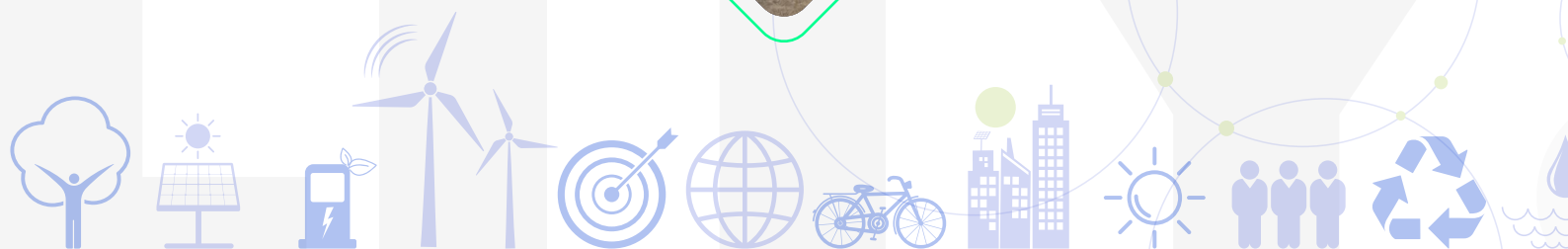


# ESG REPORT 2024



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## Introduction

As technology reshapes the world, the responsibility to lead with purpose has never been clearer. As a company that builds digital experiences for the future, Infogain recognizes that sustainability must be at the heart of progress.

This report reaffirms our commitment to responsible growth, where awareness guides our innovation and we share our success with the communities and environments we touch.

Our sustainability journey is grounded in a core belief: digital transformation must go hand in hand with human transformation. We are focused on creating solutions that not only drive business outcomes but also foster a more equitable and inclusive world.

Whether it's reducing our carbon footprint, empowering underrepresented communities, or strengthening data integrity and governance, we are aligning our growth with long-term, meaningful impact.

This Sustainability Report captures the strides we've made, the outcomes we've delivered, and the values that steer us forward. It reflects our promise to grow responsibly with people, planet, and purpose in mind.



## About Infogain

**Infogain is a leader in digital customer experience engineering company** based in Silicon Valley. We engineer business outcomes for Fortune 500 companies and digital natives in the technology, healthcare, insurance, travel, telecom, and retail/CPG industries. This accelerates experience-led transformation in the delivery of digital platforms using technologies such as cloud, microservices, automation, IoT, and artificial intelligence. Infogain is a multi-cloud leader across hyperscale cloud providers – Microsoft Azure, Google Cloud Platform, and Amazon Web Services.

**Infogain, an Apax Funds portfolio** company, has offices in California, Washington, Texas, the UK, & Singapore, with delivery centers in Seattle, Dallas, Montevideo, Kraków, Noida, Bengaluru, Pune, Gurgaon, Mumbai, Kochi, Kannur and Cayman Islands.

