained to support our conclusions on the information and data reviewed.

Conclusions

Sustain Right reviewed selected climate change-GHG, Energy and Waste management disclosures provided by ITPL in its Report. Based on the procedures performed as above, evidence obtained, and the information and explanations given to us along with the representation provided by the management and subject to inherent limitations outlined elsewhere in this report, in our opinion. ITPL's GHG, energy and waste data and information for the period of 01 April 2024 to 31 March 2025 included in the Report, is, in all material respects, is in accordance with the CDP Climate Change Reporting Guidance.

The reported GHG emissions and energy consumption for FY 2024-25 are equal to:

Scope 1 (tonne CO2e)	Scope 2 (Location-based) (tonne CO2e)	Scope 3 (tonne CO2e)	Total energy consumption from Renewable sources (in MWh)	Total energy consumption from non-renewable energy Consumption (in MWh)
4.92	717.85	3918.49	0	1008.03

The reported waste generation, recycling and disposal data for FY 2024-25 are equal to:

Total Waste generated (in kgs)	Total Waste recycled (In kgs)	Total Waste disposed (In kgs)
3086	2570	516

Sustain Right's Competence and Independence Sustain Right is a global assurance service provider. The Sustain Right Assurance team included competent sustainability assurance professionals, who were not involved in the collection and collation of any data except for this assurance opinion. Sustain Right maintains complete impartiality towards any people interviewed.

Attestation

Sandeep Kumar
Lead Verifier
Sustain Right
Date: 13 September 2025

AA1000
Licensed Assurance Provider
001-126

No member of the verification team (stated above) has a business relationship with ITPL, its Director's or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the resultsof the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering. If any concerns or conflicts were identified, appropriate mitigation measureswere put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

Synesgy Certificate

Presented to **InfoceptsTechnologies Pvt. Ltd.**

Nagpur, India

Certification date	Valid until	Macro-industry	Country
23 January 2026	**23 January 2027**	**ICT**	**India**

This certificate is issued to Infocepts Technologies Pvt. Ltd. (company ID: 27AABCI2496Q1ZW) by CRIF Solutions Private Limited for participating in the ESG assessment through the **Synesgy** platform on **23 January 2026**.

Infocepts Technologies Pvt. Ltd. has the score "**A – Excellent**".

Synesgy's methodology follows generally accepted international sustainability standards such as the Global Reporting Initiative (GRI) and the Sustainable Development Goals (SDGs) and has been developed by CRIF Ratings.

This score is valid for one year until the **23 January 2027**.

A
B
C
D
E

ESG SCORE: A

Excellent level of Sustainability

Companywith an excellentlevel of compliance with ESG principles, fully in line with national and international best practices.
The ESG Score complies with the international standards (Global Reporting Initiative, European Sustainability Reporting Standards and Sustainable Development Goals) and considers the most important, material and significant aspects relating to Environmental, Social and Governance factors.

ESGScore represents the evaluation of the compliance to ESG principles (Environment, Social, Governance) of a business, taking also into consideration industry sector and country/region.

GRI CONTENT USED WITH PERMISSION 2025

Together to the next level