Apexon

ANNUAL
SUSTAINABILITY

Report 2023

CONTENTS

CORPORATE OVERVIEW

(GRI 2-1)

At Apexon, we are proud to introduce our first sustainability report, underlining our commitment to Environmental, Social, and Governance (ESG) principles as a cornerstone of our business strategy. This report is based on the theme *"Beyond Bytes: Embracing Sustainability in the Digital Age,"* reflecting our efforts to integrate sustainability into our core operations and long-term growth.

Aligned with the Global Reporting Initiative (GRI) standards, including GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021, this report also showcases our active support of the United Nations Sustainable Development Goals (UNSDGs) and participation in the Carbon Disclosure Project (CDP). Apexon's commitment is reinforced by our adherence to industry-leading sustainability frameworks, driving responsible business practices.

Entities included in the organization's sustainability reporting (GRI 2-2)

This sustainability report encompasses Apexon's global operations, including our headquarters in Silicon Valley and offices in the US, UK, and India. It covers activities related to our digital transformation, cloud computing, and data analytics services.

- The subsidiaries and entities included in this report operate in alignment with our Environmental, Social, and Governance (ESG) commitments and form an integral part of our comprehensive sustainability strategy

USA	India	UK
- Guadalajara - Santa Clara - Bellevue - Chicago - Dallas - Dublin - Princeton - Southfield	- Ahmedabad - Bengaluru - Chennai - Coimbatore - Hyderabad - Mumbai - Pune	Sunderland

Reporting Period, Frequency, and Contact Point:
(GRI 2-3)

The data, initiatives, and metrics detailed in this report relate to the calendar year 2023, encompassing the period from January 1, 2023, to December 31, 2023. This report provides an overview of our business model, strategic direction, key risks, opportunities, overall performance, and outlook for the future. We have taken great care to ensure the accuracy and thoroughness of the information disclosed. For any inquiries or further information, please contact us at apexon_esg@apexon.com or visit our website at https://www.apexon.com/.

Restatements of Information
(GRI 2-4)

Being the first Sustainability Report of calendar year 2023, this report has no restatement of information as our scale and accounting methodology of indicators remain unchanged.

External Assurance
(GRI 2-5)

Apexon engages an independent external assurance provider to verify our sustainability report annually, ensuring the accuracy, transparency, and reliability of our disclosures. The assurance process is overseen by our Board of Directors and senior leadership to uphold the highest standards of governance. For the calendar year 2023, the report has been externally assured in accordance with Global Reporting Initiative (GRI) standards and the AA1000 V.3 framework. The assurance provider operates independently, delivering an objective and impartial evaluation of our sustainability practices.

INTRODUCTION

Driving Environmental Impact through Technology

At Apexon, we are committed to driving environmental sustainability through innovative technology. We prioritize integrating eco-friendly practices across our IT services, from implementing energy-efficient data centers to optimizing resource use in our cloud solutions. Our efforts are focused on reducing our carbon footprint while supporting global environmental objectives, ensuring that our technological advancements align with sustainable growth. Empowering Communities through Our Services

Social responsibility is a core pillar of our mission at Apexon. We are dedicated to empowering communities through initiatives that foster learning, skill development, diversity, and digital inclusion. By promoting these values within our workforce, we aim to contribute to the well-being and growth of the communities we serve, creating opportunities for advancement and positive change through technology. Commitment to Transparent Governance

At Apexon, integrity and transparency are the cornerstones of our governance practices. We are committed to conducting business with the highest ethical standards, guided by a governance framework that promotes responsible decision-making and accountability. This approach reflects our unwavering dedication to earning and maintaining the trust and confidence of our clients and stakeholders. Enhancing Capabilities through Continuous Improvement

We believe in the power of continuous improvement. Regular audits and ongoing training are integral to our process, enabling us to enhance our service delivery and operational efficiency. Through continuous investment in team development and the refinement of our processes, we are committed to achieving excellence across all facets of our IT services.

