

## PRIORITIZING ESG

# Building a legacy of impact and resilience

## ESG at a Glance

**0.66%**

reduction in emission intensity per unit revenue, despite an increase in Scope 1 and 2 emissions driven by operational growth

**100%**

wastewater recycled at Indore SEZ unit

**SBTi**

targets are currently in the final phase of approval, underscoring our progress toward climate leadership.

**1,469**

trees planted this year, amplifying our carbon offset efforts

**Rs. 69,00,000/-**

invested in CSR initiatives in FY 24-25

**Top 100**

Best Companies for Women in India 2024, marking our 3rd consecutive win

**218**

students trained by InfoBeans Foundation, with 161 securing placements

**Zero**

incidents related to infosec, bribery, corruption, POSH, and health safety

## Environmental



### Material Topic

GHG Emissions

Energy

Waste Management

Water Management

### Linkage with SDGs



We are steadfast in driving meaningful change, expanding our initiatives to meet stakeholder expectations and pave the way for a sustainable world.

At InfoBeans, sustainability is embedded at the core of our business strategy and daily operations. We are committed to creating long-term value by integrating environmental responsibility, social impact, and strong governance into everything we do. Our approach to environmental stewardship is proactive and purpose-driven, we strive to reduce our footprint, contribute to a healthier planet, and inspire positive change across our ecosystem.

Guided by our core strength in digital innovation and outcome-driven solutions, we continue to evolve our operations to be more resource-efficient, future-ready, and aligned with global sustainability goals. We believe in leading by example - championing a resilient, inclusive, and ethically grounded business model.

In close alignment with stakeholder expectations and our sustainability goals, we have identified the following four key environmental focus areas that represent our material priorities for long-term environmental impact and progress.

### Initiatives & Performance:

- ⇒ Partnered with Sprih to monitor GHG emissions across all scopes, adhering to GHG Protocol standards.
- ⇒ Expanded Scope 3 emissions tracking to encompass all relevant categories, including employee commute, purchased goods and services, capital goods and FERA (Fuel- and energy-related activities), going beyond just business travel and waste.
- ⇒ Planted 1,469 trees this year, excluding contributions to the "Ek Ped Maa K Naam" campaign with Indore Municipal Corporation, enhancing biodiversity.
- ⇒ Responsibly recycled all waste through trusted third-party vendors.
- ⇒ Hosted an eco-awareness quiz on World Environment Day 2024, rewarding participants to promote sustainable practices.

### Our Aim:

- ⇒ Boost energy efficiency across operations.
- ⇒ Deepen investment in sustainable technologies.
- ⇒ Reduce greenhouse gas emissions across all scopes.
- ⇒ Enhance biodiversity through large-scale tree planting.
- ⇒ Continue scope 3 emissions tracking for comprehensive coverage.
- ⇒ Promote electric vehicles and low-carbon travel options.
- ⇒ Maximize recycled water use.
- ⇒ Minimize waste through innovative reduction strategies.



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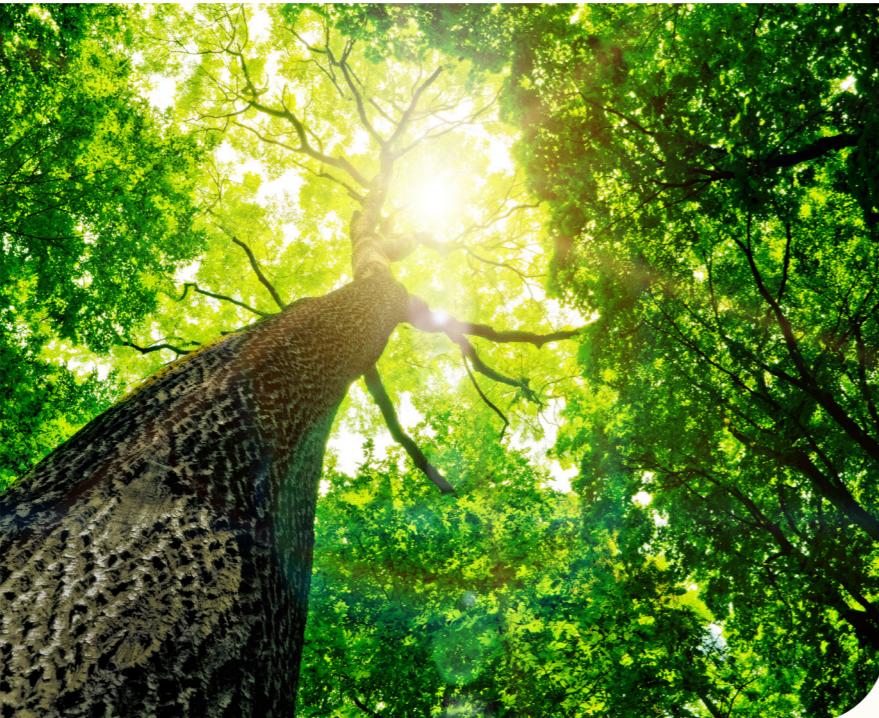
**GHG Emissions**

