

PRIORITISING ESG

Lasting impact. Enduring business.

ESG Highlights**6%**

reduction achieved in
scope 1 & 2 emissions
compared to last year

615

trees planted in
FY24

100%

of wastewater recycled
in Indore SEZ unit

SBTi

Commitment to set
near term target

100%

waste was recycled
properly through third
party vendors

Rs. 79,03,715

spent on CSR in FY24

Top 100

Best Companies for
Women in India 2023 for
2nd time in a row

200

students are currently taught,
with 150 graduates and 120
placements in 4 years

Zero

infosec, bribery,
corruptions & POSH
related incidents

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Environmental

At InfoBeans, our unwavering commitment to a sustainable future drives us to integrate environmental stewardship, social responsibility, and robust governance practices into every aspect of our operations. We integrate environmental stewardship into every aspect of our operations, ensuring that our business practices contribute to a healthier planet. We aim to create positive and lasting impacts on our planet, communities, and stakeholders, leading by example in building a more inclusive, resilient, and ethical business ecosystem. Leveraging our

expertise in digital outcomes and innovation, we are motivated not only by our sustainability journey but also by the desire to empower our valued customers to achieve their environmental goals.

We have identified key areas of environmental management that have emerged as priorities, reflecting the shared commitment of InfoBeans Technologies and our stakeholders toward long-term sustainability. These four material topics are:

Material Topic	Linkage with SDGs
GHG Emissions	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>13 CLIMATE ACTION</div></div>
Energy	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div></div>
Waste Management	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
Water Management	<div><div>6 CLEAN WATER AND SANITATION</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>



We are unwavering in our commitment to driving sustainable change. By focusing on key areas and continually expanding our efforts, we aim to make a positive impact on the environment while meeting the expectations of our stakeholders. Together, we will forge a path toward a more sustainable future.

Initiatives & Performance:

- Engaged Sprih to assess and monitor our GHG footprint across all scopes.
- Started measuring scope 3 emissions from FY24 for two categories: Business travel and waste generation.
- Started measuring our fugitive emissions from refrigerants and fire suppression equipment.
- Planted 615 trees in FY24, contributing to an offset of approximately 615 tCO₂e.
- 100% wastewater is recycled at our Indore SEZ unit and reused for sustainable horticulture practices.
- Responsibly recycled all the waste generated through our trusted network of third-party vendors.
- Partnered with Gofig to reduce food waste and prevent food items from ending up in landfills.
- Integrated sustainability into our business discussions, emphasizing its importance and promoting a culture of environmental responsibility.

- InfoBeans launched a unique Forest initiative that celebrates both our team members and the environment. On each team member's birthday, a tree is planted in their honor, bearing their name as a symbol of growth, resilience, and hope and creating a personal link to sustainability. This gesture is more than symbolic - it's a testament to the bonds shared, the memories created, and the legacy left behind by each and every InfoBeans member.

Our Aim:

- Improve energy efficiency.
- Invest in sustainable practices.
- Reduce greenhouse gas emissions.
- Enhance biodiversity by planting more trees.
- Measure and analyze major scope 3 emission categories.
- Promote the use of electric vehicles and choose low-carbon footprint travel options.
- Embrace the use of recycled water.
- Reduce waste generation.

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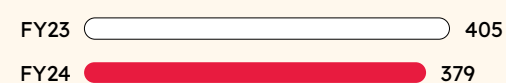


GHG Emissions

We are fully committed to minimizing our carbon footprint and addressing climate change risks. Through proactive measures and streamlined processes, we prioritize reducing greenhouse gas emissions as a vital part of our environmental stewardship and business strategy. Enhancing energy efficiency remains central to our efforts, ensuring we contribute actively to a greener future.

To strengthen our commitment, we have engaged Sprih to assess and monitor our greenhouse gas footprint across all scopes. We rigorously monitor emissions, including scope 3 categories like business travel and waste generation, and measure fugitive emissions from refrigerants and fire suppression equipment. These efforts underscore our proactive approach and dedication to responsible environmental practices.