Innovating for a Sustainable Future

Looking ahead, Apexon is committed to driving innovation that supports sustainability. We are focused on harnessing our IT capabilities to address emerging challenges and creating solutions that contribute to a more sustainable future. We are dedicated to delivering value to our clients while advancing critical environmental and social objectives, ensuring we remain leaders in responsible and purposeful innovation.

A WORD FROM OUR EXECUTIVES

Message from the CEO, Sriniketh Chakravarthi

"Leading with sustainability at the heart of our vision."
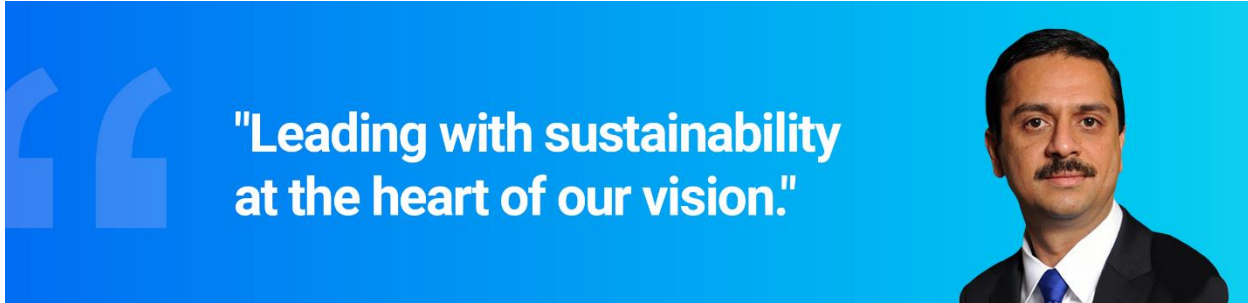
"Sustainability is integral to our vision at Apexon, shaping our strategy and operations at every level. Our commitment to Environmental, Social, and Governance (ESG) principles drives us to innovate in ways that significantly reduce our carbon footprint and optimize resource management while upholding the highest standards of transparency and ethical governance. Through comprehensive audits and adherence to global reporting frameworks, we ensure our ESG initiatives are both impactful and credible. As we navigate the evolving landscape of technology and sustainability, we remain focused on advancing practices that set new benchmarks for responsible leadership and industry excellence."

Message from the Executive Chair, Sumithra Gomatam

"Guiding Apexon towards a future rooted in responsible practices."
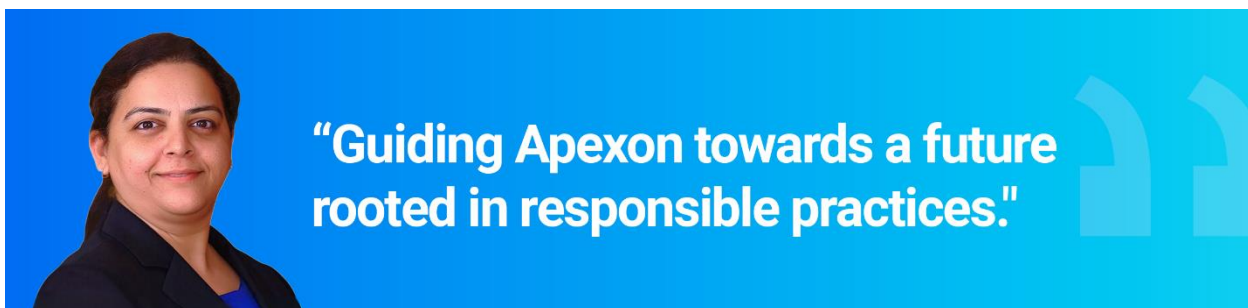
"As Executive Co-Chair, I am proud of Apexon's unwavering commitment to integrating ESG principles into every facet of our organization. Our strategic initiatives are designed to reduce

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environmental impact, promote ethical governance, and foster social responsibility. By strengthening our governance frameworks and prioritizing transparency, we continue to build trust with our stakeholders. Our focus on diversity and employee development ensures a positive, resilient workplace. Looking ahead, we remain dedicated to advancing our sustainability efforts and setting new benchmarks in responsible leadership."

