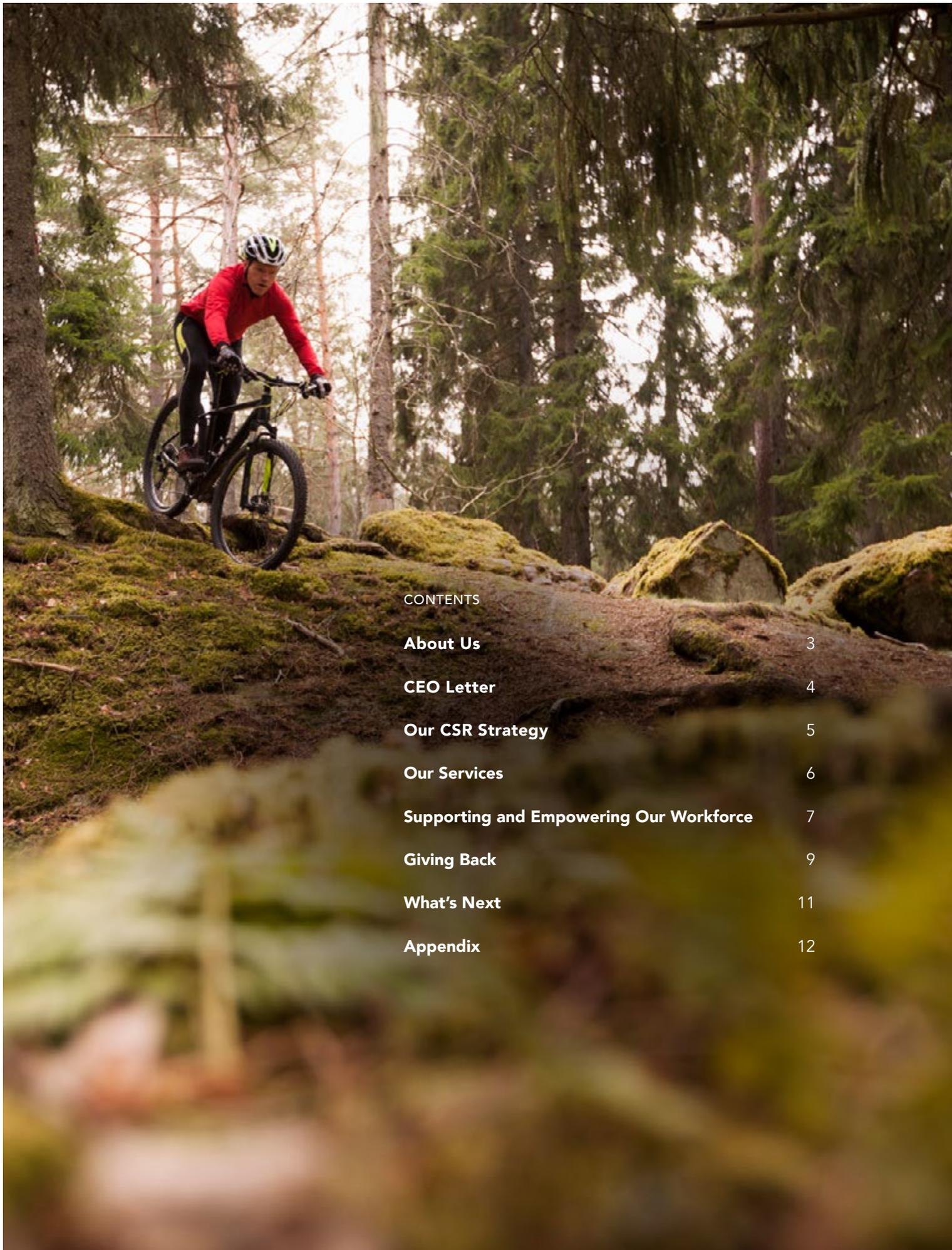


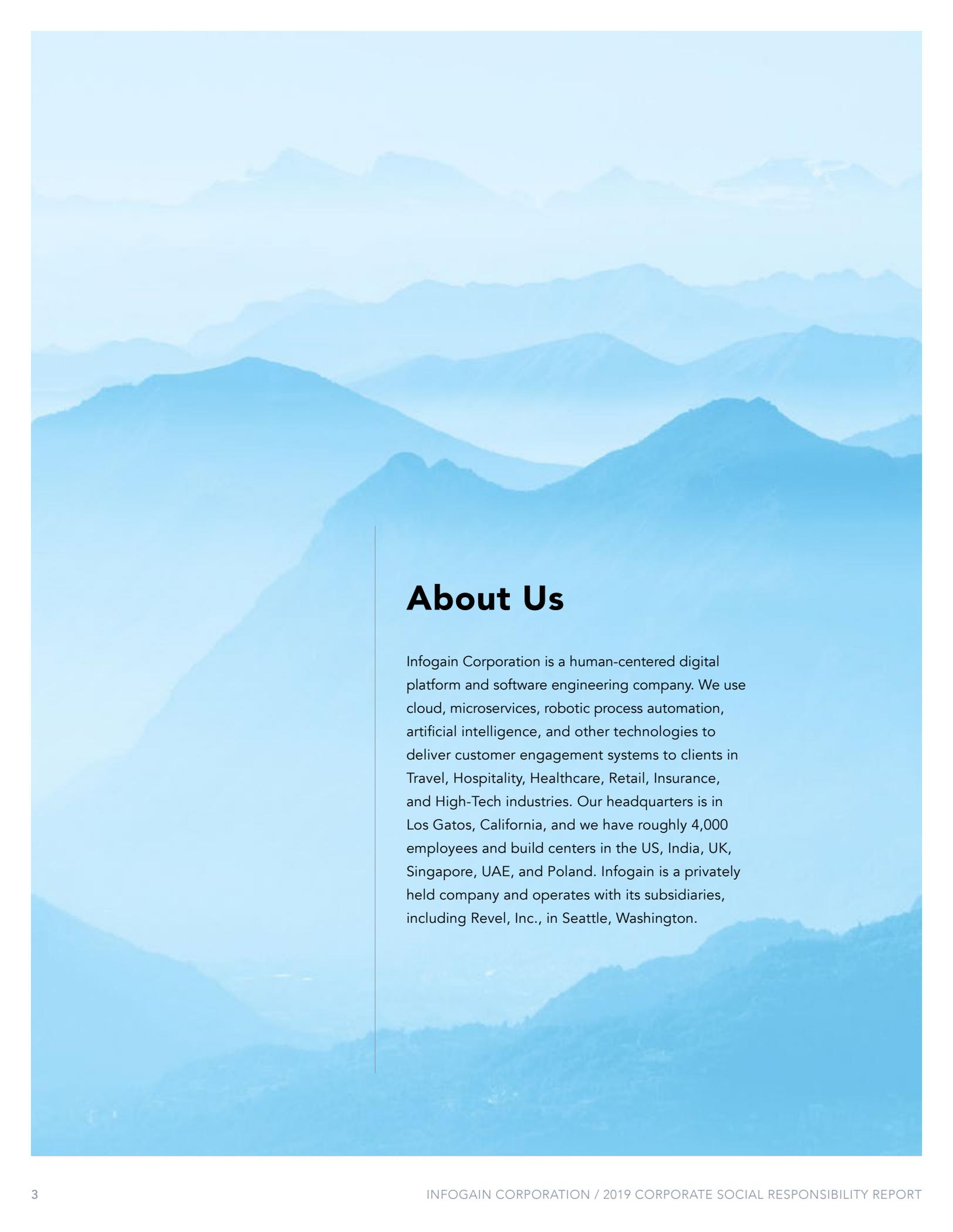


2019 Corporate Social Responsibility Report



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About Us

Infogain Corporation is a human-centered digital platform and software engineering company. We use cloud, microservices, robotic process automation, artificial intelligence, and other technologies to deliver customer engagement systems to clients in Travel, Hospitality, Healthcare, Retail, Insurance, and High-Tech industries. Our headquarters is in Los Gatos, California, and we have roughly 4,000 employees and build centers in the US, India, UK, Singapore, UAE, and Poland. Infogain is a privately held company and operates with its subsidiaries, including Revel, Inc., in Seattle, Washington.