Scope 1 & 2 Emissions (tCO₂e)



Scope 3 Emissions (tCO₂e)*



Intensity Per Unit Revenue (tCO₂e/Crore revenue)



Intensity Per Unit Revenue (tCO₂e/Crore revenue)



Intensity Per Unit Employee (tCO₂e/employee)



Intensity Per Unit Employee (tCO₂e/employee)



* Started measuring scope 3 emissions from FY24 for two categories: Business travel and waste generation.



Energy

We are fully committed to reducing energy consumption and optimizing energy performance throughout our operations. By prioritizing energy-saving initiatives and continuously monitoring our usage, we identify and implement improvements across all areas of our business. Our goal is to integrate energy-efficient practices that minimize our environmental impact and contribute to a more sustainable future. To achieve this, we have installed an energy-efficient air conditioning plant in our Indore Crystal IT Park office, upgraded to high-rated energy-efficient computers and electrical equipment for software services, and implemented LED technology for all lighting systems.

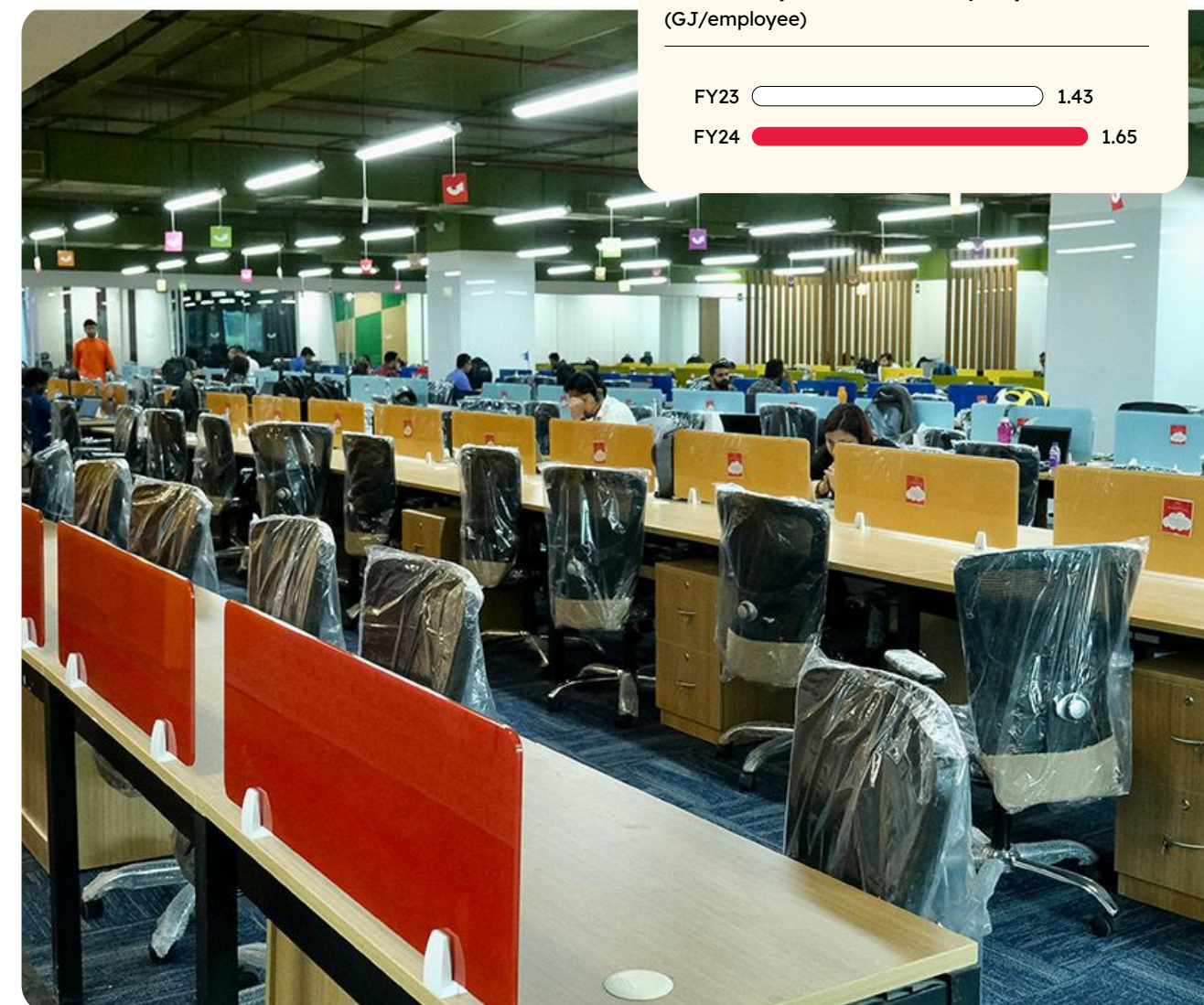
Total Energy (GJ)