Message from the Executive Co-Chair, Somesh Khanna

"Driving progress through responsible and innovative approaches."

"At Apexon, we view ESG as a core driver of our long-term strategy, shaping how we innovate and operate. Our sustainability goals are propelled by a commitment to energy-efficient solutions and responsible practices, ensuring meaningful environmental progress. Upholding the highest standards of governance and transparency, we make sure our initiatives are both effective and accountable. Our investment in employee development strengthens our resilience and fosters a positive work environment. Looking ahead, we are dedicated to further integrating ESG principles and driving sustainable solutions with lasting impact."

Message from the Group Chief Financial Officer & Chief Administrative Officer, Vinu Venkatesh

"Aligning financial strategies with our commitment to sustainability."
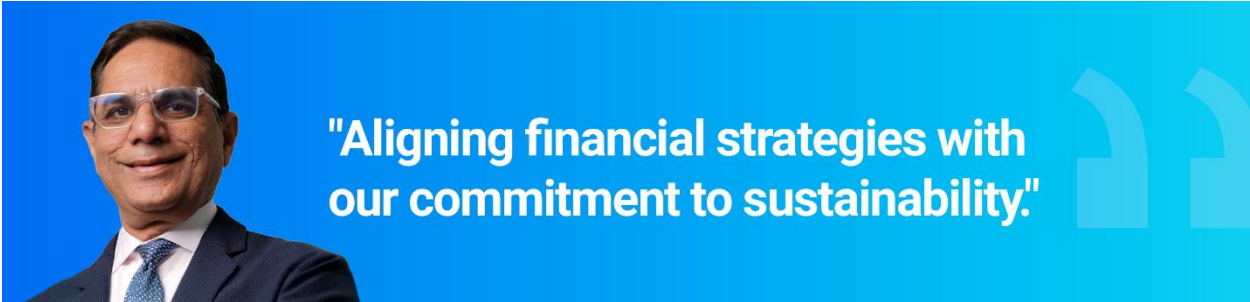
"At Apexon, our financial strategies are deeply intertwined with our commitment to ESG principles. We prioritize investments in sustainable practices and resource management to reduce environmental impact while upholding the highest standards of governance through transparency and regular audits. By supporting social responsibility initiatives, including employee development and diversity, we foster a positive organizational culture. Our financial planning is driven by the goal of achieving long-term sustainability, delivering value to both our stakeholders and the broader community. "

Message from the Director, Rutesh Shah
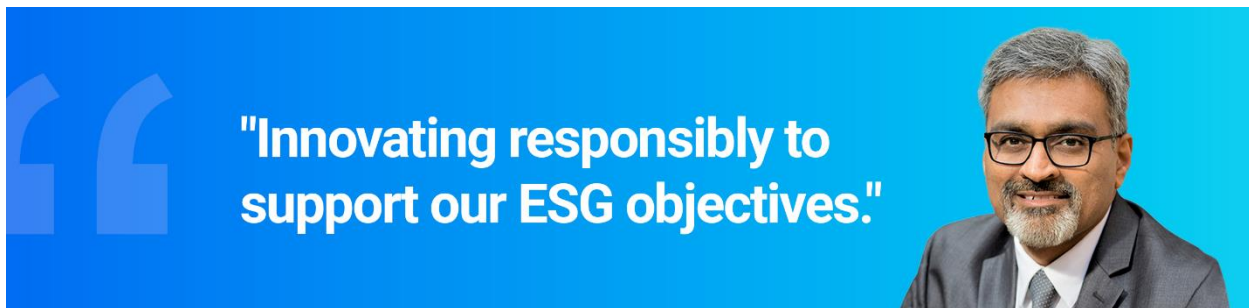
"At Apexon, we are committed to leveraging our technological expertise to drive meaningful progress toward our ESG objectives. By implementing energy-efficient solutions and sustainable practices, we align our innovation with responsible business operations. We uphold the highest standards of governance and transparency to ensure that our advancements are both impactful and accountable. Through continuous improvement and investment in our workforce, we strengthen our capabilities and contribute to a sustainable future. Innovation remains at the heart of our approach as we set new standards for responsible technology practices."

