

INITIATIVES TOWARDS ESG:

Our Target: to Achieve Net 0 by 2030

100%

of wastewater recycled
in Indore SEZ unit

**>1000
trees**

have been planted in the
last few years

**400
trees**

planted in FY 22-23 offsetting
~400 tCO₂e which is approx-
imately our total scope 1 and
scope 2 emissions in FY 22-23

~2%

of our capital expenditure is
spent on environmental and
social betterment

100%

e-Waste was recycled properly
through third party vendors

INITIATIVES TOWARDS ESG

Environmental

At InfoBeans, we are committed to fostering a sustainable future by integrating environmental stewardship, social responsibility, and strong governance practices into every aspect of our operations. We strive to create positive and lasting impacts on our planet, communities, and stakeholders, and leading by example in building a more inclusive, resilient, and ethical business ecosystem. As we continue to harness our expertise in digital outcomes and innovation, we

are driven not only by our own sustainability journey but also by the desire to empower our valued customers to achieve their own environmental goals.

We have identified some material topics that represent the key areas of environmental management that emerged as priorities. They reflect the shared commitment of InfoBeans Technologies and our stakeholders towards long-term sustainability. The four material topics we identified are:

Material Topic	Linkage with SDGs
Energy Management	
GHG Emissions	
	
Water Management	
	
Waste Management	



We are resolute in our commitment to drive sustainable change. By focusing on these material topics and continuously expanding our scope, we strive to create a positive impact on the environment while meeting the expectations of our stakeholders. Together, we will navigate the path towards a more sustainable future.

Initiatives taken:

- Engaged third-party company, Sprih, to assess and monitor our greenhouse gas footprint across all scopes.
- Successfully measured and monitored scope 1 and scope 2 emissions from all our offices.
- Planted 1000 trees in the past few years and 400 trees in FY 22-23, contributing to an offset of approximately 400 tCO2e.
- Utilizes a water treatment plant at our Indore SEZ unit, recycling water for sustainable horticulture practices.
- E-Waste is responsibly recycled through our trusted network of third-party vendors.
- Integrated sustainability into our business discussions, emphasizing its importance and promoting a culture of environmental responsibility.

Our aim:

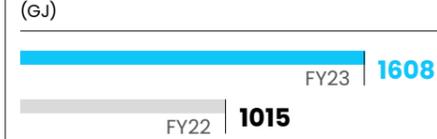
- Transitioning to renewable energy sources
- Improving energy efficiency
- Investing in sustainable practices
- Reducing GHG Emission
- Improving biodiversity by planting more trees
- Measuring and analyzing major scope 3 emitting categories
- Promoting the use of EVs and choosing low-carbon footprint travel options
- Embracing the usage of recycled water
- Reducing our waste generation

INITIATIVES TOWARDS ESG (CONTINUED)

Energy Management

We are fully committed to reducing energy consumption and optimizing energy performance throughout our operations. We prioritize the implementation of energy-saving initiatives and continuously monitor our energy usage to identify areas for improvement. By integrating energy-efficient practices across all facets of our business, we aim to minimize our environmental impact and contribute to a more sustainable future.

Our Performance



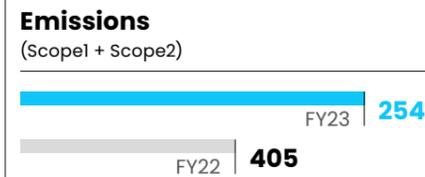
Energy Intensity Per Unit Revenue

(GJ/unit revenue)

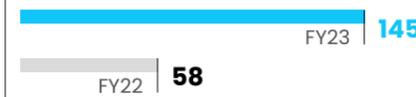

GHG Emissions

We, as an IT company, are fully aligned with the global objectives of minimizing carbon footprint and addressing climate change risks. We have taken proactive measures to streamline our processes and work towards these shared goals. Reducing greenhouse gas emissions is a vital component of our environmental stewardship and integral to our overall business strategy. Through continuous efforts to enhance energy efficiency, we remain committed to reducing our emissions and actively contribute to a greener future. Our unwavering commitment to sustainability and emissions management underscores our dedication to responsible practices and making a positive impact on the environment.