Intensity Per Unit Revenue (GJ/Crore revenue)



Intensity Per Unit Employee (GJ/employee)



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Waste Management

Efficient waste management is a cornerstone of our company's commitment to sustainability. Recognizing the profound impact of waste on the environment, we prioritize optimizing resource utilization and adopting eco-friendly practices. Through responsible waste management strategies, we strive to minimize waste generation at its source and explore innovative solutions for reduction. All waste produced is diligently recycled through our trusted network of third-party vendors. We are also promoting a paperless work culture to further align our operations with sustainable practices, demonstrating our commitment to environmental stewardship and a sustainable future.

InfoBeans has also partnered with Gofig to combat food waste by offering short-dated food items at discounted prices. This collaboration aims to prevent high-quality packaged foods from going to waste, promoting responsible consumption. This initiative underscores InfoBeans' dedication to sustainability, ensuring that every package of food finds its way to a food lover before it's too late.

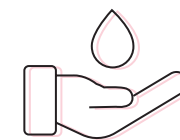
Total Waste Generation (tonne)



Intensity Per Unit Revenue (kg/Crore revenue)



Intensity Per Unit Employee (kg/employee)



Water Management

We recognize the critical issue of water scarcity both locally and globally. In line with our commitment to sustainability, we prioritize comprehensive water management, believing it requires continuous dedication and collective effort. Our ongoing initiatives aim to enhance our practices and maximize positive impact, preserving this precious resource for future generations. We ensure no untreated effluent is discharged: units in SEZ areas have their own sewage treatment plants, while other leased spaces discharge wastewater into municipal sewers for further treatment. We are dedicated to upholding the highest standards of environmental responsibility.

Total Water Consumption (KL)

FY24 **3,883**

Intensity Per Unit Revenue (KL/Crore revenue)

FY24 **16**

Intensity Per Unit Employee (KL/employee)

FY24 **3.42**



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Social

InfoBeans Technologies is committed to social development and creating meaningful opportunities for all. We focus on skill training programs, digital skills, and quality education to transform the lives of underprivileged youth. Recognizing the importance of giving back for sustainable development, we aim to make a positive and lasting impact on our community and team members.

Initiatives & Performance:

- CSR spending in FY24: Rs. 79,03,715/-
- LittleBeans: Created as a nurturing space for young children.
- 1/3 of the leadership team and 31% of the overall workforce are women.
- LGBTQ inclusion.
- Awarded Top 100 Best Companies for Women in India 2023 (2nd consecutive win).
- Leadership skills development for female team members under Shakti initiative.
- Conducted health checkup camps for team members.
- 100+ InfoBeans Foundation students secured jobs with India's leading software companies.
- Opened a new InfoBeans Foundation's training center in Pune with 40 students starting in June.

- InfoBeans Foundation has partnered with the IIT Indore and IITI DRISHTI CPS Foundation, to empower more than 250 financially underprivileged students.
- InfoBeans Team members have come forward to take sessions at InfoBeans foundation & mentor the students of the foundation to accelerate learning pace, thereby contributing their bit towards a better future.

Our Aim:

- Maintain attrition rates below industry averages.
- Sustain a workforce with at least 30% women.
- Combat poverty by providing free educational training programs to underprivileged students.