CEO Letter

We are excited to share our evolving corporate social responsibility journey with you. A global pandemic and many other challenging issues require new levels of creativity, durability, and flexibility, but we are fortunate that we can take a one-team approach. When we work together, we win together, and we are excited about our prospects.

Infogain is in the business of enabling clients to transform their businesses, innovate, create better customer and employee experiences, be more productive, and build more reliable platforms. Through our work, they become more efficient, use less energy, generate less waste and fewer emissions, and run more sustainably.

Within Infogain, we also work to use less energy and reduce our carbon footprint. We're optimizing our use of physical offices, reducing travel and commuting, and enabling flexible remote collaboration with better tools and capabilities.

Along the way, we enable our employees to achieve their potential. Their well-being is our well-being, so we provide generous benefits, training, coaching, and support. We lead with respect and empathy, and we foster diversity and inclusion in our hiring and promotion practices, team programs, interest groups, and community work.

This is our first public report on how we uphold our responsibility to make the world a better place. It will not be our last. We will continue to build on these efforts, and we look forward to sharing even more progress as we continue this journey.

Yours in sustainability,

Sunil Bhatia, CEO Infogain Corp.



Our CSR Strategy

We're a platform company, so we understand the virtuous cycle. Our CSR strategy is focused on people and planet and has four key pillars:



Infogain is growing as a full-service digital consultancy and engineering company, and we're committed to creating a more sustainable and accessible world for our employees, our clients, and our communities.

Our Services

The cloud makes business more sustainable.

Enabling clients to migrate to, deploy, and operate in the cloud makes them more efficient, which lowers their emissions, reduces the amount of waste they create, and lowers their carbon footprint.

- Cloud servers use far less energy than on-premises servers.
- Our cloud providers have optimized facility designs, cooling systems, and equipment use for energy efficiency.
- We are working to further use digital services to help lower energy emissions for our clients and reduce paper waste.

We don't just streamline tasks.

We empower clients to solve the problems that create the tasks, making their operations more efficient and sustainable. We engineer software for mobile products and apps, enable clients to automate operations, and leverage emerging technologies like artificial intelligence, machine learning, and the Internet of Things. Expanding a customer's digital capabilities and improving their digital fluency create better experiences for their customers and employees, which has resulted in us retaining 95% of our clients.

"The automation of our integrated water management systems with the branded automated control system is a key financial driver in our business. We have partnered with Infogain to provide the IoT automation technologies to support this business growth with a digital automation remote-control monitoring solution. The automation solution deployed by Infogain continues to deliver stronger operational efficiencies and significant cost savings."

— Energy Services Company CEO



PRIVACY AND DATA SECURITY

We protect our customers and their customers.

We are committed to protecting privacy and data. We recognize this requires continual assessment and improvement. We carefully and regularly identify internal and external risks, update our standards and policies accordingly, train our employees, communicate with stakeholders, and audit our operations to ensure all tools, policies, and capabilities are current. We will continue to invest in qualified resources to help support these efforts.



Supporting and Empowering Our Workforce

We lead with empathy, trust, respect, and flexibility.

Innovation, collaboration, learning, and understanding define the Infogain culture. Our work environment is flexible enough to handle new ideas and ways of working yet structured enough for employees to use their preferred styles of working and learning. We also offer regular opportunities for career growth, learning, development, feedback, and coaching. We provide generous healthcare benefits, including transit plans to support public transportation, and bonuses for recruiting new hires and developing new business.

