

ANNUAL SUSTAINABILITY PERFORMANCE REPORT

FY 2023-24



BY INFOCEPTS TECHNOLOGIES PRIVATE LIMITED

Infocepts: Leading in Technology, Driven by Responsibility

Infocepts is a global leader in data analytics and AI consulting, committed to empowering organizations with innovative data solutions to solve complex challenges. Since its inception in 2004, Infocepts has combined cutting-edge technology, skilled expertise, and a customer-centric approach to drive impactful business outcomes for clients worldwide. With operations spanning multiple continents, Infocepts not only advances analytics capabilities but also upholds its responsibility toward sustainable growth. Guided by its core values and supported by internationally recognized certifications, Infocepts integrates environmental, social, and governance (ESG) principles into its business strategy, ensuring a positive impact on society while helping businesses thrive in an increasingly data-driven world.

Our Vision for a Sustainable Future

At Infocepts, sustainability is integral to our mission of driving innovation and excellence in data solutions. Our vision extends beyond business success; we aim to create a lasting positive impact on the environment, society, and the global economy. By embedding environmental, social, and governance (ESG) principles into every aspect of our operations, we strive to lead by example in fostering sustainable practices. From reducing our carbon footprint to empowering communities through initiatives led by the Infocepts Foundation, we are committed to building a future where technological advancement and responsibility coexist harmoniously. Our sustainable future envisions a world where data-driven decisions contribute to prosperity, resilience, and equity for all.

Sustainability in Action: Our Journey and Goals

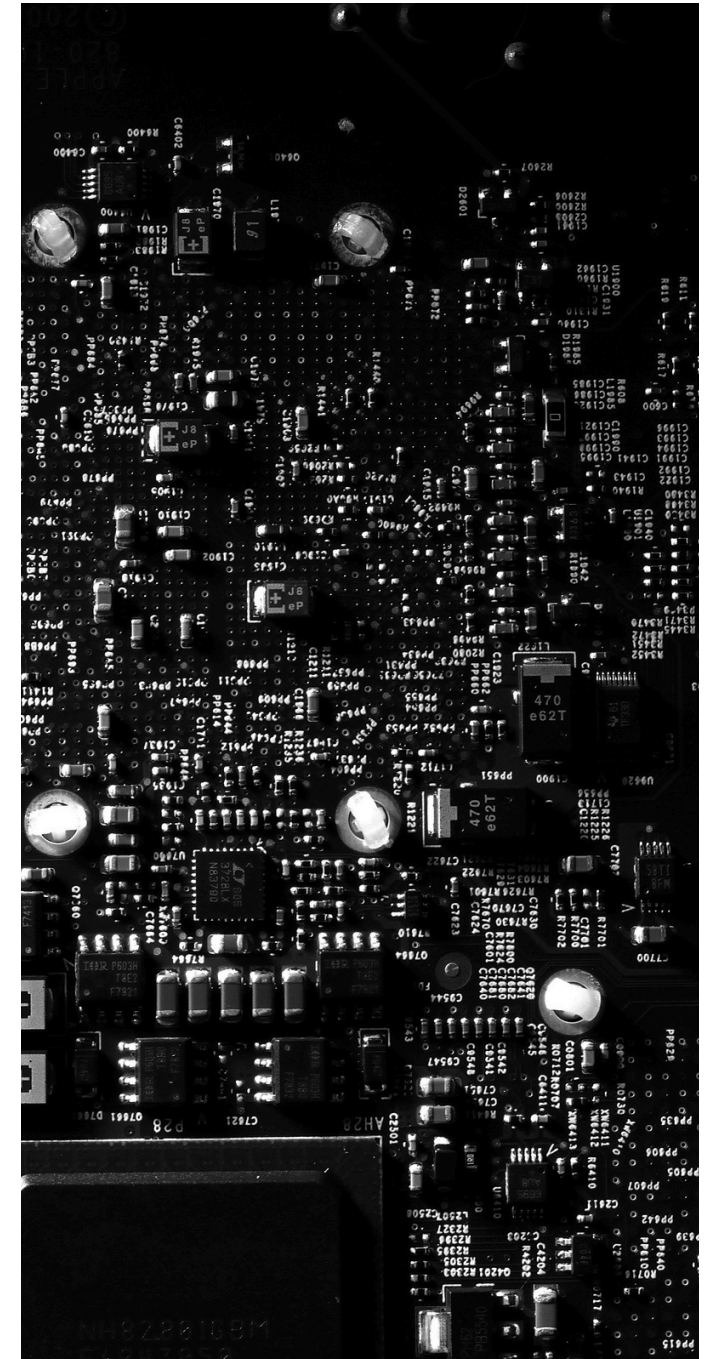
At Infocepts, sustainability is not just a goal—it is an ongoing journey of continuous improvement, innovation, and commitment. Over the years, we have leveraged our expertise in data analytics and AI to drive initiatives that contribute to environmental conservation, social progress, and economic resilience. Our journey is marked by purposeful actions, from reducing operational emissions to fostering diversity and inclusion across our global teams. Looking ahead, our goals are centered on amplifying positive impact through data-driven sustainability solutions that empower our clients and stakeholders to achieve their ESG objectives.

Pioneering Data-Driven Sustainability

As a global data solutions firm, Infocepts is uniquely positioned to harness the power of data in advancing sustainability. Our solutions enable organizations to gain critical insights into their environmental and social impacts, helping them make informed decisions that align with their sustainability goals. From optimizing energy usage and minimizing waste to tracking carbon emissions across supply chains, our data-driven approach supports businesses in creating measurable, lasting change. By pioneering innovative technologies and processes, we continue to lead the way in integrating data and sustainability for a better tomorrow.

Our Approach to Sustainability Data

At the heart of our sustainability efforts is the meticulous use of data to understand, measure, and improve our impact. Infocepts employs cutting-edge





analytics tools and methodologies to track key performance indicators related to our environmental, social, and governance initiatives. Our approach ensures transparency and accountability while empowering stakeholders with actionable insights. By aligning our data practices with internationally recognized standards and frameworks, we not only enhance the quality of our sustainability reporting but also inspire confidence in our commitment to responsible business practices. Through this approach, we strive to make data a powerful driver of sustainable progress.

Purpose of the Report

The Sustainability Performance Data Report is a cornerstone of our commitment to responsible and sustainable business practices. It fulfills several critical objectives:

- **Transparency:** This report openly shares our Environmental, Social, and Governance (ESG) data and performance metrics with stakeholders, reaffirming our dedication to operating with integrity and fostering trust.
- **Accountability:** By establishing measurable benchmarks, we track our progress against ambitious sustainability goals, ensuring that we remain aligned with our commitments to stakeholders and the planet.
- **Continuous Improvement:** Data is at the heart of our decision-making process. Through this report, we identify opportunities for growth and innovation, enabling us to proactively refine our strategies and expand our positive impact.

This document embodies our belief that sharing accurate, detailed, and actionable insights can inspire collaboration and accelerate progress toward a more sustainable future.

Scope and Coverage

This report captures data and insights from our global operations, encompassing all regions and key aspects of our supply chain. It focuses on three core sustainability pillars:

- **Environmental Metrics:** We provide comprehensive insights into our environmental impact, including carbon footprint analysis, energy and water consumption trends, waste management practices, and resource efficiency initiatives. These data points help us monitor progress and set meaningful environmental goals.
- **Social Metrics:** This section highlights our commitment to people, showcasing data on employee safety, diversity, equity, and inclusion initiatives, as well as efforts to enhance well-being and social responsibility within our supply chain.
- **Governance Metrics:** Governance is the foundation of ethical operations. This report details our adherence to anti-corruption measures, data privacy and protection protocols, compliance standards, and overall ethical business practices.

Together, the Purpose and Scope of this report underscore our unwavering commitment to integrating sustainability into the core of our business and inspiring accountability at every level of our operations.

Reporting Period

This Sustainability Performance Data Report covers the period from **1st April 2023 to 31st March 2024**, aligning with our fiscal year. The data and insights presented within this report reflect our sustainability initiatives, achievements, and progress during this timeframe. By focusing on this specific reporting period, we ensure a comprehensive and consistent

evaluation of our performance, enabling stakeholders to track our advancements and assess our alignment with long-term sustainability goals. This period also serves as a foundation for setting new benchmarks and refining our strategies for the future.