Material Topic

Linkage with SDGs

Gender Diversity



Skill Development



Team Welfare

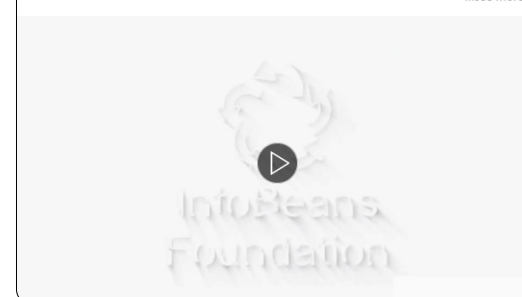


Community Engagement



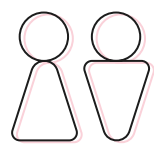
Turning dreams into reality - InfoBeans Foundation empowers the underprivileged, and underserved youth through computer education. 100+ Foundation students secured jobs with India's leading software companies

100+ InfoBeans Foundation students secured jobs with India's leading software companies, turning dreams into reality. ...see more



For more details

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Gender Diversity

At InfoBeans, we are committed to creating a workplace that values and empowers all team members, regardless of gender. We are immensely proud to have been recognized as the recipient of the prestigious Top 100 Best Companies for Women in India 2023 for the 2nd time in a row. This accolade reinforces our belief that InfoBeans is not just a workplace, but a second home for our team members.

Our dedication to gender diversity is reflected in the composition of our workforce. One-third of our leadership team consists of women, and women represent 31% of our overall workforce. These numbers highlight our unwavering commitment to providing equal opportunities and acknowledging the significant contributions that women bring to our organization's success. Additionally, we embrace and support everyone, including those who identify as LGBTQ+, ensuring that our work environment is friendly, inclusive, and accepting of all. At InfoBeans, we believe that diversity drives innovation and success, making us a stronger and more dynamic company.



Skill Development

At InfoBeans, we are dedicated to the skill development of our team members and the broader community. Our new initiative, Shakti, provides a leadership skills development platform specifically for our female team members. So far, numerous sessions have been conducted, benefiting many women by enhancing their leadership capabilities and empowering them to excel in their roles. Additionally, the InfoBeans Foundation recently launched its fourth center at MIMA Balewadi, Pune, and is currently teaching 200 students across three centers in Indore, with 150 graduates and 120 job placements in the last four years.

We are thrilled to announce a partnership between InfoBeans Foundation and IITI DRISHTI CPS Foundation at the Indian Institute of Technology, Indore, aimed at empowering over 250 financially underprivileged students. This partnership will enhance our resources and expertise, broadening our training programs to include cutting-edge technologies such as artificial intelligence, full stack development, data science, machine learning, and cloud computing. These initiatives reflect our commitment to fostering growth and development within our organization and the communities we serve.



Team Welfare

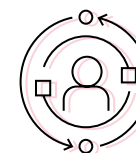
At InfoBeans, the well-being of our team members is our top priority. We offer comprehensive health benefits that include both health and accident insurance, ensuring that our team members have access to quality healthcare when needed. Additionally, we regularly organize health checkup camps to foster proactive healthcare management among our workforce. By promoting preventive care and wellness initiatives, we strive to create a supportive environment where every team member can thrive both personally and professionally.

We also understand the importance of supporting team member during significant life events. Our benefits package includes maternity and paternity leave, allowing new parents to take time off to bond with their newborns without financial concerns. These benefits reflect our commitment to fostering a supportive and inclusive workplace, ensuring that our team member feel valued and supported in both their personal and professional lives.

#LittleBeans: We caught a team member saying, "My desk has the best view," and we couldn't agree more! At InfoBeans, our "LittleBeans" space allows team



member to bring their children to the office, creating a heart-warming space filled with boundless love for our tiny tots. This facility helps our team members to balance work and family fun, offering a dedicated place where children can play and learn while their parents work. LittleBeans is redefining the workplace experience, fostering a family-friendly environment that supports both productivity and the joy of having loved ones close by.



Community Engagement

At InfoBeans, our commitment to community engagement is at the heart of everything we do. Through our InfoBeans Foundation, we empower underprivileged youth with free software engineering programs, paving their path to success in leading software companies across India. The recent opening of our Pune training center stands as a beacon of hope and opportunity, offering transformative education to those overcoming financial hardships or academic challenges.