“Our employees are passionate about creating a balanced and equitable society, so Infogain invests in causes close to their hearts and ours—education, environment, and health. These are the pillars of a successful society.”

— Rajiv Naithani, Team Infogain

DIVERSITY AND INCLUSION

Infogain has no room for hate.

We work continually to build an inclusive environment and support diversity in our workforce and in our communities. We also foster insightful, actionable programming related to diversity, equity, and inclusion through employee interest groups focused on BLM, LGBTQIA+, Accessibility, and a Women's Group.

We recently created The D+I Working Group to drive systemic change to end racism and anti-inclusivity as a society, as a company, and as individuals. This employee-led group spans multiple teams and is dedicated to learning and championing intersectional, accessible, and anti-racist work. It is engaged in book/video clubs and workshop activities as part of their journey to advance:

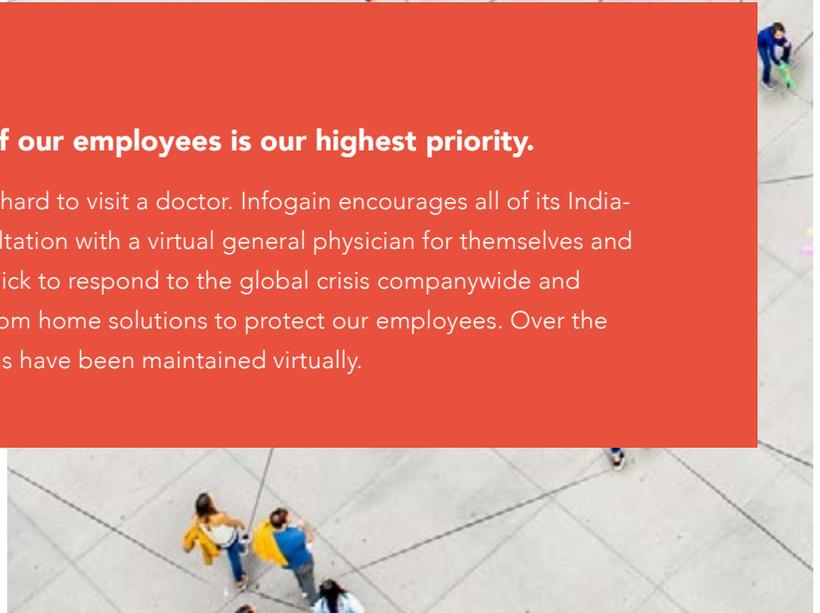
- Increased mental and physical safety for co-workers, clients, family, and community
- Healthy and successful outcomes when engaging with existing/new clients and peers
- Building deeper, stronger relationships and projects
- Strengthening the D+I culture of Infogain



EMPLOYEE HEALTH & WELLNESS

Protecting the well-being of our employees is our highest priority.

The global pandemic has made it hard to visit a doctor. Infogain encourages all of its India-based employees to have a consultation with a virtual general physician for themselves and their family members. We were quick to respond to the global crisis companywide and immediately implemented work from home solutions to protect our employees. Over the course of the year, most operations have been maintained virtually.



Giving Back

We give back to our communities.

Infogain is committed to volunteering, making donations, and supporting partnerships to improve the communities where we work and live. We focus on education, the environment, poverty, health, and access to resources and technology.

In India, we invest approximately 2% of our profits in initiatives that include partnering with nonprofit organizations or NGOs to address the impact of HIV/AIDS, supporting education for low-income communities, and supplementing medical fees for patients who cannot afford medication. We make similar investments in the other countries where we do business.