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 driving positive impact. We pledge to:

Drive Sustainable Growth: Integrate ESG principles into our business strategies to create long-term value for all stakeholders and the environment.

Enhance Transparency: Share clear, accurate, and timely information about our sustainability performance and goals, while ensuring open dialogue.

Foster Collaboration: Work hand-in-hand with stakeholders to co-create solutions that address global challenges and contribute to shared success and resilience.

Ensure Accountability: Hold ourselves to the highest standards of ethical conduct and governance, demonstrating our commitment to responsible business practices that benefit all.

Empower Communities: Leverage our resources and expertise to uplift the communities we serve, ensuring our growth benefits society as a whole while fostering inclusion.

This promise reflects our unwavering dedication to meeting stakeholder expectations while advancing a sustainable and inclusive future.

Aligning with Global Reporting Initiative Standards

In our pursuit of transparency and accountability, this report aligns with the Global Reporting Initiative (GRI) Standards, the world’s most widely recognized framework for sustainability reporting. By adhering to these comprehensive guidelines, we ensure that our disclosures are structured, consistent, and comparable on a global scale.

The GRI Standards enable us to effectively communicate our Environmental, Social, and Governance (ESG) performance, addressing key areas of stakeholder interest and highlighting our impact across various dimensions of sustainability. This alignment reflects our commitment to best practices in reporting and helps stakeholders gain a clear understanding of our progress toward sustainable growth.

Our alignment with the GRI Standards reinforces our dedication to continuous improvement, offering a robust framework to measure and share the outcomes of our initiatives while fostering trust and engagement with our stakeholders.

Our Governance Structure

This reporting period marks a significant step in our commitment to sustainability with the establishment of a structured governance framework and a dedicated Sustainability Department. This initiative integrates sustainability into our strategy and operations, fostering accountability, transparency, and ethical decision-making across the organization.

Our governance framework includes the active roles of the Board of Directors (BOD), top management, and the Sustainability Department, led by the Head of Sustainability. Together, these entities ensure sustainability remains a strategic priority.

The **Board of Directors (BOD)** oversees the sustainability strategy, aligning it with corporate goals and global standards such as the United Nations Sustainable Development Goals (SDGs) and the GRI Standards. They review performance metrics, approve key initiatives, and provide strategic guidance.

The **Top Management** translates board directives into actionable initiatives, ensuring cross-departmental collaboration, resource allocation, and integration of sustainability into business planning.

The **Sustainability Team** drives implementation, develops policies, monitors progress, and ensures compliance. It monitors, reviews and records sustainability KPIs to strategize action plans and set measurable goals. This ensures continuous improvement and accountability throughout the organization while aligning with organization’s long-term objectives.

This governance structure ensures a comprehensive approach to sustainability, reinforcing our commitment to creating value for all stakeholders while safeguarding the planet for future generations.

Our Certifications



Our certifications—ISO 27001, SOC 2 Type 2, and Great Place to Work (GPTW)—demonstrate our unwavering commitment to information security, data privacy, and fostering a positive workplace culture. These internationally recognized standards underline our dedication to operational excellence, employee well-being, and maintaining stakeholder trust.

INFOCEPTS

CORE PRINCIPLES

How we do our business?



Business Value First

At Infocepts, we aim to **bridge the gap between the worlds of business and analytics**. We always start with identifying the business problem and how we can solve it. We consider any initiative successful only if it provides business value. Our technical skills and knowledge act as the catalyst that unleashes this value, with technology serving only as a tool to **help our customers** achieve their desired outcome.



Customer Centricity

We exist to **serve our customers** and their needs and aspirations. This requires us to be obsessive about **understanding our customer's implicit & explicit needs** and, more importantly, the **WHY**, enabling us to build long-term, mutually rewarding **partnerships with our customers**.



Build To Last

Since our beginning, we chose to chart our course with a long view to build an **agile firm** on foundations that can adapt to changing markets and internal realities. We accept that **change is a constant** and must adapt and **transform continuously**. We consider both the short-term and long-term implications of our decisions, that enables our enduring success.



Flex Your Risk Muscle

We are risk-takers who reject the notion of limitations and are **unafraid to fail**. To us, failure is not a setback but an indication that we are pushing boundaries, **experimenting** with new ideas, and **driving innovation**.



Keep It Light

We operate in a stressful, high-performing environment. Spontaneity, a sense of humor, and **playfulness** are highly valued. Be weird. **Be different. Seek fun and joy.**

How we Work Together?



Collaborate Effectively

We **work together** as a team, helping everyone reach their highest potential. We **encourage openness**, diversity of perspectives, sharing and free flow of ideas, leading to better decision-making, problem-solving and innovation. We **give credit** and recognition generously, with **caring & responsible behavior** towards one another



Care for our Communities

We will **act responsibly** towards our communities, create opportunities to **give back**, make everyone feel included, and ensure no one is left behind.



Managers As Coaches

Our managers **guide and support** their team members in achieving their full potential. Just as sports coaches help their athletes develop their skills and overcome obstacles, managers **provide feedback**, offer guidance, and help their team members grow and improve. They also **learn** from their teams.



Simplicity, The Ultimate Sophistication

The world we operate in today is complex. However, our communication and execution can be simplified. **Simplicity is essential** for understanding and scaling our efforts. Communication should be **concise and free of jargon**, while processes should be streamlined and **easy to understand** and implement.



Continuous Learning & Curiosity

Life-long learning is essential to success; we seek to create an **inventive, open-minded workplace** that nurtures curiosity and continuous learning. We can learn from everyone, whatever their position in the organization. We also strive to provide each of us with the best resources to continue our learning. The journey is propelled by **one's motivation, curiosity and sense of adventure.**

Material Topics

As part of our commitment to sustainability, we conducted a comprehensive materiality assessment to identify and prioritize the ESG topics most significant to our business and stakeholders. This assessment involved engaging with key internal and external stakeholders, analyzing industry trends, and aligning with global sustainability frameworks. The process enabled us to focus our efforts on areas where we can create the greatest impact while addressing the expectations of our stakeholders. The outcomes of this assessment have guided the development of our sustainability strategy and are reflected in this report.

The key material topics identified include

Environment

Energy Management
Carbon Emissions
Water Stress
Electronic Waste
Air Pollution

Social

Employee Health & Safety
Working Conditions
Human Capital Development
Privacy & Data Security
Employee Engagement
Diversity & Inclusion
Sustainable Supply Chain

Governance

Transparent Governance
Competitive Behaviour
Systemic Risk Management
Corruption & Fraud
Information Management

These priorities form the cornerstone of our initiatives and ensure our efforts are aligned with both business objectives and societal needs.

Our Commitment to Sustainability

At Infocepts, sustainability is a core element of our business strategy, and we are committed to addressing key material topics that matter to stakeholders. We recognize our actions' role in shaping the future and are dedicated to integrating sustainability into every facet of operations.

Our commitment spans critical areas, including reducing our carbon footprint, optimizing resources, enhancing employee well-being, fostering diversity, and ensuring ethical governance. We also prioritize data privacy and security, ensuring our technological solutions meet the highest standards of integrity and trust. By focusing on these areas, we aim to meet stakeholder expectations and contribute to environmental conservation, social equity, and responsible governance.

Through initiatives, innovative solutions, and measurable goals, we advance these commitments, aligning business practices with societal and environmental needs. This holistic approach to sustainability drives continual improvement, creating a positive impact for our organization and the community.



ENVIRONMENT

Our Policies

Environmental Policy

Our environmental policies and initiatives are designed to align with organizational goals and promote a culture of sustainability. The Environment Policy encompasses key areas such as energy conservation, waste management, water efficiency, and climate action. These measures ensure Infocepts actively reduces its environmental impact while creating long-term value.

Environmental Audits

Environmental audits, as a part of our Environment Policy, are conducted periodically to assess compliance with environmental standards and identify areas for improvement. These audits provide actionable insights to enhance our resource efficiency and align with sustainability benchmarks.

Emergency Action Plan

The Emergency Action Plan ensures that our organization is prepared to respond effectively to environmental emergencies. This includes protocols for natural disasters, hazardous material management, and mitigation of environmental risks, protecting both employees and assets.