At InfoBeans, we recognize the urgent need to act on climate change and are committed to reducing our greenhouse gas (GHG) emissions as an integral part of our sustainability strategy. Minimizing our carbon footprint is not only an environmental imperative but also a business priority aligned with long-term resilience and responsibility.

We are approaching the final stage of the approval process for our science-based emission reduction targets with the SBTi. This marks a critical step in our climate journey and underscores our commitment to aligning with global climate goals and transitioning toward a low-carbon future.

To support our climate goals, we have partnered with **Sprin** to comprehensively measure and monitor GHG emissions across Scope 1, Scope 2, and Scope 3. We have enhanced the depth and breadth of our emissions accounting, expanding Scope 3 tracking to cover all relevant categories, including employee commute, purchased goods and services, capital goods, and fuel- and energy-related activities (FERA), going beyond the earlier focus on business travel and waste generation.

These strengthened efforts demonstrate our proactive stance on climate action, data transparency, and continuous improvement in environmental performance.



**FY 22-23** **FY 23-24** **FY 24-25**

**Scope 1 & 2 Emissions (tCO<sub>2</sub>e)**

Total Emissions (tCO <sub>2</sub> e)	<b>405</b>	<b>379</b>	<b>443.75</b>
Intensity (tCO <sub>2</sub> e/crore)	<b>1.63</b>	<b>1.56</b>	<b>1.55</b>
Intensity (tCO <sub>2</sub> e/employee)	<b>0.36</b>	<b>0.33</b>	<b>0.38</b>

**Scope 3 Emissions (tCO<sub>2</sub>e)**

Total Emissions (tCO <sub>2</sub> e)	<b>2,107*</b>	<b>1,829</b>
Intensity (tCO <sub>2</sub> e/crore)	<b>8.69</b>	<b>6.40</b>
Intensity (tCO <sub>2</sub> e/employee)	<b>1.86</b>	<b>1.58</b>

\* Scope 3 emissions figures have been revised this year as we have expanded our coverage to include all relevant Scope 3 categories.

\*\* The employee count used for calculating per-employee intensity excludes personnel from InfoBeans Cloudbase Ltd.

**Energy**

At InfoBeans, optimizing energy performance is a key pillar of our environmental strategy. We are committed to reducing energy consumption across our operations through a combination of technology upgrades, process efficiencies, and sustainable infrastructure.

We continuously monitor our energy usage and actively pursue opportunities to implement high-impact energy-saving measures. Our goal is to embed energy-efficient practices into every aspect of our workplace, reducing our environmental footprint while supporting long-term operational resilience.

Key initiatives include the installation of an energy-efficient air conditioning system at our Crystal IT Park office in Indore, adoption of high-rated energy-efficient computers and electrical equipment, and a full transition to LED lighting systems across all locations. These upgrades reflect our commitment to responsible energy management and our broader vision for a more sustainable future.

**FY 22-23** **FY 23-24** **FY 24-25**

**Energy (GJ)**

Total Energy (GJ)	<b>1,608</b>	<b>1,866</b>	<b>2,135</b>
Intensity (GJ/crore)	<b>6.47</b>	<b>7.69</b>	<b>7.47</b>
Intensity (GJ/employee)	<b>1.43</b>	<b>1.65</b>	<b>1.85</b>

## PRIORITIZING ESG

**Waste Management**

Effective waste management remains a vital part of our sustainability journey at InfoBeans. We are committed to minimizing environmental impact by reducing waste generation at the source, optimizing resource utilization, and promoting responsible disposal practices across our operations.

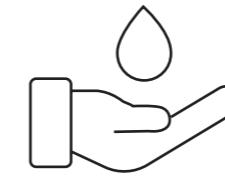
All waste generated is carefully segregated and recycled through a trusted network of third-party vendors, ensuring compliance and environmental responsibility. We continue to explore innovative, low-impact solutions to further reduce waste volumes and move toward circular practices. We also actively promote a paperless work culture, leveraging digital tools and platforms to reduce dependency on physical documents.

These initiatives reflect our ongoing commitment to environmental stewardship and a more sustainable, resource-efficient future.