Organizations we have partnered with include:

- Microsoft and partner NetHope: We've partnered with Microsoft Corporation to enable global humanitarian aid, relief, and development NGOs, including [International Rescue Committee](#), [MSI](#), [Mercy Corps](#), [Maana](#), [HIAS](#). We support these organizations on their digital transformation journeys to become more efficient, more sustainable, and better organized so they can work more effectively.
- [Treehouse](#) provides academic and other essential support for high-school students in foster care in Washington State with the goal of helping them graduate.
- [Asha Deep Foundation](#) supports the holistic development of communities with a special focus on education, health, skills training, and placements.
- [ADAPT](#) supports people with neuromuscular and developmental disabilities.
- [City Year](#) helps high-need public schools provide tutors, mentors, role models, and other support to help all students fully engage in their education.



Our employees helped Treehouse prepare clothing for foster children at the Treehouse warehouse.



Infogain – Revel supports and donates to City Year Seattle, an organization dedicated to closing gaps in high-need schools.



Environment

We leave things better than we found them.

Infogain will keep investing and leveraging technology to solve environmental issues. Our CEO, President, and COO oversee the management and implementation of various strategies to minimize our environmental footprint.

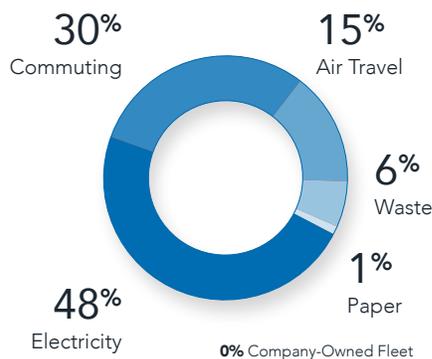
- We worked with industry experts Sustainable Business Consulting to conduct a greenhouse gas inventory, calculate our direct and indirect carbon emissions, and find ways to reduce them.
- Our operations and facilities teams constantly look for ways to increase energy efficiency in our buildings and minimize the use of space and energy.
- We use collaboration technologies to reduce travel, which lowers emissions while ensuring that global teams can connect virtually with each other and with clients.
- Infogain employees partnered with NGO partner Say Trees to conduct a Tree Plantation Drive, which reduces our carbon footprint.



Tree Planting Project

Infogain donated funds to SankalpTaru to plant 300 fruit trees in 12 parks around Noida. SankalpTaru is dedicated to afforestation throughout India, and has planted over a million trees all over the country since its founding in 2012.

For 2019, we calculated our first-ever greenhouse gas inventory. We're committed to annual monitoring of our emissions and are preparing a program to minimize them. The impact of our operations resulted in 7,947 metric tons of carbon dioxide equivalence.



Location-Based Emissions (MT CO₂e)

Scope 1	24
Scope 2	3,801
Scope 3	4,122
Total	7,947



What's Next

**We're excited to share this journey with you.
Here are some of our plans for the coming year:**



Implement emissions reduction recommendations to become more sustainable.



Find more ways to empower our customers to lower their overall footprints.



Continue to share our progress on this journey with our clients, employees, and communities.



Improve our health coverage for Revel employees as part of joining Infogain.

Appendix

Disclosure Number	Disclosure Title	Response and Reference
GRI 102: General Disclosures		
Organizational Profile		
102-1	Name of the organization	Infogain Corporation [page 3]
102-2	Activities, brands, products, and services	Infogain Corporation is an experience design and software platform engineering company. We use cloud, microservices, robotic process automation, artificial intelligence, and other technologies to deliver customer engagement systems to clients in Travel, Hospitality, Healthcare, Retail, Insurance and High-Tech industries. [page 3]
102-3	Location of headquarters	485 Alberto Way, Suite 100, Los Gatos, CA 95032, US
102-4	Location of operations	Infogain operates in 6 countries, including United States of America, India, United Kingdom, Poland, Middle East, and Singapore.
102-5	Ownership and legal form	Privately held corporation
102-6	Markets served	Infogain brings domain expertise to clients in Travel, Hospitality, Healthcare, Retail, Insurance, and High-Tech industries.
102-7	Scale of the organization	Infogain employs approximately 4,000 employees globally.
102-8	Information on employees and other workers	70% men, 30% women
102-9	Supply chain	As a service-based organization, Infogain's primary resource is its workforce and their support including accompanying benefits and technology/tools implementation.
102-10	Significant changes to the organization and its supply chain	No significant changes
102-11	Precautionary principle or approach	Infogain believes in precautionary action. We carefully assess risks and impacts to ensure planning and preparation to avoid, prevent, and/or minimize disruption or harm.
102-12	External initiatives	Global Reporting Initiative (CSR reporting), Carbon Disclosure Project, India's CSR Mandate (tree planting, education projects)
102-13	Membership of associations	Carbon Disclosure Project, Global Reporting Initiatives Sustainability Reporting Guidelines
Strategy		
102-14	Statement from senior decision-maker	CEO Letter [page 4]
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behavior	Infogain is committed to creating a more sustainable and accessible world for our employees, our clients, and our communities. Our CSR strategy has four key pillars: Government & Business Strategy, Community & Employees, Environment, and Education.