Accidental Coverage Policy

Our Accidental Coverage Policy provides comprehensive support for employees in the event of workplace incidents related to environmental or operational hazards. This policy reinforces our commitment to employee safety and well-being.

Training and Awareness

As a part of our policy, we conduct regular training and awareness programs on topics such as energy conservation, waste reduction, water management, and climate action. These initiatives empower employees to actively participate in sustainability efforts and integrate environmentally responsible practices into their daily work.

Climate Action

Infocepts actively pursues climate action initiatives, including the adoption of renewable energy sources, reduction of greenhouse gas emissions, and collaboration with stakeholders to mitigate climate-related risks. As part of our CSR policy, we are committed to investing in climate-positive activities that contribute to global sustainability efforts. These actions underscore our dedication to addressing global climate challenges while enhancing operational resilience.

Our Goals

Energy Efficiency

- Implement energy-efficient practices in offices and data centers.
- Upgrade to energy-efficient lighting and HVAC systems.

Goal: Reduce energy consumption by 10-15%.

Carbon Neutrality

- Commit to reducing absolute Scope 1 GHG emissions by 62.30% by 2034 from a 2024 base year.
- Increase renewable electricity sourcing from 0% in FY2024 to 100% by FY2030.
- Reduce absolute Scope 3 GHG emissions by 79.81% by 2034 from a 2024 base year.
- Upgrade to low-carbon servers and green data centers.

Goal: Achieve carbon neutrality by 2028.

Waste Management

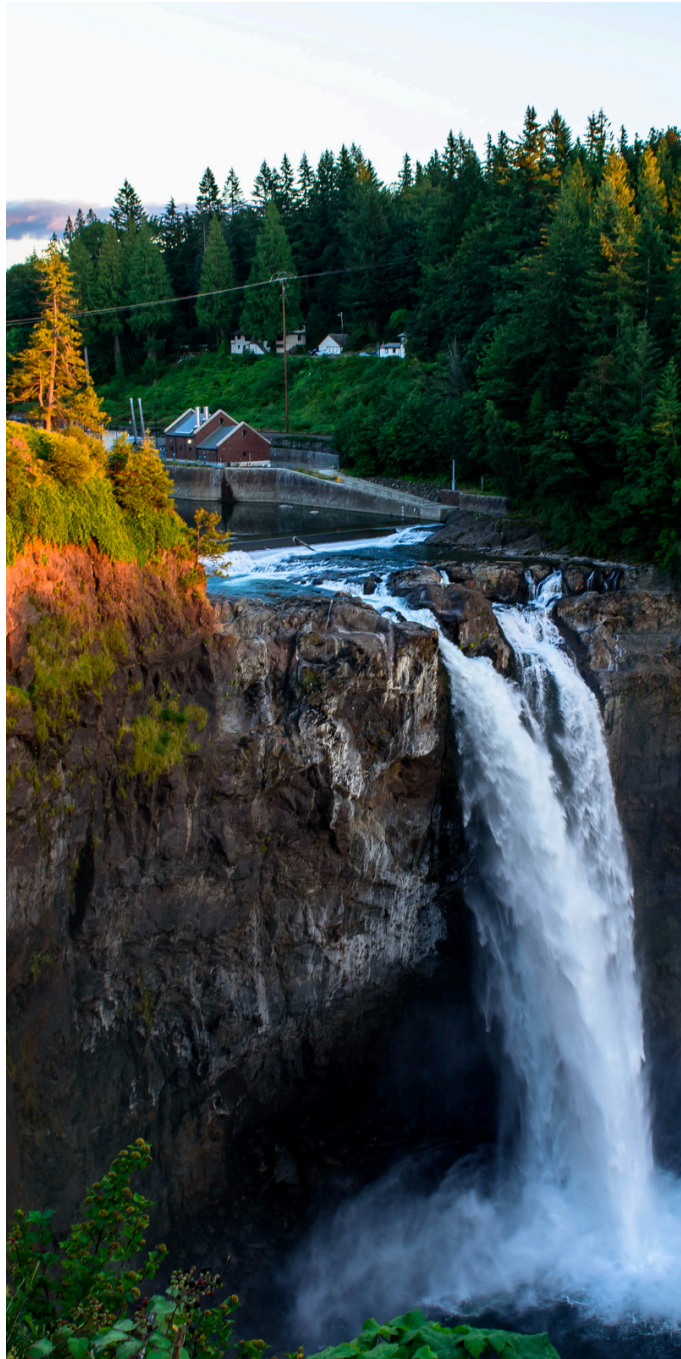
- Introduce company-wide e-waste recycling and management programs.
- Reduce non-recyclable waste by 20%.
- Achieve zero waste by adopting circular economy principles.

Goal: Zero waste to landfill by December 2026.

Water Neutrality

- Conduct and implement water-saving methods.
- Offset 50% of withdrawn groundwater by FY2026 and 100% by FY2030.

Goal: Achieve water neutrality through sustainable practices.



Infocepts Environmental Commitment

At Infocepts, we recognize the critical importance of environmental stewardship in shaping a sustainable future. Our environmental initiatives are driven by a commitment to minimizing our ecological footprint while optimizing resource use across all aspects of our operations. We are dedicated to reducing our carbon emissions, enhancing energy efficiency, and promoting sustainable practices within our supply chain.

As a global leader in data analytics and AI consulting, we leverage advanced technologies to help our clients achieve their sustainability goals, while also ensuring that our own operations contribute positively to the environment. Through continuous improvement and the adoption of innovative solutions, we strive to create a lasting environmental impact that supports both business growth and the well-being of our planet. This section outlines our key environmental initiatives, performance metrics, and the steps we are taking to achieve our sustainability objectives, ensuring that we remain accountable to our environmental commitments.

Environmental Stewardship: Our Commitment to a Sustainable Planet

At Infocepts, we are fully committed to environmental stewardship, ensuring that our operations align with sustainable practices that minimize our ecological footprint. As a data analytics and AI consulting company, our environmental initiatives are tailored to leverage advanced technologies to optimize resource use, reduce waste, and mitigate environmental impact. Below, we outline our efforts across key environmental material topics:

Carbon Emissions

We are committed to reducing carbon emissions by implementing efficient operational practices and leveraging green technologies. Our data-driven solutions help us measure and manage emissions across our global offices and data centers. We aim to minimize Scope 1, 2, and 3 emissions by optimizing our travel policies, utilizing energy-efficient equipment, and collaborating with clients to reduce their carbon footprint through AI-powered insights.

Energy Management

As a data analytics and AI consulting firm, we prioritize energy efficiency across our global operations. We continuously optimize our data centers and office spaces by adopting energy-saving technologies, enhancing infrastructure, and reducing overall consumption. Our energy management strategy is focused on transitioning to renewable energy sources, ensuring that we minimize our carbon footprint while maintaining high-performance standards for our services.

Water Stress

We are dedicated to managing water usage sustainably across our offices and operations. As a technology-driven company, we employ smart water management systems and promote water conservation practices within our teams. We also engage with partners to reduce water consumption within our supply chain, ensuring that our global operations minimize their impact on water resources, particularly in water-stressed regions.

Electronic Waste

As a technology-driven company, we actively address electronic waste (e-waste) by promoting responsible disposal and recycling of electronic devices. We implement practices such as extending the lifecycle of our IT equipment, partnering with certified e-waste recycling vendors, and ensuring proper disposal of obsolete hardware. These efforts reduce the environmental impact of e-waste and support our sustainability goals.

Air Pollution

Infocepts is committed to reducing air pollution by minimizing emissions from our operational activities. We focus on sustainable travel options, such as promoting remote work and optimizing business travel, which helps decrease our reliance on fossil fuels. In addition, we encourage the use of energy-efficient equipment and adopt green technologies to mitigate the impact of our operations on air quality.

Environmental Initiatives

At Infocepts, we are committed to driving sustainability through a variety of initiatives designed to reduce our environmental impact. These initiatives align with our broader goal of integrating sustainable practices into our operations and fostering a culture of environmental responsibility.