Our Performance



Business Travel Emissions

(tCO2e)


Water Management

We understand the criticality of water scarcity both at the local and global levels. In line with our commitment to sustainability, we have adopted a comprehensive approach to water management, considering it a top priority. We firmly believe in the significance of responsible water management as a collective endeavor that requires continuous dedication and progress. Through ongoing efforts, we continuously strive to enhance our practices and maximize our positive impact. By upholding our responsibility towards sustainable water management, we aim to contribute to the preservation of this precious resource, ensuring its availability for future generations to come.

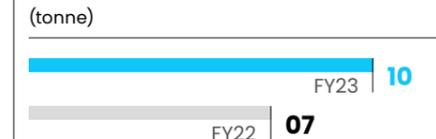
Our Performance



Waste Management

Efficient waste management is a key priority for InfoBeans Technologies as we strive to contribute to a sustainable future. Recognizing the environmental impact of waste generation, we are committed to optimizing resource utilization and operating in an environmentally friendly manner. By adopting responsible waste management practices, we aim to minimize waste at its source and explore innovative solutions for waste reduction.

Our Performance



Environmental Compliance:

As part of our commitment to environmental stewardship, we have established an ESG (Environmental, Social, and Governance) committee dedicated to ensuring compliance with regulations. In line with this, we have partnered with a reputable third-party organization specializing in GHG footprint measurement and monitoring. Following globally recognized standards such as IPCC and GHG, Sprih Labs provides expertise and AI-driven tools to accurately assess our greenhouse gas emissions. By actively collaborating with them, we continuously improve our practices and align with industry best practices. This strategic collaboration positions us as a responsible leader in the industry, upholding the environmental standards.

INITIATIVES TOWARDS ESG (CONTINUED)

Social

InfoBeans Technologies is deeply committed to driving social development and creating a future where every individual has access to meaningful opportunities. We firmly believe in nurturing social innovations and empowering communities through skill training programs, fostering employability and growth. Our focus is on building digital skills, expanding access to quality education, and transforming the lives of underprivileged youth. Additionally, we actively support initiatives addressing critical areas such as disaster response, hunger relief, and

food security, working closely with nonprofit organizations dedicated to fulfilling basic human needs. We understand that giving back to the community is integral to sustainable development, and we wholeheartedly embrace our responsibility to make a positive and lasting impact.

We are actively focused on several material topics that contribute to the betterment of our community and team members. InfoBeans focuses on key material topics for social development:

Material Topic	Linkage with SDGs
Gender Diversity	5 GENDER EQUALITY
Skill Development	4 QUALITY EDUCATION
Health	3 GOOD HEALTH AND WELL-BEING
Community Engagement	7 AFFORDABLE AND CLEAN ENERGY



Initiatives taken:

- Our total CSR spending in FY 22-23 was INR 83,64,500/-
- We save lives through regular blood drives.
- We empowered underprivileged students, sponsored students, supported rural education, and funded skill development for rural women.
- We foster LGBTQ inclusion, creating an inclusive and accepting work environment.
- We prioritize the well-being of its team members, promoting a holistic approach to physical, mental, and emotional health.
- We conduct an annual Joy of Giving Drive, making a positive impact through community support.
- We organize a skill upgradation training programme for team members.

Our performance:

- Awarded with Best Place to work for Women in 2023
- 33% of the women in the leadership team along with 31% of the overall women workforce showing gender diversity
- Educated 79 underprivileged students through ITEP, breaking the cycle of poverty
- Sponsored 54 students through the InfoBeans Vidyadhan program, in collaboration with SD Foundation
- Supported the education of 25 rural students at Sant Singaji Educational Society
- 40 rural women received funding from InfoBeans CloudTech Limited for skill development
- Sponsored higher graduation through the IIM GMPE Programme for 7 team members

Our aim:

- Keep attrition rate below than the industry average
- To sustain >= 30% of the women workforce
- Reduce poverty by way of offering free educational training programme to underprivileged students