## From Our CEO

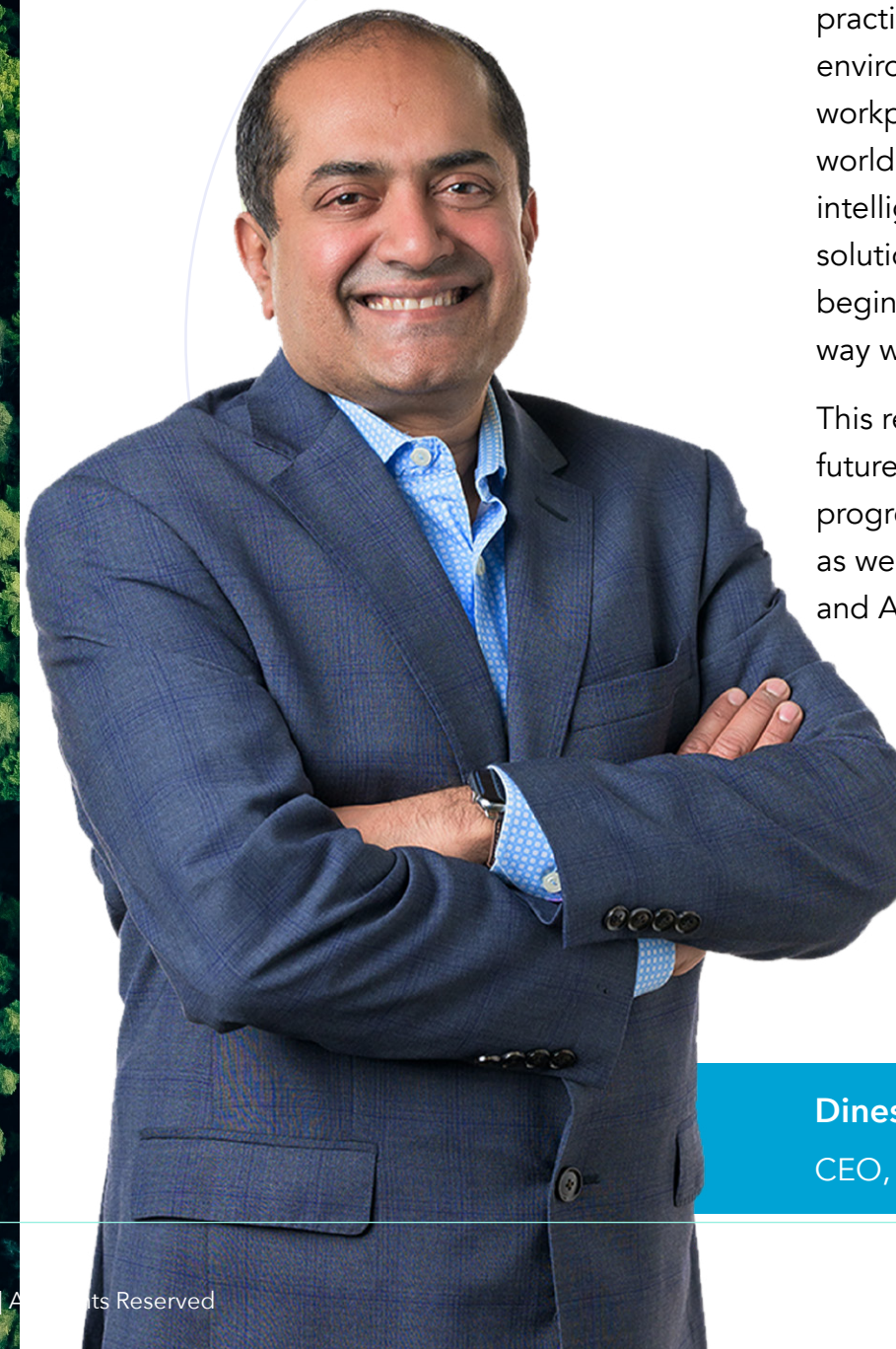
At Infogain, transformation is at the heart of everything we do. Over the years, we've helped enterprises evolve into more agile, data-driven, and customer-centric organizations using technology not just as an enabler, but as a force for lasting impact.

### **Our belief is simple: innovation must serve a greater purpose.**

As artificial intelligence reshapes how businesses operate, we're focused on applying it responsibly to drive efficiency, reduce waste, and uncover new ways to solve complex challenges. This alignment between digital innovation and environmental responsibility is increasingly becoming a part of how we deliver value.

While our ESG journey is still unfolding, our commitment is clear, to embed ethical practices, act mindfully towards the environment, and foster inclusive workplaces that reflect the diversity of the world we live in. Whether it's through intelligent automation, energy-efficient solutions, or inclusive AI design, we are beginning to build sustainability into the way we deliver value.

This report is a reflection of our efforts and future intent. We are excited to share our progress, and we invite you to walk with us as we shape a more sustainable, equitable, and AI-powered future together.



**“Our Belief Is Simple: Innovation Must Serve A Greater Purpose.”**

**Dinesh Venugopal**  
CEO, Infogain



## ENVIRONMENT

### Towards a Carbon-Neutral Future by 2030

At Infogain, we recognize that building a better future begins with the choices we make today. Our commitment to environmental sustainability is rooted in mindful action going back to 2019 from minimizing our carbon footprint to integrating renewable energy into our operations. As a global technology company, we understand the influence we can have, and we're dedicated to using that influence responsibly to protect the planet, support communities, and inspire positive change.