- **Greenhouse Gas (GHG) Audit:** As part of our commitment to sustainability, we conducted our first-ever GHG audit to assess and measure our carbon emissions. This initiative helped us to establish baseline data and set Science Based targets for reducing our emissions over time.
- **Optimizing Energy Consumption:** We have implemented energy-saving practices in our IT infrastructure, including the use of sensors to power off equipment during off-peak hours and reduce energy consumption. Additionally, we have adopted recirculating air and liquid cooling systems to optimize data centre cooling efficiency, further reducing our energy footprint.
- **Water Conservation through Smart Technologies:** To manage water usage more efficiently, we have introduced smart tap technologies that automatically control water flow, reducing unnecessary water consumption and supporting our commitment to water conservation.
- **Air Pollution Mitigation and Pollution Control Measures:** We have deployed air purifiers in our office spaces to ensure that air quality is maintained and atmospheric pollutants are minimized. These efforts contribute to a healthier and more sustainable work environment.

- **Noise Management and Reduction through Technology:** In our offices, we regularly monitor noise levels and have implemented noise-reduction technologies, such as dampers, to minimize disruptions and ensure a comfortable, productive workspace for our employees.
- **Waste Sorting and Responsible Disposal:** We ensure that all waste is sorted according to its respective waste streams by using dedicated colored dustbins across our offices. We also partner with certified waste recyclers to ensure proper disposal and recycling of materials.
- **Optimizing Processes to Reduce Material Consumption:** Through process optimization, we have reduced our material consumption by transitioning to digital workflows, such as using e-invoices and e-contracts, which reduces the need for paper and other physical resources.
- **Utilizing Eco-Friendly and Bio-Based Materials:** We prioritize the use of eco-friendly materials in our operations, such as recycled printing paper, which helps reduce the environmental impact of resource extraction and promotes sustainability within our office practices.
- **IT Hardware Refurbishment and Internal Reuse:** We have implemented a program to refurbish old high-end laptops for reuse by entry-level employees. This initiative extends the lifespan of our IT hardware, reduces electronic waste, and maximizes resource efficiency.
- **Employee Training on Sustainability Practices:** We have regularly conducted training sessions for our employees on energy conservation, climate action, water conservation, and waste reduction. These training programs help foster a culture of sustainability within the company and empower our team to make environmentally conscious decisions in their daily work.

Our Environmental Performance

At Infocepts, we measure and continuously improve our environmental performance through targeted initiatives and data-driven strategies. Our commitment to sustainability is reflected in our progress towards reducing energy consumption,

minimizing carbon emissions, and promoting resource efficiency across our operations. Through the use of advanced technologies, we monitor key environmental metrics, ensuring that we stay on track to meet our sustainability goals.

Our environmental performance is also enhanced by our ongoing efforts to reduce electronic waste, address water stress, and mitigate air pollution. By integrating sustainability into our core business practices, we ensure that our environmental impact is minimized while delivering exceptional services to our clients. Through transparency and accountability, we hold ourselves responsible for driving positive environmental outcomes, not only within our organization but also in the broader community.

The following provides a detailed overview of our environmental performance, including key metrics and progress against our sustainability goals. These figures reflect our ongoing efforts to reduce our ecological footprint and contribute to a more sustainable future.

Material Topic	KPI	UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator
GHG Emission	Scope 1 (100% coverage)	tCO2e	11.91	-	-	305-1 (2016)
	Scope 2 (100% coverage)	tCO2e	665.67	-	-	305-2 (2016)
	Scope 3 (100% coverage)	tCO2e	347.55	-	-	305 (2016)
	Emission Intensity	tCO2e/INR mn	0.26	-	-	305-4 (2016)
Energy Consumption	Non-Renewable Energy Consumed	MWh	890.30	936.67	933.87	302-1 (2016)
	Renewable Energy Consumed	MWh	0	0	0	302-1 (2016)
	Total Energy Consumed	MWh	890.30	936.67	933.87	302-1 (2016)
	Energy Intensity	MWh/INR mn	0.34	0.32	0.43	302-1 (2016)
Water	Total Water Withdrawn	kl	1652	1758	1070	303-4 (2018)
	Total Water Discharged	kl	1292	1376	574	303-4 (2018)
	Total Water Consumed	kl	360	382	496	303-4 (2018)
	Groundwater Recharge / Rainwater Harvested	kl	1460	-	-	303-4 (2018)
Air Emission	NOx	kg	284.28	484.83	-	305-7 (2016)
	SOx	kg	249.02	422.39	-	305-7 (2016)
	VOC	kg	NA	NA	NA	305-7 (2016)
	PM 2.5	kg	185.03	184.19	-	305-7 (2016)
Noise	Ambient Noise Level	dB	51.9	50.7	45.6	-
Waste	Total Hazardous Waste Generated	ton	0	-	-	306-3 (2020)
	Total Non-Hazardous Waste Generated	ton	3.41	-	-	306-3 (2020)
	Total Waste Generated	ton	3.41	-	-	306-3 (2020)
	Total Waste Recycled	ton	3.41	-	-	306-3 (2020)

SOCIAL

Our Policies

Employee Wellbeing

Our policies, such as the Health Insurance Policy and Emergency Action Plan, are tailored to ensure a safe and supportive work environment for all employees. These policies promote physical health through ergonomic workstations and mental well-being through wellness initiatives like yoga and stress management programs. By offering flexible work arrangements, parental leave, and healthcare benefits, we aim to foster inclusivity and satisfaction among our employees.

Compensation and Benefits

Through comprehensive policies, including the Variable Pay Policy and Employment Condition & Benefits Policy, Infocepts provides financial security and flexibility to employees. With offerings like shift allowances, performance bonuses, and holiday pay, we aim to create a supportive environment where employees can thrive personally and professionally.

Diversity, Equity, and Inclusion (DEI)

The Diversity, Equity, and Inclusion policies at Infocepts, including the Measures for DEI Policy and Awareness Training on DE&I, drive our commitment to creating an equitable workplace. By supporting initiatives like #AllColors, we encourage diverse representation and ensure bias-free recruitment and employment practices. These efforts build a culture where every employee feels valued and respected.

Employee Engagement and Development

Policies like the Internal Job Rotation Policy and Career Management Programs enable employees to achieve their professional goals while fostering engagement. Open communication platforms, such as "sayit@infocepts.com," allow employees to voice their feedback, ensuring a collaborative and dynamic work environment. Regular satisfaction surveys help us continuously enhance the employee experience.

Ethical Workplace Practices

Infocepts is steadfast in maintaining a workplace of integrity and respect. Policies such as the Whistle Blower Policy and Anti-Sexual Harassment Policy ensure ethical conduct and safety for all employees. Regular training on workplace behavior, diversity, and health and safety nurtures accountability and mutual respect.

Sustainable Supply Chain

Our Sustainable Supply Chain Policy integrates a Supplier Code of Conduct, sustainable procurement practices, and supplier assessments to align with our sustainability goals. It ensures ethical sourcing, promotes ESG compliance, and fosters responsible partnerships throughout the supply chain.

Our Goals

Diversity, Equity, and Inclusion (DEI)

- Launch DEI training programs and implement diverse hiring practices to foster an inclusive workplace.
- Introduce diversity quotas and mentorship programs to ensure equitable representation.

Goal: Achieve 40% gender diversity across the organization and minority representation by 5% by FY 2026.

Employee Wellbeing

- Provide flexible work hours, wellness programs, and mental health support to enhance overall employee well-being.

Goal: Improve employee satisfaction scores by 5%.

Employee Engagement and Retention

- Implement career development opportunities and leadership programs to nurture talent and retain employees.

Goal: Achieve 90% employee retention and 85%+ satisfaction by 2030.

Community Engagement

- Collaborate with local schools and NGOs to support mentorship, technical education, and skill development initiatives.

Goal: Achieve 50% employee participation in volunteer events annually.

Philanthropy and Social Impact

- Dedicate a portion of profits to support social causes and drive community impact.

Goal: Contribute 1% of annual profits to philanthropic activities by 2027.



Infocepts Social Commitment

At Infocepts, we believe that our greatest strength lies in our people and the communities we serve. Our commitment to social responsibility is rooted in fostering a workplace culture that values diversity, inclusivity, and employee well-being while contributing positively to society. We strive to create opportunities for personal and professional growth, empower underrepresented groups, and engage with our communities to address pressing social challenges.