	FY 22-23	FY 23-24	FY 24-25
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**Waste Generation  
(tonnes)**

Total Waste (tonne)	<b>10.17</b>	<b>7.54</b>	<b>7.79</b>
Intensity (kg/crore)	<b>41</b>	<b>31</b>	<b>27</b>
Intensity (kg/employee)	<b>9</b>	<b>7</b>	<b>7</b>

**Water Management**

At InfoBeans, we understand that water is a vital and increasingly scarce resource, both locally and globally. As part of our broader sustainability commitment, we place strong emphasis on responsible and efficient water management, viewing it as a shared responsibility that demands continuous effort and innovation.

Our practices are designed to minimize water-related impact and support long-term conservation. We ensure that no untreated effluent is discharged from any of our facilities. Units located in SEZ areas operate dedicated sewage treatment plants (STPs), while leased spaces channel wastewater into municipal sewer systems for proper treatment, in compliance with local regulations.

Through these efforts, we strive to uphold the highest standards of environmental responsibility, contributing to the preservation of water resources for future generations.

	FY 23-24	FY 24-25
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**Water Consumption  
(m<sup>3</sup>)**

Total water (m <sup>3</sup> )	<b>3,883</b>	<b>3,763</b>
Intensity (m <sup>3</sup> /crore)	<b>16</b>	<b>13</b>
Intensity (m <sup>3</sup> /employee)	<b>3.42</b>	<b>3.25</b>

## PRIORITIZING ESG

## Social



At InfoBeans, we are deeply committed to fostering inclusive growth and creating lasting social impact. Our social responsibility efforts are centered around education, empowerment, and community well-being, with a strong focus on uplifting underprivileged youth and advancing equity.

We actively invest in digital skill development, quality education, and vocational training to help bridge opportunity gaps and prepare young individuals for meaningful careers. Our initiatives are driven by the belief that empowering people leads to stronger communities and a more resilient society.

We also collaborate with nonprofits and educational institutions to support hunger relief, disaster response, and food security, addressing critical needs and responding swiftly to emerging challenges. Recognizing the power of inclusion, we continue to promote gender diversity and equal opportunities within and beyond our workplace.

By nurturing a culture of giving back and responsible citizenship, InfoBeans strives to build a stronger, more inclusive future - for our team, our communities, and society at large.

## Initiatives &amp; Performance:

- ⇒ Invested Rs. 69,00,000/- in CSR, driving impactful community programs.
- ⇒ LittleBeans: Our nurturing space for young children, fostering care and support for working parents to bring along their kids to work.
- ⇒ Maintained 1/3 female leadership and 31% female workforce, championing gender diversity.
- ⇒ Promoted LGBTQ+ inclusion, creating a welcoming workplace for all.
- ⇒ Secured Top 100 Best Companies for Women in India 2024, our third consecutive win, celebrating our inclusive culture.
- ⇒ Shakti Initiative: Concluded a transformative 6-month leadership program, with 25 female team members felicitated for their dedication.
- ⇒ Hosted a Mental Health Awareness session on World Mental Health Day (October 10, 2024), offering expert-led stress management strategies.
- ⇒ Celebrated International Yoga Day on June 21, 2024, with events to promote physical and mental fitness among employees.
- ⇒ Partnered as Coding Hackathon sponsor at MU20 Opportunity Summit (October 19-21, 2024), inspiring high school students to explore technology and innovation.
- ⇒ InfoBeans Foundation: Trained 218 students, with 161 securing jobs at leading software firms. Currently running 4 batches, with new partnerships with IIT-Indore Drishti CPS Foundation and FICCI FLO Indore, promoting equal access to technology education.

## Material Topic

- Gender Diversity
- Skill Development
- Health
- Community Engagement

## Linkage with SDGs



exclusive batch, empowering over 260 underprivileged students with skills in AI, data science, and more.

## Our Aim:

- ⇒ Keep attrition rates below industry benchmarks through supportive policies.
- ⇒ Sustain a workforce with at least 30% women, fostering gender equity.
- ⇒ Eradicate poverty by expanding free educational programs for underprivileged youth.
- ⇒ Enhance employee well-being through comprehensive health and wellness initiatives.

## Gender Diversity

At InfoBeans, diversity is a catalyst for innovation, inclusion, and long-term success. We are committed to building a workplace that empowers every individual, regardless of gender or identity, to thrive and lead with confidence.

We are proud to have been recognized for the third consecutive year as one of the Top 100 Best Companies for Women in India (2024). This prestigious accolade reflects our sustained efforts to cultivate an inclusive, equitable, and supportive environment - one that feels like a second home to our team members.