### Energy Efficiency & Emission Reduction

We are actively working to lower our environmental footprint through energy upgrades and responsible choices:

- We upgraded the generators at our Noida office to low-emission, eco-friendly generators that reduce harmful NOx and PM emissions by up to 90%, improve fuel efficiency, and extend the lifespan of the equipment in January 2024.
- We also replaced internal combustion engines (ICE) vehicles with CNG/Electric alternatives at our Noida and Bangalore offices, and we aggressively replaced high-consumption fluorescent lights with energy-efficient LEDs.
- We also conducted a greenhouse gas (GHG) production inventory, calculated our direct and indirect carbon emissions, and found ways to reduce them.

### Solar Expansion at Our Facilities

We are committed to reducing dependence on fossil fuels and are making a conscious push to use solar energy instead.

- In March 2023, we began to install solar panels in our Noida facility. In July 2024, we added 70 KW of panels, which helped to reduce its overall electricity consumption by ~30%.
- We also installed solar panels in our Bangalore facility, which has reduced energy consumption by ~26%.

### Tracking Our Carbon Emissions

As part of our journey toward net-zero, we have completed a comprehensive inventory of our direct and indirect greenhouse gas (GHG) emissions. In April 2024, our per capita GHG emissions stood at 1.1, with total emissions recorded at 6,069 CO<sub>2</sub>MT. This represents a roughly 10% reduction from our 2022 levels.

Our environmental journey is ongoing and intentional. From energy-efficient infrastructure to grassroots volunteering, the introduction of biophilic spaces in our offices, and green innovations, each step reflects our values in action. These efforts span India, the US, UK, Poland, Uruguay, Singapore, UAE, and other locations where we operate.





## SOCIAL

### Success is meant to be shared.

We believe growth is truly meaningful when it uplifts others. Our social initiatives are focused on giving back, empowering communities, and making a measurable difference.

We continue to invest 2 percent of our profits in nonprofit and non-governmental organizations fighting food insecurity, supporting education for low-income communities, and providing medical care for those in need.

The examples below capture just a few of our many efforts across education, health & nutrition, and environment in 2024. Together, these initiatives reflect our commitment to lasting impact, while many other local programs and employee-led activities continue to drive positive change across our global communities.



### Education

We support lifelong learning and skill development through local partnerships and employee-led initiatives that were focused on people in the places where we do business:

- **US:** Hosted a career exploration and mentoring event and held a fundraising auction for 150 attendees to support middle school education programs.
- **India:** We helped to inaugurate a lab with advanced equipment in the E&E Lab at Sri Jayachamarajendra (Government) Polytechnic College, Bangalore. This initiative will enhance the "Fundamentals of Automation Technology" course with cutting-edge PLC Systems, Digital Storage Oscilloscopes, and Function Generators to provide top-notch educational resources to empower over 300+ students each year.
- **UK:** Donated essential learning materials and equipment to support 60+ children through a local CSR initiative.
- **Uruguay:** Ran a reading workshop, a Children's Day campaign for 40+ children, Independence Day celebration and organized school donation drives.
- **Poland:** Led interactive STEM education sessions to introduce students to science and technology.





## Health & Nutrition

Promoting well-being through food security, inclusivity, and community health:

- **US:** Partnered with Special Olympics to pack 200+ snack bags for athletes with intellectual disabilities and crafted 20+ blankets with Heroes for Children for children undergoing cancer treatment.
- **India:** Served 1,200+ mid-day meals with Akshaya Patra Foundation and organized nationwide donation drives during Joy of Giving Month and World Food Day.
- **UK:** Provided 1,600+ meals and warm clothes to families in need through Trussell Trust – Camden Food Bank.
- **UAE:** Distributed 270+ meals and hosted a blood donation drive with Dubai Blood Donation Center.
- **Singapore:** Partnered and distributed food supplies to 50 beneficiaries.
- **Uruguay:** Prepared 30 Christmas baskets with food for families through Fundación Retoño.
- **Poland:** Helped 150 people with physical disabilities through Business Run Poland.