Through initiatives that prioritize health and safety, promote employee development, and support local communities, we aim to build a more equitable and inclusive world. This section highlights our efforts and achievements in social responsibility, showcasing how we integrate these principles into our operations and partnerships to drive meaningful impact.

Social Stewardship: Strengthening Our People and Communities

At Infocepts, our social responsibility extends beyond business success. We are committed to creating a workplace that values the well-being, growth, and diversity of our employees while fostering meaningful connections with the communities we serve. Through strategic initiatives, we empower individuals, enhance workplace conditions, and drive positive societal change.

This section explores our approach to addressing key social material topics that reflect our dedication to employee satisfaction, inclusivity, community support, and sustainable practices.

Employee Health & Safety

We prioritize the health and safety of our employees through robust workplace policies, ergonomic

practices, and wellness programs. Regular health check-ups, mental health support, and safety training ensure a secure and supportive work environment, enabling our team to thrive while maintaining productivity and innovation.

Working Conditions

Infocepts fosters a collaborative and inclusive work environment with flexible policies that support work-life balance. We maintain modern, comfortable workplaces and provide resources to empower employees to excel in their roles while staying motivated and engaged.

Human Capital Development

Our focus on continuous learning drives the professional growth of our employees. We invest in training programs, certifications, and leadership development to enhance skills, foster innovation, and enable career advancement in a rapidly evolving data analytics and AI landscape.

Privacy & Data Security

Protecting data is at the core of our operations. We implement stringent privacy and security protocols to safeguard client and employee data, complying with global standards like ISO 27001. This ensures trust and integrity in all our processes.

Employee Engagement

We actively engage our employees through regular feedback sessions, collaborative initiatives, and recognition programs. By fostering open communication and celebrating achievements, we create a connected, motivated, and high-performing workforce.

Diversity & Inclusion

Diversity is integral to our success. We are committed to creating an inclusive workplace that values different perspectives, encourages equal opportunities, and supports underrepresented groups, ensuring innovation and collaboration at every level.

Sustainable Supply Chain

We prioritize sustainability in our supply chain by partnering with vendors who adhere to ethical and environmental standards. Our focus on reducing the environmental impact of procurement includes sourcing eco-friendly materials, optimizing logistics, and fostering responsible practices that align with our sustainability goals.

Corporate Social Responsibility (CSR)

Through Infocepts Foundation, we drive impactful CSR initiatives that address community needs, including education, healthcare, and environmental conservation. Our programs empower underprivileged groups, foster skill development, and contribute to building a sustainable and equitable society.

Social Initiatives

At Infocepts, our employees are our greatest asset. We are committed to fostering a workplace environment that promotes physical health, mental well-being, career growth, and inclusivity. Through targeted initiatives, we ensure that our workforce remains motivated, valued, and supported. These efforts not only enhance individual satisfaction but also drive organizational success. Below are the initiatives we have undertaken to enhance workplace well-being and development:

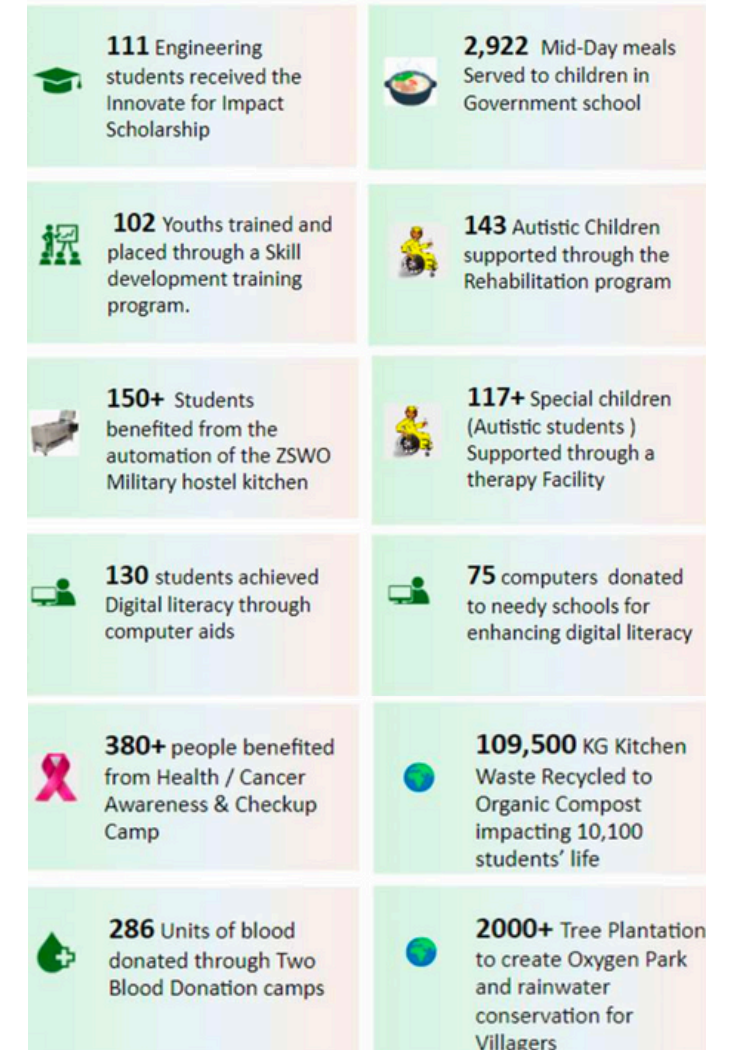
- **Fostering Open Communication:** We value transparency and employee feedback, which is why we have implemented a two-way communication system. Through the dedicated email channel, sayit@infocepts.com, employees can share their views, suggestions, or concerns about workplace conditions, ensuring their voices are heard and addressed.
- **Comprehensive Employee Benefits:** Our diverse range of benefits reflects our commitment to employee welfare. These include compensation for atypical working hours, parental leave, flexible working arrangements, comprehensive healthcare coverage, and performance and

holiday bonuses. These benefits are designed to cater to the unique needs of our workforce and promote overall satisfaction.

- **Enhancing Workstation Comfort:** To ensure physical well-being and prevent workplace-related health issues, we have equipped all workstations with ergonomic chairs and desktops. These improvements support better posture, reduce strain, and create a more comfortable and productive work environment.
- **Promoting Mental Health and Stress Management:** Recognizing the importance of psychological well-being, we offer regular yoga sessions, stress management workshops, and company retreats. These initiatives provide employees with tools to handle workplace stress, improve focus, and achieve work-life balance.
- **Assessing Employee Satisfaction:** We regularly conduct employee satisfaction surveys to gather valuable feedback. This process helps us identify areas for improvement, refine our policies, and ensure that we maintain a positive, engaging, and supportive work environment.
- **Career Development and Training Programs:** To support professional growth, we offer extensive career development opportunities, including targeted training sessions, mentorship programs, and resources for skill enhancement. These initiatives enable employees to advance in their careers while contributing to the company's success.
- **Advancing Diversity, Equity, and Inclusion:** We are proud to champion diversity and inclusion through initiatives such as equal employment opportunities and the #AllColors campaign, which supports LGBTQIA+ staff. By fostering a culture of equity and respect, we ensure that every employee feels valued and empowered.
- **Health, Safety, and Workplace Conduct Training:** We provide comprehensive training to raise awareness about health and safety risks, promote good workplace practices, encourage ethics and address issues like diversity, discrimination, and harassment. This ensures that our workplace remains safe, inclusive, and harmonious.

Through these initiatives, Infocepts reinforces its commitment to employee well-being, professional growth, and inclusivity, laying the foundation for a thriving workplace that supports both individual and organizational success.

Infocepts Beyond Business: Corporate Social Responsibility



INFOCEPTS: BUILDING SUSTAINABILITY THROUGH TRAINING AND AWARENESS

Training and awareness are integral to Infocepts' commitment to fostering a sustainable, inclusive, and ethical workplace. Through structured programs addressing ESG dimensions, we equip our employees with the knowledge and tools needed to align their actions with our sustainability goals. These training programs collectively enhance Infocepts' sustainability performance. By empowering employees with knowledge and skills, Infocepts strengthens its sustainability journey, driving meaningful change and creating long-term value for all stakeholders.