Furthermore, our commitment to giving back includes initiatives like the Joy of Giving Drive, where our team members donate unused clothes, toys, and stationery supplies to support individuals in need. This program not only makes a positive impact but also cultivates a strong sense of community within InfoBeans. Through collective action and our values of empathy and solidarity, we aim to create a brighter future and contribute to the well-being of those around us.

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 key topics in our governance framework, contributing to the effective management and responsible operations of our organization.

Initiatives & Performance:

- Ensuring workplace safety and data protection through training on fire safety, POSH and INFOSEC.
- Ensuring regular meetings of board members and committees, fostering effective decision-making, oversight, and accountability.
- We are ISO 270001, ISO 14001:2015 & ISO 45001:2018 Certified.
- Conducted a cybersecurity awareness campaign in October, equipping our team to identify and mitigate risks.

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

Material Topic	Linkage with SDGs
Data Security	<div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Corporate Governance	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Policies and Code of Conduct	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>
Regulatory Compliance	<div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div>



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Data Security

At InfoBeans, trust forms the cornerstone of our business relationships. Recognizing the critical importance of safeguarding clients' confidential information and respecting their privacy, we are committed to continuously enhancing our security measures, proactively addressing emerging threats, and maintaining transparency in our practices.

Our robust information security framework encompasses people, processes, and technology, built on industry best practices and stringent policies with a continuous improvement mindset. This ensures the confidentiality, integrity, and availability of client data. Our ISO 27001 certification validates our adherence to stringent data security standards and underscores our dedication to maintaining the highest levels of information security. Data security is fundamental to our operations, and we remain steadfast in protecting our clients' sensitive information, maintaining their trust and confidence in our services.



Corporate Governance

InfoBeans Technologies upholds strong corporate governance practices, recognizing their pivotal role in fostering sustainable growth and creating long-term value for stakeholders. Adhering to the highest standards of management practices, legal compliance, and ethical conduct is essential to enhance stakeholders' value and fulfill our social responsibilities. We strive to foster transparency, accountability, and responsible decision-making, which are vital for the sustainable growth and long-term success of our organization.

Composition of Board of Directors

- Executive Directors: Siddharth Sethi, Avinash Sethi, Mitesh Bohra
- Non-Executive Directors: Sumer Bahadur Singh, Shilpa Saboo, Mayuri Mukherjee



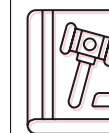
Policies and Code of Conduct

InfoBeans places a strong emphasis on upholding the highest standards of ethical conduct and responsible business practices. Our robust set of policies and code of conduct serve as guiding principles for our employees, management, and stakeholders, promoting transparency, accountability, and long-term sustainability. Our policies include:

- **Anti-Bribery and Anti-Corruption Policy:** Strict guidelines to prevent bribery, corruption, and unethical behavior, ensuring integrity in our operations.
- **Whistleblower Policy:** A confidential reporting mechanism encouraging employees to report concerns or suspected wrongdoing, fostering a transparent and ethical work environment.
- **Anti-Money Laundering Policy:** Procedures and controls to detect and prevent money laundering activities, ensuring compliance with regulations.
- **Supplier Code of Conduct:** Holding suppliers and business partners to high ethical and social responsibility standards, promoting sustainable practices throughout our supply chain.



Our policies and code of conduct foster a culture of integrity, transparency, and accountability. We regularly review and update these policies to reflect emerging best practices and evolving regulatory requirements, demonstrating our commitment to responsible governance and ethical business conduct.



Regulatory Compliance

InfoBeans Technologies Limited prioritizes regulatory compliance across its operations, including environmental stewardship. Our Environmental, Social, and Governance (ESG) committee monitors and ensures compliance. 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, fulfill our social responsibilities, and contribute to a sustainable future.

Environmental Compliance: As part of our dedication to environmental stewardship, we have partnered with Sprih, a third-party organization specializing in measuring and monitoring greenhouse gas footprints. Sprih adheres to internationally recognized standards like IPCC and GHG Protocol, leveraging AI-driven tools to provide precise assessments of our emissions. Additionally, Sprih will support us in setting and submitting targets to SBTi, demonstrating our proactive commitment. This collaboration allows us to continually enhance our environmental practices, align with industry best practices, and maintain high standards of environmental responsibility.