 **Gender Diversity**

InfoBeans continues to create wow in every area, and we take great pride in being recognized as the recipient of the prestigious Best Place to Work for Women award in 2023. This achievement further reinforces our belief that InfoBeans is not just a workplace but also a second home for our team members. We are proud to have one-third of women serving on our Leadership team, a remarkable representation of 31% women in our overall workforce. These numbers reflect our unwavering commitment to fostering a workplace culture that values and empowers women. We firmly believe in providing equal opportunities and acknowledging the significant contributions that women bring to our organization's success. Additionally, at InfoBeans, we embrace and support everyone, including those who identify as LGBTQ+, ensuring that our work environment is friendly, inclusive, and accepting of all.



 **Skill Development**

At InfoBeans, we place a strong emphasis on the overall growth and development of our team members, recognizing them as our most valuable asset. In today's rapidly evolving world, staying ahead requires continuous skill development and staying abreast of the latest business trends. To address this, we have implemented focused training programs tailored to meet the unique needs and goals of our personnel. These programs equip them with the necessary skills and knowledge to thrive in their roles and make significant contributions to our organization's success.

Furthermore, we are dedicated to supporting higher education opportunities for our team members. Through our sponsorship, a considerable number of individuals have been able to pursue post-graduation studies under the esteemed IIM GMPE Programme. This initiative not only enhances their knowledge and expertise but also empowers them to take on greater responsibilities and contribute even more effectively to our organization's growth and innovation. We firmly believe that investing in the skill development and education of our team members is a strategic move that benefits both the individual and the collective success of InfoBeans.



 **Health**

At InfoBeans, we prioritize the well-being of our team members through our dedicated health initiatives. Our Sehat Group focuses on promoting a healthy lifestyle and encourages participation in various fitness challenge programs. As part of our support, we sponsor team members to participate in marathons, providing them with a platform to set goals, come together as a team, and support each other in achieving them. We believe that physical fitness is vital for overall well-being and productivity.

Equally important is the emphasis on mental well-being, which is championed by our Manan Group. We recognize the significance of mental

health and aim to create awareness and promote self-care among our team members. The Manan Group shares knowledge and provides access to books on mental health, ensuring that our team members have the necessary resources to prioritize their mental well-being.

Through these initiatives, we foster a culture that values both physical and mental health, recognizing their crucial role in maintaining a balanced and thriving workforce. By investing in the well-being of our team members, we create an environment that supports their overall health and enables them to perform at their best.

 **Community Engagement**

At InfoBeans, we strongly believe in giving back to the community and inspiring our team members through meaningful initiatives. One such initiative is our annual Blood Donation Drive, where we actively encourage our team members to donate blood and contribute to saving lives. This noble act aligns with our core value of "Compassion" and exemplifies our commitment to making a positive impact on society.

In addition to the Blood Donation Drive, we also organize the Joy of Giving Drive, an initiative that allows individuals to contribute their unused clothes, toys, and stationery supplies. Specially designated boxes are set up for a

specified period, giving our staff members an opportunity to organize their belongings and support individuals in need. Through this drive, we empower our team members to make a difference in the lives of others and foster a sense of community.

By engaging in these community initiatives, we aim to create a culture of generosity and empathy among our team members. It is our belief that by actively participating in these acts of kindness, we not only positively impact the lives of others but also cultivate a strong sense of unity and social responsibility within our organization.