ENVIRONMENTAL TRAININGS

Energy Conservation and Climate Action: Employees were trained on techniques for energy conservation, the significance of climate action, and addressing broader environmental issues such as resource depletion and pollution. These sessions identified pressing challenges like inefficient energy use, excessive waste generation, and climate risks, and paired them with actionable solutions.

Resource Efficiency and Waste Management: Employees were trained to adopt energy-efficient practices, improve resource usage, and participate in waste reduction and segregation techniques. These programs addressed key issues such as inefficient resource use, excessive waste generation, and their environmental implications. As a result, Infocepts has achieved enhanced operational efficiency, minimized waste, reduced environmental impact, and fostered a strong culture of sustainability and responsibility across the organization.

SOCIAL TRAININGS

Health and Safety Risks: Employees received training to identify and mitigate workplace health and safety risks. These sessions focused on hazard recognition, emergency response, and creating a safe work environment. The outcome was a significant reduction in workplace accidents and enhanced overall employee well-being.

Working Conditions: Training programs focused on maintaining optimal working conditions, adopting good workplace practices, and addressing stress and psychological wellbeing. These initiatives fostered a professional and supportive environment, improved mental health, enhanced productivity, and built a more resilient workforce.

Skill Development for Performance Management: Tailored skill development programs were designed to enhance employee performance and career growth. These initiatives aligned employee capabilities with organizational objectives, fostering a motivated and skilled workforce.

Diversity and Inclusion: Awareness training focused on diversity, discrimination, and harassment issues. These programs reduced workplace bias, promoted inclusivity, and fostered mutual respect among employees.

Sustainable Procurement: The procurement team received specialized training on sustainable procurement practices. This initiative ensured ethical and environmentally responsible supply chain decisions, supporting Infocepts' sustainability commitments.

GOVERNANCE TRAININGS

Workplace Behaviour, Ethics, and Code of Conduct: Employees were trained on ethical workplace behavior, including adherence to the Code of Conduct, and participated in awareness programs to prevent corruption, bribery, harassment, and discrimination. These initiatives fostered a culture of integrity, professionalism, and inclusivity, enhanced compliance, and significantly mitigated organizational risks.

Data Security and Privacy: Training sessions covered data security protocols and privacy standards. Employees gained insights into safeguarding sensitive information, ensuring regulatory compliance and reducing risks of data breaches.

Information Security: Awareness training focused on preventing security breaches through proactive measures and adherence to best practices. These sessions improved Infocepts' digital resilience and ensured the security of its information assets.

Material Topic	KPI		UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator
Employee Data by Gender	Total Employees	Male	number	719	756	980	2-7 (2021)
		Female	number	374	405	527	2-7 (2021)
	New Hires	Male	number	142	153	703	401-1 (2016)
		Female	number	68	80	366	401-1 (2016)
	Employee Turnover	Male	number	220	420	512	401-1 (2016)
		Female	number	114	227	231	401-1 (2016)
Employee Data by Position	Top Management	Female	%	9	13	13	405-1 (2016)
	Middle Management	Female	%	48	41	41	405-1 (2016)
	Staff	Female	%	58	66	69	405-1 (2016)
Employee Data by Age	Total Employees	>30 years	number	529	545	765	401-1 (2016)
		30-50 years	number	549	601	721	401-1 (2016)
		>50 years	number	15	15	21	401-1 (2016)
	New Hires	>30 years	number	89	170	641	401-1 (2016)
		30-50 years	number	115	58	421	401-1 (2016)
		>50 years	number	16	5	7	401-1 (2016)
	Employee Turnover	>30 years	number	168	376	357	401-1 (2016)
		30-50 years	number	159	258	372	401-1 (2016)
		>50 years	number	7	13	14	401-1 (2016)
Board of Directors		Male	number	3	3	3	2-9 (2021)
		Female	number	1	1	1	2-9 (2021)

Material Topic	KPI	UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator	
Employee Benefits	Employees Entitled for Parental Leave	number	1093	1161	1507	401-2 (2016)	
	Employees Availed Parental Leave	number	55	40	18	2-7 (2021)	
	Employees Return to Work Post Parental Leave	%	100	100	100	401-1 (2016)	
	Employees Entitled for Life and Health Insurance	%	100	100	100	401-1 (2016)	
	Employees Received Performance Bonus	%	76	73	71	401-1 (2016)	
	Employees Entitled for Disability & Accidental Coverage	%	100	100	100	-	
	Employees Entitled for Retirement Benefits	%	100	100	100	401-1 (2016)	
Training and Development		Overall	hours	14.23	23.71	59.53	404-1 (2016)
	Average Training Hours per Employee	Male	hours	13.07	22.78	54.99	404-1 (2016)
		Female	hours	16.47	25.44	67.98	404-1 (2016)
	Total number of training hours provided to employees		hours	15555	27526	89712	404-1 (2016)
	Average training hours provided to Top management		hours	5.19	3.04	2.40	404-1 (2016)
	Average training hours provided to Middle management		hours	10.53	11.65	9.36	404-1 (2016)
	Average training hours provided to Staff		hours	18.31	33.82	96.33	404-1 (2016)
Employee Awareness and Training	Environmental and Climate Issues	number	44	47	53	-	
	Resource Efficiency	number	44	47	53	-	
	Health & Safety	number	1093	1161	1507	-	
	Working Condition	number	1093	1161	1507	-	
	Data Security & Privacy	number	1052	1148	-	-	
	Workplace Behaviour, Ethics & Code of Conduct	number	1093	1161	1507	-	
	DEI	number	1093	1161	-	-	

Material Topic	KPI		UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator
Employee Awareness and Training	Skill Development		number	819	834	1175	-
	Sustainable Procurement		number	10	12	-	-
Human Capital Development	Total Top Management who received regular performance and career development reviews	Male	number	11	8	8	404-3 (2016)
		Female	number	1	1	1	404-3 (2016)
	Total Middle Management who received regular performance and career development reviews	Male	number	374	366	458	404-3 (2016)
		Female	number	179	151	170	404-3 (2016)
	Total Staff who received regular performance and career development reviews	Male	number	334	382	514	404-3 (2016)
		Female	number	194	253	356	404-3 (2016)
Pay Ratio	CEO Pay Ratio		Ratio	25.97	31.49	32.81	405-2 (2016)
	Gender Pay Gap		%	17.35	22.31	23.14	405-2 (2016)
Hours Worked	Total Number of Hours Worked		hours	2159768	2284848	2965776	405-2 (2016)
Health and Safety	Number of fatalities as a result of work-related injury	Employees	number	0	0	0	403-9 (2018)
		Non-Employees	number	0	0	0	403-9 (2018)
	Number of high-consequence work-related injuries	Employees	number	0	0	0	403-9 (2018)
		Non-Employees	number	0	0	0	403-9 (2018)
	Number of recordable work-related injuries	Employees	number	0	0	0	403-9 (2018)
		Non-Employees	number	0	0	0	403-9 (2018)
	Number of occupational diseases	Employees	number	0	0	0	403-9 (2018)
		Non-Employees	number	0	0	0	403-9 (2018)
	Number of work-related ill health cases	Employees	number	0	0	0	403-9 (2018)
		Non-Employees	number	0	0	0	403-9 (2018)

Material Topic	KPI	UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator
Sustainable Supply Chain	Total Number of Suppliers	number	332	406	492	308-1 (2016)
	Percentage of Supplier who have signed the Supplier Code of Conduct	%	100	100	100	308-1 (2016)
	Suppliers Trained on Supply Chain Sustainability	number	-	-	-	308-1 (2016)
	Buyers Trained on Supply Chain Sustainability	number	10	12	-	308-1 (2016)
	Total Number of Local Vendors	number	233	273	341	308-1 (2016)
	Total order issued to Local Vendors	%	100	100	99.73%	308-1 (2016)
	Total MSME Vendors	number	33	38	41	308-1 (2016)
	Total order issued to MSME Vendors	%	52.03	10.70	31.12	308-1 (2016)
	Vendors Enterprises Owned by Women	number	-	-	-	308-1 (2016)
	Total order issued to Vendors Enterprises Owned by Women	%	-	-	-	308-1 (2016)

GOVERNANCE

Our Policies

Infocepts' governance policies are fundamental to maintaining integrity, security, and transparency in all aspects of our operations. These policies encompass ethical conduct, data privacy, security, and mechanisms for addressing grievances, reflecting our unwavering commitment to responsible corporate governance.