## Environment

Driving positive change for people and the planet:

- **US:** Partnered with Belltown United in their mission to reduce crime, preserve local heritage, revitalize the community, and celebrate local art by supporting the Belltown Mural Festival. Seattle Mayor Bruce Harrell joined our Seattle office for the unveiling of a mural painted by local artists Sam Swanson and Craig Cundiff.
- **India:** Over 100 volunteers contributed to reforestation by creating 4,000 seed balls, while 63 more planted over 1,200 trees across six cities. Infogainers also upcycled old T-shirts into tote bags, which were donated to beneficiaries of Akshaya Patra.
- **Uruguay:** Volunteers prepared seedlings for children to take home and for a school garden.
- **Poland:** Provided aid to 8,300+ flood victims affected by Central European floods





## Partners

As a global company, we collaborate with organizations that make a meaningful difference in the communities where we live and work, supporting local causes and shared values.





## DIVERSITY

### We believe in equal opportunity, representation, and respect for all.

At Infogain, diversity isn't a policy—it's a mindset that shapes our culture, guides our decisions, and fuels innovation. Through ongoing dialogue, deliberate action, and measurable change we are committed to building and sustaining a workplace where all employees feel empowered, supported, and celebrated for who they are.

### Empowering Inclusion Worldwide

We see inclusion as a catalyst for progress. A diverse workforce brings unique perspectives, sparks innovation, strengthens collaboration, and builds stronger connections with the world we serve.

We also believe the tech industry needs greater opportunities and representation for women—and we're committed to driving that change. Empowering women is a critical pillar of our commitment to diversity, equity, and inclusion. We strive to create an environment where women can thrive across technology, management, and leadership roles .

Women now make up 25% of our Board of Directors and we expect 31% of our workforce to be women by FY25.

In 2024, Infogain offices worldwide marked key DEI observances, creating meaningful engagement and fostering awareness:

- **International Women's Day:** Sessions on self-worth, financial literacy, health, mental wellness, strategic thinking, and storytelling. Featured a fireside chat with Abha Dogra, CTO at CAE.
- **Pride Month:** Global celebrations including Human Library sessions, a talk by rainbow parent Aruna Desai, in-office events, awareness mailers, and allyship pledges by leaders.
- **Men's Month (November):** Focused on mental health, mentorship, and positive influence, with employee stories and in-office celebrations.
- **Self-Defence Month:** Live expert-led sessions and campaigns on personal safety awareness.

### Grow Together: Inclusion Through Listening and Action

While our values define what we stand for, our culture defines how we live it. We believe growth happens when everyone is heard and supported. We actively engage with women and underrepresented groups including LGBTQIA+ and ethnically diverse employees—to better understand their needs and create meaningful change. This dialogue has shaped inclusive policies around gender equity, accessibility, and LGBTQIA+ rights, and has informed how we support women in tech. Through workshops on self-worth, mental wellness, financial decision-making, and storytelling, we are helping every employee grow—personally and professionally.

### The Four E's Framework

We bring DEI to life through four essential pillars:

**Educate:** Raise awareness on biases and inclusion through training and resources

**Engage:** Involve diverse voices in decisions and workplace practices

**Empathize:** Foster deeper understanding by listening to underrepresented experiences

**Expect Accountability:** DEI is not optional—it's integral to who we are

### Fostering Cultural Intelligence

To strengthen collaboration across global teams, our HR team launched the Cultural Academy —a program helping Infogainers understand regional nuances across the UK, US, Uruguay, India, Singapore, and Poland. It enhances communication, empathy, and effectiveness in multicultural settings, enabling teams to thrive globally.





## GOVERNANCE

### Integrity isn't just a principle, it's a practice.

Our culture of responsibility, transparency, and accountability is deeply rooted in how we operate and serve all our stakeholders. As technology especially AI, evolves rapidly, we recognize the growing need for governance that is ethical, inclusive, and future-ready.