Our commitment to gender equity is reflected in our workforce composition: 31% of our team members are women, and one-third of our leadership roles are held by women. These figures are not just metrics, they represent our belief in equal opportunity, inclusive leadership, and the transformative power of diverse perspectives.

We also embrace and support individuals across the LGBTQ+ spectrum, ensuring that InfoBeans remains a safe, welcoming, and

respectful space for all. By fostering a culture where every voice is valued, we are building a vibrant and dynamic workplace that reflects the best of who we are.

## Skill Development

At InfoBeans, we believe education is the most powerful tool to unlock human potential and drive inclusive growth. Our skill development initiatives are designed to bridge opportunity gaps and equip individuals, especially from underrepresented communities - with future-ready capabilities.

Through the Shakti Initiative, we empowered 25 women team members with essential leadership skills, helping them grow with confidence and step into roles of greater responsibility.

Our commitment extends beyond our organization through the InfoBeans Foundation, which has trained 218 students and facilitated 161 successful placements in leading software companies, a testament to the life-changing impact of focused skill-building.

We've further expanded our impact by partnering with IIT Indore - Drishti CPS Foundation and FICCI FLO Indore, delivering cutting-edge training in AI, full-stack development, and cloud computing to over 260 underprivileged students. These programs are tailored to meet industry demand and create sustainable career pathways.

By investing in education and skills, InfoBeans is shaping a more inclusive, equitable, and skilled future workforce.

## Health &amp; Well-being

At InfoBeans, employee well-being is a core value and a foundational part of our culture. We are committed to fostering a work

environment where our people feel supported - physically, mentally, and emotionally. We offer comprehensive health and accident insurance, along with generous maternity and paternity leave policies, ensuring that team members and their families are well cared for.

In 2024, we deepened our focus on holistic wellness through dedicated initiatives. On October 10, we hosted a Mental Health Awareness session, equipping employees with practical tools for stress management and emotional well-being. Our Yoga Day celebration on June 21 encouraged mindfulness and physical fitness, reinforcing the importance of balance in everyday life.

Together, these initiatives create a supportive, resilient, and thriving workplace, where employees can bring their best selves to work and beyond.

## Community Engagement

At InfoBeans, community upliftment is an integral part of our purpose-driven journey. Through focused initiatives and strong partnerships, we strive to create meaningful, lasting impact beyond the workplace.

The InfoBeans Foundation continues to empower underprivileged youth by providing free software engineering training, helping them build pathways to economic independence. In 2024, we took a step further by launching an all-girls batch in collaboration with FICCI FLO Indore, promoting equal access to technology education.

We also proudly participated in the MU20 Hackathon, where we mentored and inspired young innovators, reinforcing our belief in technology as a force for good and our role as a catalyst for inclusive, sustainable development.

## PRIORITIZING ESG

# Governance



Governance is the backbone of our sustainable and ethical business practices. We are committed to upholding the highest standards of integrity, transparency, and accountability across all levels of the organization.

Our governance framework is supported by a well-structured board, diverse leadership, and comprehensive policies that guide ethical decision-making and responsible operations. We place strong emphasis on female representation in leadership roles, fostering inclusive perspectives in strategic discussions and strengthening our overall governance culture.

Through our Code of Conduct, compliance mechanisms, and risk management practices, we ensure that InfoBeans operates with fairness, responsibility, and in alignment with stakeholder expectations. These principles not only guide our day-to-day decisions but also enable long-term value creation.

By embedding strong governance into our corporate DNA, we continue to build a resilient, trustworthy, and future-ready organization.

## Initiatives & Performance:

- ⇒ Successfully cleared ISO 14001 and 45001 sustenance audits, affirming our environmental and safety standards.
- ⇒ Achieved CMMI Level 5 for Development, showcasing our commitment to innovation and efficiency.
- ⇒ Conducted annual ESG meeting to plan impactful FY 25-26 initiatives.
- ⇒ Delivered mandatory annual training on POSH, INFOSEC, and Code of Conduct, reinforcing ethical practices.
- ⇒ Celebrated Quality Month in November 2024 with quizzes and knowledge-sharing to promote a culture of zero defects and high productivity.
- ⇒ Maintained ISO 27001 certification, ensuring robust data security.

## Our Aim:

- ⇒ Sustain zero infosec incidents annually through vigilant practices.
- ⇒ Maintain zero bribery, corruption, and POSH complaints, upholding ethical standards.
- ⇒ Strengthen governance frameworks to align with global best practices.