Code of Conduct

The Code of Conduct outlines our expectations for ethical behavior across the organization, ensuring compliance with legal and moral standards. The Whistle Blower Policy provides employees and stakeholders with a safe and confidential channel to report unethical practices.

Ethics

To combat corruption and unethical practices, Infocepts has implemented a comprehensive Anti-Corruption and Anti-Bribery Policy. This policy establishes stringent guidelines to prevent unethical conduct and maintain transparency. Anti-corruption due diligence for third parties and regular audits of control procedures are conducted to ensure compliance and minimize risks.

Fair Procurement

Our Procurement Policy ensures transparency and fairness in supplier selection, while the Grievance Redressal Mechanism facilitates the resolution of employee concerns effectively and respectfully.

Information Security and Privacy

To safeguard data and privacy, Infocepts has implemented an Information Security and Privacy Policy, the Third-Party Security Standard, and the Data Retention Policy. These measures ensure that sensitive information is processed, shared, and retained in compliance with regulatory and internal standards. The Privacy Consent Policy establishes clear guidelines for gaining stakeholder consent regarding data handling.

Training and Awareness

Training and awareness programs are integral to our governance framework. These initiatives educate employees on preventing corruption, avoiding information security breaches, and ensuring ethical conduct. Anti-corruption due diligence for third parties and regular audits of control procedures further strengthen our governance structure.

Security Incident Response Team (SIRT)

Specific measures include structured approval processes for sensitive transactions to mitigate risks and maintain transparency. The Security Incident Response Team (SIRT) Procedure ensures a prompt and effective response to any security breaches, minimizing potential impacts. These governance measures collectively uphold Infocepts' reputation as a trusted and ethical organization.

Our Goals

Data Privacy and Security

- Ensure compliance with regulations such as GDPR and CCPA, and provide comprehensive cybersecurity training for all employees.

Goal: Achieve 100% regulatory compliance and reduce data vulnerabilities across all systems.

Enhanced ESG Reporting and Auditing

- Adopt third-party audits and global frameworks such as GRI to strengthen transparency and accountability.

Goal: Complete third-party audits of ESG metrics by 2026.

Code of Conduct and Ethics

- Establish or update the company's code of ethics and provide mandatory training for all employees.

Goal: Achieve 100% employee training on ethics and compliance policies.

Ethical Supply Chain

- Collaborate with suppliers to ensure adherence to ESG standards and promote sustainable practices.

Goal: Source 100% of supplies from verified ESG-compliant vendors by 2027.



Infocepts Governance Commitment

At Infocepts, we recognize that strong governance is fundamental to achieving long-term success and maintaining the trust of our stakeholders. Our commitment to ethical leadership and transparent business practices ensures that we operate with integrity, accountability, and responsibility across all levels of the organization. We believe that effective governance not only drives operational efficiency but also enables us to manage risks, comply with regulatory requirements, and align our strategies with societal and environmental expectations.

By adhering to global standards, fostering a culture of ethical decision-making, and prioritizing stakeholder interests, we aim to create value that transcends business outcomes, supporting a sustainable future for both our organization and the communities we serve. Through continuous improvement and oversight, we are dedicated to building a governance framework that upholds the highest standards of transparency, accountability, and sustainability.

Governance Stewardship: Ensuring Ethical and Responsible Leadership

At Infocepts, our governance framework is designed to ensure transparency, foster competitive integrity, and manage risks effectively. We are committed to upholding the highest standards of governance practices to maintain stakeholder trust and drive long-term sustainability. Below are the key governance material topics that guide our approach to responsible business practices:

Transparent Governance

We prioritize transparency in all our operations, ensuring that decisions and processes are clear, accountable, and aligned with the expectations of

our stakeholders. Regular reporting, open communication, and a commitment to ethical decision-making form the core of our governance practices.

Competitive Behavior

We are committed to fair and ethical competition, ensuring that our business strategies comply with antitrust laws and foster a marketplace characterized by fairness and respect. Our approach emphasizes healthy competition, where innovation and value creation are the primary drivers of success.

Systemic Risk Management

We adopt a proactive approach to risk management, identifying and addressing potential risks that could impact our operations, reputation, or sustainability efforts. Through rigorous risk assessments, strategic planning, and continuous monitoring, we mitigate systemic risks to safeguard our business and stakeholders.

Corruption and Fraud Prevention

We have a zero-tolerance policy towards corruption and fraud. Our robust internal controls, ethical guidelines, and employee training programs are designed to prevent unethical practices. We encourage employees and partners to report any suspicious activity through anonymous channels to uphold integrity and accountability.

Information Management

Infocepts is committed to the highest standards of information management. We ensure the security, privacy, and integrity of the data we handle, adhering to industry best practices and regulatory requirements. Our information management policies ensure that data is safeguarded and used responsibly in all our business operations.

Governance Initiatives

At Infocepts, we are dedicated to fostering a culture of transparency and integrity throughout our operations. Our governance initiatives are designed to prevent unethical practices, safeguard sensitive information, and ensure compliance with legal and regulatory standards. These initiatives reinforce our commitment to responsible business practices, supporting our governance framework with clear procedures and regular oversight. Below are some key initiatives that help us maintain the highest standards of ethical governance:

- **Training Programs on Preventing Corruption, Bribery, and Information Security Breaches:** We conduct regular awareness training sessions for our employees to prevent corruption, bribery, and information security breaches. These programs educate staff on ethical behavior, company policies, and best practices for handling sensitive data, ensuring a secure and transparent working environment.
- **Third-Party Due Diligence for Anti-Corruption Compliance:** We implement a comprehensive due diligence process for third-party partners to ensure they adhere to our anti-corruption standards. This helps mitigate the risk of unethical practices in our supply chain and partnerships, reinforcing our commitment to fair and responsible business dealings.
- **Regular Audits to Prevent Corruption and Information Security Breaches:** Our internal and third-party audits play a vital role in identifying potential risks related to corruption and information security breaches. These periodic audits help us assess the effectiveness of our control procedures, ensuring continuous compliance with our ethical standards and security protocols.
- **Approval Process for Sensitive Transactions:** We have established a specific approval procedure for sensitive transactions, ensuring that all such activities are thoroughly reviewed and authorized by designated personnel. This procedure minimizes the risk of unauthorized actions and

ensures that all sensitive transactions align with our ethical guidelines.

- **Stakeholder Consent for Data Processing, Sharing, and Retention:** We prioritize stakeholder consent regarding the processing, sharing, and retention of confidential information through a robust data privacy policy. This policy outlines how we handle sensitive data and ensures that stakeholders are fully informed and provide consent before their information is processed or shared.

Our Governance Performance

At Infocepts, governance is a cornerstone of our business strategy, ensuring we remain transparent, ethical, and accountable in all our operations. To ensure we uphold the highest standards of governance, we continuously track and measure our performance across key governance metrics. These metrics help us assess how effectively we are mitigating risks such as corruption, safeguarding sensitive information, and adhering to ethical business practices. We also evaluate the success of our governance initiatives, including our anti-corruption programs, third-party due diligence, internal audits, and stakeholder consent processes.

Our commitment to transparency and compliance is reinforced by our performance data, which reflects our progress toward achieving our governance goals. The figures provided in the table below offer detailed insights into the outcomes of these efforts, highlighting both successes and areas that require attention. By regularly assessing our governance performance, we can implement corrective actions, enhance our practices, and ensure we remain a trusted and responsible organization for all our stakeholders.