DRIVING SUSTAINABILITY & PROMOTING RESPONSIBLE PRACTICES

Innovation For Lasting Impact

Our Vision: Elevate human experience through digital innovation.

Our Mission: Combine best-in-class talent and solutions in Engineering, Experience and Data to accelerate our clients' digital journey and drive powerful business outcomes.

Our Values: Our Apexon Associates live our six key values, below. Together they create Apexon's culture.

- **Integrity:** Establishing trust amongst our peers & clients
- **Authenticity:** Being ourselves, true to our own personality
- **Empathy:** Treating others as we would treat ourselves
- **Community:** Fostering collaborative experience which create positive outcomes for all
- **Entrepreneurial Spirit:** Encouraging continuous innovation, exploration
- **Excellence:** Setting the highest standards for one another

Apexon aspires to lead the IT industry along with championing sustainability through innovative solutions and responsible practices.

At Apexon, sustainability isn't just part of our strategy—it's the driving force behind our vision for a transformative future. We are committed to pioneering a new era where Environmental, Social, and Governance (ESG) principles are seamlessly integrated into every facet of our operations, setting us apart as leaders in the IT industry.

Revolutionizing Environmental Stewardship

We envision a future where our technological innovations are synonymous with environmental excellence. By harnessing the power of cutting-edge technologies, we aim to redefine the standards of sustainability. Our commitment to reducing our carbon footprint is embedded in our design and operational processes, from energy-efficient data centres to eco-friendly cloud solutions. Apexon is dedicated to leading the charge in environmental stewardship, striving to not only meet but exceed industry benchmarks. Our goal is to inspire others through our

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achievements in reducing resource consumption and waste, demonstrating that sustainable technology is both achievable and essential.

Championing Social Responsibility

At Apexon, we see a future where social responsibility is a cornerstone of our success. We are passionate about fostering an inclusive and dynamic workplace where every individual thrives. Our vision extends beyond our company to the broader community, where we actively engage in initiatives that promote equal opportunities and societal well-being. By championing diversity, investing in our workforce, and supporting meaningful social causes, we aim to create a ripple effect of positive change. Our commitment to social responsibility positions us as a leader in cultivating a supportive and empowering environment, reflecting our core values and driving collective progress.

Exemplifying Governance Excellence

Governance excellence is at the heart of our ambition to lead with integrity and transparency. We are dedicated to upholding the highest standards of ethical conduct and accountability. Our comprehensive governance framework ensures that every decision we make aligns with our ESG goals, fostering trust and confidence among our stakeholders. Through rigorous compliance measures and regular audits, we set the bar for transparency and responsibility in the industry. Apexon's leadership in governance reflects our commitment to building a resilient organization that stands as a beacon of integrity and ethical practice.

Driving Innovation Forward

Innovation fuels our quest to lead in sustainability. Our vision is to continuously evolve, develop solutions that not only improve operational efficiency but also establish new benchmarks for sustainable practices. By fostering a culture of creativity and forward-thinking, we are shaping the future of the IT industry and proving that sustainability and innovation go hand in hand.

Aspiring to Lead

At Apexon, our vision for sustainability is bold and transformative. We are not merely aiming to meet industry standards but to set them, through innovative strategies and a deep commitment to embedding ESG principles into our core operations. Our approach focuses on actionable, responsible change—driven by strategic investments and close collaboration with stakeholders. We see sustainability as a defining feature of our leadership, positioning us to create lasting impact and reshape the future of the IT industry. This is not just a commitment—it's our blueprint for progress.