Governance		
102-18	Governance structure	Infogain's Board evaluates and monitors climate and CSR-related risks and opportunities to engage as they appear. The Board also assesses compliance with regional CSR mandates and regulations, and Infogain provides feedback on its progress. The CEO and COO are also responsible for assessing and managing climate risks and opportunities.
Stakeholder Engagement		
102-40	List of stakeholder groups	Our stakeholders include our employees, the Board, clients, community members, and our NGO partners.
102-41	Collective bargaining agreements	The company complies with local laws and regulations. Employees have the right to join labor unions and other collective bargaining organizations but have not determined it necessary.
102-42	Identifying and selecting stakeholders	Key stakeholders are identified as those who have direct and indirect impact on CSR issues as they pertain to Infogain.
102-43	Approach to stakeholder engagement	This is our first year of reporting. We have not conducted a formal material stakeholder engagement process and hope to do so for future GRI reporting. We have also launched a CSR page on our internal intranet page to engage our employees further.
102-44	Key topics and concerns raised	Key CSR themes for Infogain are Education, Health, and the Environment.
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Infogain Corporation and its subsidiaries.
102-46	Defining report content and topic boundaries	Infogain identified the report content and topic boundaries around our four CSR pillars as determined by internal teams.
102-47	List of material topics	<p>Governance & Business Strategy</p> <ul style="list-style-type: none"> • Services • CSR Strategy • Client Satisfaction and Data Security <p>Community & Employees</p> <ul style="list-style-type: none"> • Volunteerism and Philanthropy • Diversity, Equity, and Inclusion • Employee Health and Well-Being <p>Environment</p> <ul style="list-style-type: none"> • Greenhouse Gas Emissions <p>Education</p> <ul style="list-style-type: none"> • Volunteerism and Philanthropy • Diversity, Equity, and Inclusion • Employee Health and Well-Being
102-48	Restatements of information	No significant changes
102-49	Changes in reporting	No significant changes
102-50	Reporting period	January 1–December 31, 2019 unless otherwise stated.
102-51	Date of most recent report	This is our first published CSR report.

102-52	Reporting cycle	Biennial
102-53	Contact point for questions regarding the report	accounts@revelconsulting.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with GRI Core Standards.
102-55	GRI content index	This index serves to satisfy this disclosure.
102-56	External assurance	Infogain's 2019 Corporate Responsibility Report was externally assured by Sustainable Business Consulting (SBC), a leading consultancy with over 15 years in CSR programming and reporting. SBC's assurance scope included all sufficiently available qualitative information presented in the report. SBC did not assure any information presented in the report regarding financial statements or employee representation or diversity. SBC also assessed the balanced representation of performance presented in the report.
GRI 300: Environment		
GRI 305: Emissions		
305-1	Direct (Scope 1) GHG emissions	24 MT CO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	3,801 MT CO ₂ e
305-3	Other indirect (Scope 3) GHG emissions	4,122 MT CO ₂ e