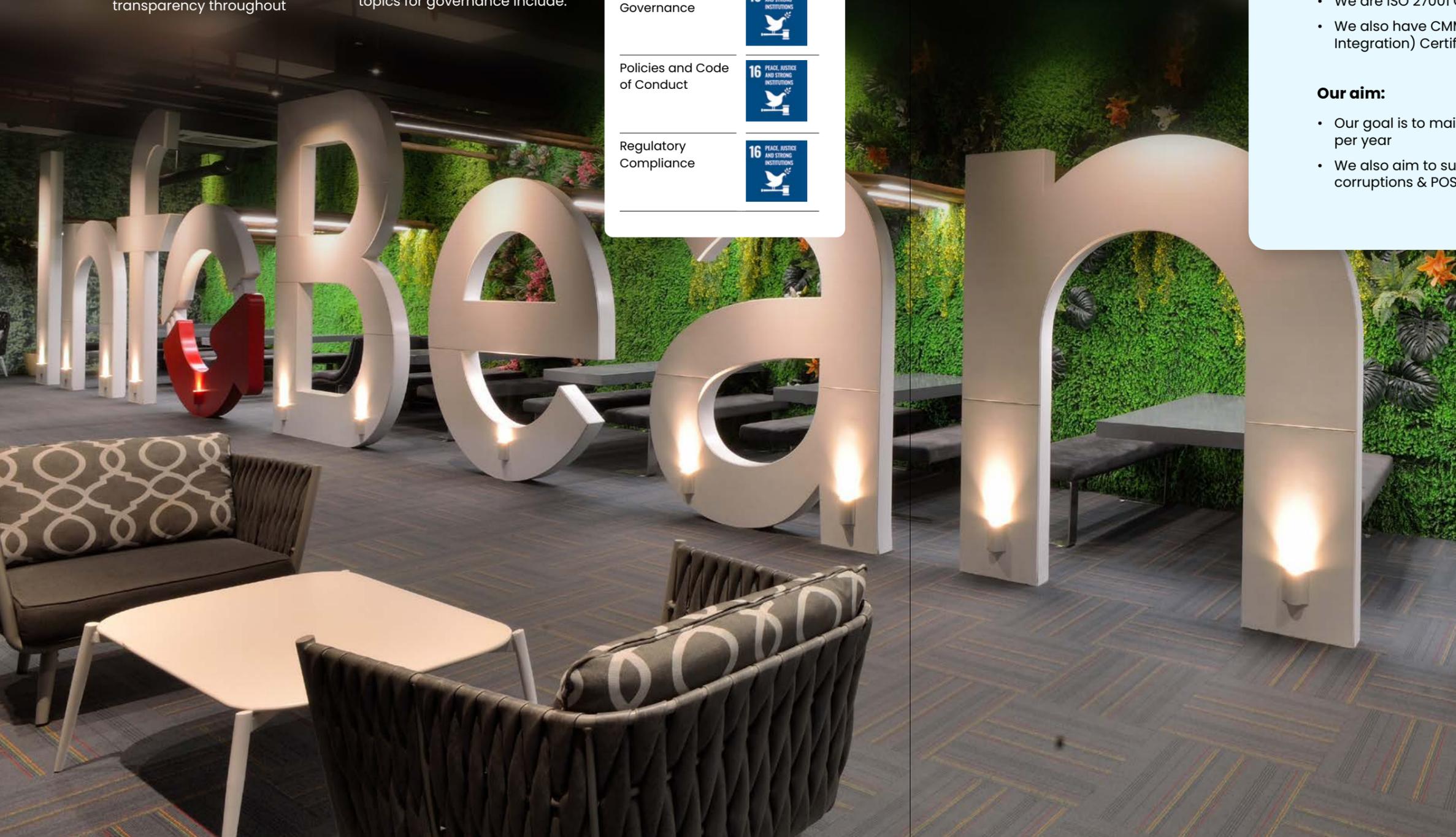
Governance

InfoBeans demonstrates a strong commitment to governance, with a well-established board structure and management framework. We prioritize proper female representation in leadership roles, fostering a diverse and inclusive decision-making process. Our comprehensive policies and code of conduct ensure ethical behavior and transparency throughout

our organization. Through our governance practices, we uphold the values of integrity, compliance, and accountability, driving sustainable growth and maintaining stakeholder trust.