SUSTAINABILITY DASHBOARD

Environmental

Environmental Metrics	Value
Total Energy Consumed	632.1 TCO2 eq
Energy From Renewable Sources	2.9 TCO2eq
Scope 1 Emissions	1.4 TCO2eq
Scope 2 Emissions	629.2 TCO2eq
Scope 3 Emissions	14649.8 TCO2eq

Social

Social Metrics	Percentage (%)
Male Workforce	66.04
Female Workforce	33.91
Gender Not Disclosed	0.05

Governance

Governance Metrics	Data
Certifications and Endorsements	ISO 27001:2022 Certificate, PCI- DSS Certificate
Board meetings held	04
Cases of Corruption	00
Code of Conduct Compliance	Yes

Board Meeting Attendance	More than 90%

Milestones in Sustainability: A Journey of Progress

Apexon's sustainability journey reflects our dedication to building a responsible and resilient business. In 2023, we took significant steps toward reducing our environmental impact by adopting greener technologies, increasing renewable energy consumption through solar power, and transitioning to green buildings. These milestones mark our commitment to integrating sustainable solutions into our operations and driving innovation for a more sustainable future.

In line with our commitment, we undertook a comprehensive ESG Benchmarking and Maturity Assessment. This vital step helped the organization measure its environmental, social, and governance (ESG) performance against industry standards.

Following the assessment, we formed an ESG Executive Committee to steer the Company's sustainability efforts. This has played a pivotal role in defining Apexon's ESG Charter, setting the foundation for policies that drive positive outcomes in environmental stewardship, social responsibility, and corporate governance.

Apexon, our sustainability journey is marked by key milestones that reflect our deep commitment to environmental responsibility and transparent operations. We are focused on obtaining critical certifications, such as ISO 14001:2015 for Environmental Management Systems and GHG Emissions Inventory Assurance based on ISO 14064 principles, underscoring our dedication to robust environmental management and reducing greenhouse gas emissions.

A cornerstone of our efforts is the *Ignite Charter*, through which sustainability is a key focus. Over the past two years, we have planted more than 10,000 trees, contributing significantly to environmental restoration and carbon footprint reduction, all in line with our vision for a greener future.

Beyond environmental initiatives, we foster a culture of sustainability within the organization by hosting regular awareness sessions, ensuring employees at all levels actively contribute to our shared mission. Additionally, we have redefined our procurement policies to prioritize sustainability, ensuring that our supply chain aligns with our values of responsible sourcing and operations.

These initiatives, embedded into the core of our business, drive Apexon's purpose and growth, positioning us to lead with sustainability at the forefront of our success.

Transforming Local Expertise into Global Excellence (GRI 2-1)

Apexon is committed to carry out its business operations with sustainability at its core, with offices across North America, Latin America, Europe, and Asia. This strategic global presence enables us to align local expertise with international best practices, ensuring our sustainability initiatives are both regionally relevant and globally impactful. As a leader in digital transformation, Apexon leverages its global reach to drive meaningful change, fostering sustainability excellence on a worldwide scale.

North America

Apexon's strong presence across key U.S. cities, including Michigan, California, New Jersey, Ohio, Illinois, and Texas, positions us at the forefront of digital transformation in North America. Specializing in digital engineering and data analytics, we empower businesses to optimize resources and enhance operational efficiency through advanced, cloud-native solutions. Our efforts drive innovation and competitiveness across industries such as healthcare, financial services, and retail, ensuring sustainable growth in a rapidly evolving market.

Europe

In Europe, Apexon operates from Sunderland, driving digital transformation across key sectors such as financial services, healthcare, and life sciences. By integrating cutting-edge technology, we develop efficient IT infrastructures that comply with stringent regional data protection regulations. Through advanced analytics and AI solutions, Apexon empowers European clients to optimize digital processes, enhance data management, and improve operational efficiency, aligning with the unique demands of these vital industries.

Asia

Apexon's operations in Asia, spanning key tech hubs such as Ahmedabad, Bangalore, Chennai, Coimbatore, Hyderabad, Mumbai, and Pune, are centered on driving digital innovation with a focus on scalability and efficiency. Leveraging its presence in these dynamic cities, Apexon delivers smart infrastructure solutions that enhance digital resilience. Our AI-powered analytics and customer experience solutions help businesses streamline operations, improve efficiency, and support the region's rapid technological growth while integrating sustainable practices where applicable.