We are committed to upholding the highest legal and ethical standards. As leaders in the digital transformation space, we also proactively address emerging challenges—particularly around the responsible use of AI and the governance of both structured and unstructured data. Our approach is not just about compliance, but about shaping a digital future that is trustworthy, fair, and human-centered.

To ensure company-wide alignment, we have institutionalized key policies that guide ethical behavior and corporate decision-making. These policies are communicated across all levels of the organization and are expected to be upheld in both letter and spirit:

- Anti-corruption and anti-competitive conduct
- Conflict of interest
- Risk management and oversight
- Related party transactions
- Whistleblower policy

As we grow, we continue to strengthen our governance framework so we can act decisively, operate responsibly, and lead with purpose.

## LOOKING AHEAD

At Infogain, we view Sustainability not as a checklist, but as a commitment to creating lasting value for our people, our clients, our communities, and the planet. While there is more to do, we are proud of the progress we've made and remain focused on building a sustainable, inclusive, and responsible future. Together, we will continue to grow with purpose.

**"Success is meant to be shared."**

**"Towards a Carbon-Neutral Future by 2030."**

**"We believe in equal opportunity, representation, and respect for all."**

**"Integrity isn't just a principle, it's a practice."**





#### Los Gatos

485 Alberto Way, Suite 100  
Los Gatos, CA 95032  
+1 408 355 6000

#### Austin

108 Wild Basin Rd South,  
Suite 232  
Austin, TX 78746  
+1 512 212 4070

#### Bengaluru

Fortune Scion Business  
Centre  
90 B, West Avenue  
Electronics City Phase-1  
Bengaluru – 560 100  
+91 80 4900 6900

#### Dubai

Office No. 1406  
Mazaya Business Avenue  
BB2, JLT  
Dubai, United Arab Emirates  
+971 4 892 5831

#### Irvine

41 Corporate Park, Suite  
390 Irvine, CA 92606  
+1 949 223 5100

#### Toronto

2425 Matheson Boulevard East.  
906, Mississauga  
Toronto, Ontario L4W 5K4  
Canada  
+1 365-645-8037

#### Gurgaon

DLF Cyber City SEZ  
Building # 14, 4th Floor  
Tower B, DLF Cyber City  
Phase-3, Gurgaon 122002  
+91 124 4953 400

#### Singapore

Pte. Ltd  
144 Robinson Road  
#13-01 Robinson Square  
Singapore 068908  
+65 62741455

#### Seattle

2226 3rd Ave., Suite 300  
Seattle, WA 98121  
+1 206 407 3173

#### Noida / New Delhi

A-16, Sector 60, Noida  
Gautam Buddh Nagar –  
201301  
+91 12 0244 5144

#### Impaqtive Technologies India Pvt. Ltd.

2nd Floor, Prestige Cyber  
Green  
Smart City Road, Kakkanad  
Kochi - 682042, Kerala, India

#### Shanghai Digital Technologies Limited

1st Floor, Building 1,  
No. 1755 Hongmei South Road,  
Minhang District, Shanghai  
(China)

#### Dallas

5550 Granite Pkwy.,  
Suite 100 Plano, TX 75024  
+1 469 983 8240

#### Mumbai

2nd Floor, IndiQube Lakeview  
L&T Business Park, L&T TC IV  
Chandivali, Powai  
Mumbai – 400 093  
+91 022 66956969

#### London

Citibase, Millbank Tower  
21-24 Millbank  
London SW1P 4QP  
+44 203 3557594

#### Uruguay

World Trade Center Free Zone  
-Tower 1- Luis Bonavita 1294,  
Suite 1906 ,11300  
+598 26242479

#### Houston

6671 Southwest Fwy,  
Suite 700 Houston,  
Texas 77074  
+1 281-857-8014

#### Pune

Unit No. 703, 7th Floor  
Amar Tech Park  
Patil Nagar, Balewadi  
Pune – 411045  
+91 20 4916 4000

#### Kraków

Saska 25D, 30-720,  
Kraków, Poland  
+48 502 444 198