We prioritize several material topics in our governance framework, which contribute to the effective management and responsible operations of our organization. These key material topics for governance include:

Material Topic	Linkage with SDGs
Data Security	 
Corporate Governance	
Policies and Code of Conduct	
Regulatory Compliance	



Initiatives taken:

- Formed an ESG committee
- Ensuring workplace safety and data protection through mandatory training on POSH and Infosec
- Ensuring regular meetings of board members and committees, fostering effective decision-making, oversight, and accountability

Our performance:

- We are ISO 27001 Certified
- We also have CMMI (Capability Maturity Model Integration) Certification

Our aim:

- Our goal is to maintain zero Infosec incidents per year
- We also aim to sustain number of bribery, corruptions & POSH complaints to zero per year

INITIATIVES TOWARDS ESG (CONTINUED)

Data Security

As an IT company, InfoBeans understands that trust is the foundation of strong business relationships. We acknowledge the critical importance of safeguarding our clients' confidential information and respecting their privacy. We are fully committed to continuously enhancing our security measures, proactively addressing emerging threats, and maintaining utmost transparency in our practices.



At InfoBeans, we have implemented a robust and comprehensive information security framework that encompasses people, processes, and technology. Our approach is built on industry best practices, stringent policies, and a continuous improvement mindset. This ensures the confidentiality, integrity, and availability of the data entrusted to us by our clients.

To further demonstrate our commitment to data security, we have obtained ISO 27001 certification. This internationally recognized certification validates our adherence to stringent data security standards and showcases our dedication to maintaining the highest levels of information security.

At InfoBeans, we prioritize data security as a fundamental aspect of our operations, and we remain steadfast in our efforts to protect the sensitive information of our clients while maintaining their trust and confidence in our services.

Corporate Governance

InfoBeans Technologies upholds strong corporate governance practices, recognizing their pivotal role in fostering sustainable corporate growth and creating long-term value for stakeholders. We believe that adhering to the highest standards of management practices, legal compliance, and ethical conduct is essential to achieve our objective of enhancing stakeholders' value and fulfilling our social responsibilities.

By adhering to the corporate governance principles, InfoBeans Technologies strives to foster transparency, accountability, and responsible decision-making, which are vital for the sustainable growth and long-term success of our organization.

50%

of the Board comprises of the Independent Director and 1/3rd of them are Women

Composition of Board of Directors

Executive Director's

- 01) Siddharth Sethi
- 02) Avinash Sethi
- 03) Mitesh Bohra

Non-Executive Directors

- 01) Sumer Bahadur Singh
- 02) Shilpa Saboo
- 03) Mayuri Mukherjee



Policies and Code of Conduct

InfoBeans places a strong emphasis on upholding the highest standards of ethical conduct and responsible business practices. As part of our commitment to good governance, we have implemented a robust set of policies and a code of conduct that serve as guiding principles for our employees, management, and stakeholders. These policies are designed to promote transparency, accountability, and the long-term sustainability of our company. These policies include:

- **Anti-Bribery and Anti-Corruption Policy:** We have strict guidelines in place to prevent bribery, corruption, and unethical behavior, ensuring integrity in our operations.
- **Whistleblower Policy:** Our confidential reporting mechanism encourages employees to report concerns or suspected wrongdoing, fostering a transparent and ethical work environment.

- **Anti-Money Laundering Policy:** We have implemented procedures and controls to detect and prevent money laundering activities, ensuring compliance with regulations.
- **Supplier Code of Conduct:** We hold our suppliers and business partners to high ethical and social responsibility standards, promoting sustainable practices throughout our supply chain.

At InfoBeans, our policies and code of conduct serve as essential tools to foster a culture of integrity, transparency, and accountability.

Regulatory Compliance

InfoBeans Technologies Limited prioritizes regulatory compliance across its operations, including environmental stewardship. To ensure adherence, we have established an Environmental, Social, and Governance (ESG) committee dedicated to monitoring and ensuring compliance.

As part of our commitment to responsible business practices, we engage authorized vendors for proper handling and recycling of e-waste, minimizing environmental impact and maximizing resource recovery.

Our commitment to regulatory compliance reflects our dedication to sustainable corporate growth and long-term stakeholder value creation. It is an integral part of our corporate culture, ensuring transparency, accountability, and ethical business practices.

By upholding regulatory compliance, we strive to enhance stakeholders' value, discharge social responsibility, and contribute to a sustainable future.