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Latin America

In Latin America, Apexon plays a pivotal role in advancing digital transformation, with a strong presence in key cities like Guadalajara. We provide tailored digital services, including data analytics, cloud solutions, and customer experience management, to help businesses modernize operations with a focus on efficiency and resource optimization. By leveraging local expertise, Apexon drives digital innovation across the region, supporting technological advancement while integrating sustainable practices where relevant.

Global Impact Through Local Action (GRI 2-1)

Apexon's commitment to sustainability is demonstrated through its ability to integrate global standards with local actions across North America, Latin America, Europe, and Asia. The company adheres to the Global Reporting Initiative (GRI) standards, ensuring transparency and accountability in its sustainability reporting. By leveraging its global presence, Apexon not only meets its sustainability commitments but also empowers clients worldwide to achieve their environmental and social goals, building a more sustainable digital future.

Shaping The Future: Apexon's Pivotal Role in Redefining The Digital Landscape
(Gri 2-6)

Experience Services: Apexon's expertise in UI/UX design and Salesforce integration drives the efficiency and usability of digital platforms. By enhancing user experiences and optimizing CRM systems, we enable the development of cutting-edge technologies and infrastructure, contributing to the evolution of industry standards and supporting sustainable digital transformation.

Digital Engineering Services: Apexon's Digital Engineering services, spanning Cloud Native platform development, IoT solutions, Application Development, and Quality Engineering, are at the forefront of driving technological innovation and sustainable infrastructure. Our Cloud Native platforms enable scalable, resilient systems; IoT solutions enhance connectivity and resource efficiency; application development powers new technological advancements; and quality engineering upholds high standards of performance and reliability, ensuring lasting impact across industries.

Data Analytics Services: Apexon's Data Analytics services—spanning Data Strategy, Engineering, Visualization, Management, and Data Sciences—equip businesses with the insights and tools needed to fuel innovation. Our effective data management and advanced analytics

solutions drive the development of new technologies, enhance existing infrastructure, and support sustainable growth, fostering industry-wide advancement.

Artificial Intelligence Services: Apexon's Artificial Intelligence services- including Generative AI, Advanced Analytics, and Intelligent Automation are at the forefront of driving transformative technological innovation. Generative AI powers the creation of innovative solutions, advanced analytics unlocks deep insights for driving innovation, and intelligent automation optimizes processes. Together, these capabilities enhance industry potential and foster the development of sustainable, future-ready infrastructure.

At Apexon, we deliver cutting-edge IT solutions across a diverse range of industries, driving innovation and operational excellence. In healthcare, we enhance patient care and efficiency through advanced technology and data-driven insights. Our expertise in life sciences fuels research and innovation with sophisticated data analytics and digital tools. In financial services, we optimize operations and client engagement with secure, robust IT systems. For the high-tech sector, our digital engineering and AI solutions accelerate technological progress. In retail, we improve customer interactions and streamline operations with tailored IT services, while our advanced digital solutions propel the automotive industry forward. Apexon's unwavering commitment to excellence empowers these sectors, advancing growth and achieving industry-specific goals.

DRIVING INNOVATION, SHAPING THE FUTURE

At Apexon, we are committed to driving innovation while shaping a sustainable future. As leaders in UI/UX design, Salesforce integration, digital engineering, and advanced data analytics, we understand the critical need to incorporate environmental responsibility into our business practices. Our focus on sustainability drives efforts to enhance energy efficiency, minimize waste, and address climate change through innovative solutions. By integrating sustainable practices across our operations and promoting responsible resource use, we aim to set a new standard in the IT industry. As we grow, our commitment to environmental stewardship ensures we contribute to a greener future while fostering a culture of responsibility.