Material Topic	KPI	UOM	FY 23-24	FY 22-23	FY 21-22	GRI Indicator
Accounts and Finance	Gross Revenue	INR	2,574,197,471	2,910,756,248	2,170,973,578	206-1 (2016)
	Total Expenses	INR	2,168,392,334	2,441,241,144	1,721,410,480	206-1 (2016)
	EBITDA	INR	405,805,137	469,515,104	449,563,098	206-1 (2016)
	Contribution Towards CSR	INR	11,176,047	10,408,080	8,256,200	206-1 (2016)
Transparent Governance	Number of Whistleblower Cases Reported	number	0	0	0	206-1 (2016)
	Number of Whistleblower Cases Resolved	number	0	0	0	206-1 (2016)
	Number of Grievance Reported	number	0	0	0	406-1 (2016)
	Number of Grievance Resolved	number	0	0	0	406-1 (2016)
	Number of Discrimination Cases Reported	number	0	0	0	205-3 (2016)
	Number of Discrimination Cases Resolved	number	0	0	0	205-3 (2016)
	Number of POSH Related Cases Reported	number	0	0	0	-
	Number of POSH Related Cases Resolved	number	0	0	0	-
Corruption and Fraud Prevention	Number of Corruption/Fraud Related Cases Reported	number	0	0	0	-
	Number of Corruption/Fraud Related Cases Resolved	number	0	0	0	-
Information Management	Number of IT Breach Related Cases Reported	number	0	0	0	-
	Number of IT Breach Related Cases Resolved	number	0	0	0	-
	Number of Data & Privacy Related Cases Reported	number	1	0	0	-
	Number of Data & Privacy Related Cases Resolved	number	1	0	0	-
Customer Satisfaction	Number of Complaints Received from Customers	number	0	0	0	-
	Number of Complaints from Customers Resolved	number	0	0	0	-

Sustainable Development Goals (SDGs)

At Infocepts, we recognize the importance of contributing to the global agenda for sustainable development. As part of our commitment to responsible business practices, we align our operations and initiatives with the United Nations Sustainable Development Goals (SDGs). These goals serve as a guiding framework for our sustainability efforts, ensuring that we not only achieve business success but also create lasting positive impacts for society and the environment.

We are focused on integrating SDGs into our corporate strategy, particularly those that directly relate to our core values and areas of influence. By leveraging our expertise in data analytics and AI, we aim to drive meaningful progress across various SDGs, including those related to responsible consumption, climate action, quality education, gender equality, and decent work. Through our initiatives, partnerships, and operations, we strive to contribute to a more sustainable and equitable future.

Our approach to the SDGs involves actively identifying areas where we can make the most significant impact and setting measurable goals to track our progress. By doing so, we ensure that our actions not only benefit our business but also help foster broader societal and environmental benefits aligned with the global sustainability agenda.

Our Contribution to the SDGs and Progress

At Infocepts, we are deeply committed to advancing the SDGs through our operations, innovation, and corporate social responsibility efforts. As a company, we have identified key areas where we have made a significant impact and are actively working towards measurable progress on these global goals.



Created livelihoods for underprivileged individuals, empowering them with economic opportunities and stability. These efforts have provided long-term support for families in need.



Ensured continuous meals for nearly 3,000 students, addressing hunger and improving educational outcomes. This initiative contributes to attendance and academic performance.



Conducted regular health checkups for all employees, fostering a culture of well-being and proactive healthcare. This has led to improved overall health and productivity.



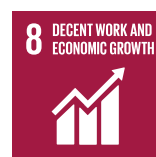
Provided scholarships and computers to over 100 students to help them pursue higher education, bridging the digital divide and enhancing learning opportunities.



Promoted gender equality through equal employment opportunities and non-discrimination policies, which support inclusivity and empowerment within the organization.



Initiated rainwater conservation programs in nearby villages to enhance water availability and sustainable resource management for the indigenous communities.



Offered skill development training to over 100 youths, equipping them with the competencies needed for employment which increased their employability in the job markets.



Continued innovation to reduce environmental impacts, leveraging technology to enhance operational efficiency and sustainability in our business operations.



Promoted equal employment opportunities and non-discrimination across all levels of the organization. These efforts ensure inclusivity and respect for diversity in the workplace.



Contributed to creating sustainable communities by supporting initiatives like planting trees to enhance green spaces and implementing waste management practices.



Recycled over 100 tons of waste and implemented zero-waste systems to minimize environmental footprints. These measures have significantly reduced landfill contributions.



Committed to reducing emissions by over 62% by 2034 from 2024 levels, aligning with global climate targets. This commitment underscores our leadership in climate responsibility.



Planted over 2,000 trees to create an oxygen park, contributing to reforestation and biodiversity enhancement. This project also improves air quality and ecosystems.

Conclusion and Commitment to a Sustainable Future

As we conclude this year’s Annual Sustainability Performance Report, we take a moment to reflect on the path we have traveled and the aspirations that propel us forward. Sustainability is not just an integral part of our corporate philosophy—it is the foundation of our business ethos and a testament to our role as a responsible corporate citizen.

Our journey towards sustainability is a continuous one, grounded in purpose and strengthened by collaboration, innovation, and commitment. This report stands as a testament to our collective achievements and a reminder of the immense potential for growth that lies ahead.

Reflecting on Our Achievements

This year has been marked by tangible progress and impactful initiatives, reinforcing our dedication to embedding sustainability into every facet of our operations. From environmental stewardship to fostering social well-being and ensuring ethical governance, our efforts have been guided by a holistic approach. Some of our key achievements include:

- **Environmental Progress:** Commitment to NetZero and innovative practices to conserve resources. By recycling over 100 tons of waste and implementing zero-waste systems, we have demonstrated our commitment to a circular economy.
- **Social Impact:** Empowering underprivileged communities through livelihood creation, providing scholarships and technological tools to students, and supporting health and well-being through regular employee health checkups and stress management workshops.
- **Governance Excellence:** Strengthening transparent governance frameworks, conducting

periodic audits, and ensuring robust information management practices to safeguard stakeholder trust.

These milestones underscore our ability to transform challenges into opportunities. They also reflect the tireless efforts of our employees, the trust of our stakeholders, and the meaningful collaborations we have fostered with partners and communities. While we celebrate these accomplishments, we recognize that there is more to achieve in our pursuit of a sustainable future.

Looking Forward

The road ahead holds great promise as we focus on three strategic areas: innovating for sustainability, scaling impact, and strengthening resilience. Through technologies, we aim to drive transformative change in energy efficiency, resource optimization, and sustainable development. By expanding community programs, enhancing employee engagement, and contributing more to global SDGs, we are committed to creating lasting impact.

To ensure long-term resilience, we embed sustainability into risk management, proactively addressing challenges in a rapidly evolving global landscape. By aligning with global frameworks like the Paris Agreement and SDGs, we set ambitious yet achievable goals, driven by a clear vision and collaborative approach. Our efforts safeguard our operations while positioning us as leaders in sustainable practices.

Our Promise to Stakeholders

To our stakeholders, we promise transparency, accountability, and proactive action. Your trust inspires us to uphold the highest standards of integrity while striving for excellence in all that we do. Together, we can build a sustainable and equitable future.

Our Thanks to Stakeholders

No journey is undertaken alone, and our sustainability journey is no exception. We extend our deepest gratitude to our stakeholders for their unwavering support, collaboration, and belief in our vision. To our employees, who embody the values of integrity, innovation, and responsibility in their daily work; to our partners, who share our commitment to sustainability; to our customers, who inspire us to strive for excellence; and to the communities we serve, whose well-being motivates our actions—thank you.

Your contributions have been pivotal in shaping our successes and will continue to be instrumental as we move forward. We value the trust you place in us and remain committed to honoring that trust through actions that create lasting positive impact.

Shared Vision for Tomorrow

We envision a future where sustainability is the norm, with businesses, governments, and individuals collaborating to address global challenges for a better tomorrow. Our goal is shared prosperity, where innovation aligns with responsibility, and progress is measured by both economic and environmental impact.

We are committed to driving transformation by empowering communities with specific focus on underprivileged groups, through education, employment, and well-being. We will protect the planet by reducing environmental impacts and combating climate change with innovative solutions. We aim to champion equity by promoting diversity, inclusion, and fairness in all our endeavors.

The challenges we face are significant, but the opportunities for positive change are even greater. With the continued support of our stakeholders, we are confident in our ability to create a sustainable, equitable, and thriving future.

INNOVATING TODAY FOR A SUSTAINABLE TOMORROW



First and Second Floor, SP InfoCity, Plot No. 2,
Sector 11, Dahegaon, MIHAN, Nagpur, Maharashtra,
India -441108
esg@infocepts.com

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