## Data Security

At InfoBeans, trust is the cornerstone of our client relationships, and data security is central to upholding that trust. We are deeply committed to safeguarding sensitive information, respecting privacy, and ensuring the confidentiality, integrity, and availability of all client data.

Our ISO 27001 certification reflects our adherence to internationally recognized information security standards and reinforces our dedication to maintaining a secure and resilient digital environment. Our robust information security framework integrates people,

## Material Topic

- Data Security
- Corporate Governance
- Policies and Code of Conduct
- Regulatory Compliance

## Linkage with SDGs



processes, and technology, guided by industry best practices and a mindset of continuous improvement.

We successfully completed our ISO 27001:2022 sustenance audit ensuring Information Security is not just a buzzword but actual practice across departments.

As digital threats continue to evolve, we remain focused on staying ahead of emerging risks and maintaining full transparency in our practices, ensuring our clients' trust and confidence remain well-placed in InfoBeans.

## Corporate Governance

At InfoBeans Technologies, we uphold robust corporate governance practices as a cornerstone of our commitment to sustainable growth, ethical leadership, and long-term stakeholder value. We believe that strong governance is essential not only for legal and regulatory compliance, but also for fostering transparency, accountability, and responsible decision-making across all levels of the organization.

Our governance framework is built on integrity, sound management practices, and proactive risk oversight, enabling us to fulfill our social responsibilities while creating enduring value for stakeholders. By maintaining high standards of ethical conduct and aligning with global best practices, we ensure that governance remains a key enabler of our strategic objectives.

## Composition of the Board of Directors

Our Board brings together a balance of executive leadership and independent oversight to guide InfoBeans' strategic direction and performance:

- ⇒ **Executive Directors:** Siddharth Sethi, Avinash Sethi, Mitesh Bohra
- ⇒ **Non-Executive Directors:** Sumer Bahadur Singh, Shilpa Saboo, Mayuri Mukherjee and Ms. Opal Gay Perry

This diverse and experienced board plays a critical role in steering the organization with a long-term vision, while ensuring governance principles are consistently upheld.

## Policies and Code of Conduct

At InfoBeans, we are committed to maintaining the highest standards of ethics, integrity, and responsible business conduct. Our comprehensive set of internal policies and Code of Conduct serve as guiding principles for employees, management, and partners, fostering a culture rooted in transparency, accountability, and long-term sustainability.

These policies are not just compliance tools; they reflect our core values and support informed, ethical decision-making across the organization. Key policies include:

- ⇒ **Anti-Bribery and Anti-Corruption Policy:** Establishes strict guidelines to prevent bribery, corruption, and unethical behavior, ensuring honesty and integrity in all operations.
- ⇒ **Whistleblower Policy:** Provides a secure and confidential channel for employees to report concerns or suspected misconduct, reinforcing a transparent and safe workplace culture.
- ⇒ **Anti-Money Laundering (AML) Policy:** Defines procedures and internal controls to detect and prevent money laundering, ensuring full compliance with applicable laws and financial regulations.

- ⇒ **Supplier Code of Conduct:** Outlines ethical, environmental, and social expectations for our suppliers and business partners, promoting responsible practices across our value chain.

We are committed to regularly reviewing and updating these policies to reflect evolving regulatory standards and global best practices. Through these efforts, InfoBeans

continues to build a foundation of trust, fairness, and ethical governance that supports our sustained growth and stakeholder confidence.

## Regulatory Compliance

At InfoBeans, regulatory compliance is foundational to our business operations and sustainability journey. We are committed to upholding all applicable legal, environmental, and ethical standards while fostering a culture of transparency, accountability, and responsible governance.

Our ESG Committee plays a critical role in overseeing and ensuring compliance across environmental, social, and governance domains. This proactive approach not only mitigates risks but also reinforces our focus on long-term stakeholder value creation and sustainable corporate growth.

## Environmental Compliance

Demonstrating our commitment to environmental responsibility, InfoBeans has partnered with **Sprih**, an organization specializing in greenhouse gas (GHG) emissions measurement and climate strategy. Sprih employs AI-enabled tools and follows globally recognized frameworks such as the GHG Protocol to accurately assess and monitor our carbon footprint.

Through this collaboration:

- ⇒ We gain precise, science-aligned insights into our emissions performance.
- ⇒ We are actively working towards the approval of our near-term climate targets by the SBTi.
- ⇒ We continuously evaluate and improve our environmental practices to remain aligned with industry best practices and international sustainability expectations.

By integrating regulatory compliance into our core operations, especially on the environmental front - **InfoBeans reaffirms its commitment to ethical conduct, corporate responsibility, and a sustainable future.**