AWARDS AND RECOGNITIONS

(GRI 2-6, 2-28)

Apexon has consistently demonstrated excellence across various domains, receiving numerous accolades that reflect our commitment to innovation, growth, and quality. Here are some of our notable achievements:

- **Great Place To Work® Institute**
  Best Places to Work – Certified (2023)
  Apexon has been certified as a great workplace in the USA (Feb 2023), UK (Dec 2022-2023, and India (Feb 2023) by the independent analysts at Great Place to Work®.

- **Stevie Awards**
  Bronze Winner – 2022
  Recognized as a bronze winner for Best Technical Support Strategy and Implementation.

- **Ernst & Young LLP**
  Entrepreneur Of The Year® 2022 East Central Award Winner
  Awarded to Vamsi Kora for outstanding entrepreneurial achievements.

- **DotCOMM Awards**
  Platinum Award – 2021
  Awarded for the 2020 Annual Report "A Symphony of Excellence" in the Best Owned Media, eAnnual Report category.

- **MerComm ARC Awards**
  Silver Award – 2021
  Received for the 2020 Annual Report "A Symphony of Excellence" in the Best PDF Version of Annual Report category.

- **DotComm Awards**
  Gold Award – 2019
  Recognized for the Digital Transformation Channel in Best Digital Marketing & Communication Campaigns & Social Media Campaign.

  These accolades underscore our commitment to excellence and innovation as we continue to grow and enhance our services.

SYNERGY IN ACTION: OUR APPROACH TO STAKEHOLDER ENGAGEMENT

(GRI 2-25, 2-26, 2-29)

Stakeholder Identification

At Apexon, we understand that our success is deeply connected to meaningful engagement with a diverse range of stakeholders. Proactively identifying and collaborating with clients, employees, investors, partners, and regulators allows us to address their interests, concerns, and expectations.

By fostering strong relationships and aligning our operations with both business objectives and social responsibilities, we drive innovation, anticipate trends, manage risks, and deliver sustainable value across all areas of our business.

Stakeholder Group	Communication Channels	Engagement Frequency	Key Concerns	Response Strategies	Follow-Up Actions
Clients	Surveys, Feedback Forms, Client Meetings NPS – We do a third party NPS Exercise as well	Quarterly	Service quality, Timeliness, Support	Regular updates, Dedicated support teams	Analyze feedback trends, Implement improvement plans
Employees	Internal Newsletters, Meetings, Hotlines	Monthly	Work conditions, Career development, Workplace culture	Regular training, Open-door policy, Career advancement	Conduct employee satisfaction surveys, Address concerns

Investors	Annual Reports, Investor Briefings, Webinars	Annually, As needed	Financial performance, ESG practices, Risk management	Transparent reporting, Regular briefings	Update on ESG progress, Financial performance reviews
Community Members	Community Outreach Programs, Social Media	As events occur	Local impact, Environmental practices, Community support	Engage in community projects, Environmental initiatives	Evaluate community feedback, Adjust engagement efforts
Industry Peers	Industry Forums, Conferences, Professional Associations	Biannually	Industry standards, Best practices, Collaboration opportunities	Participate in forums, Share best practices	Collaborate on industry-wide sustainability initiatives

Apexon is dedicated to engaging with stakeholders through transparent, meaningful, and inclusive communication channels. Our approach aligns with GRI standards, ensuring that our stakeholder engagement is effective, responsive, and conducive to addressing potential impacts. Here's how we implement our stakeholder engagement practices:

1. **Interactive Workshops and Forums**

At Apexon, we engage stakeholders through interactive workshops and forums, fostering direct dialogue on our sustainability initiatives and business practices. These sessions enable real-time feedback and collaborative problem-solving, ensuring that our strategies align with stakeholder expectations while driving continuous improvement in our sustainability efforts

2**. Surveys and Polls**

We leverage interactive surveys and polls to gather valuable feedback from stakeholders on key aspects of our business, such as customer satisfaction, employee engagement, and community

impact. This approach integrates stakeholder insights into our sustainability initiatives and broader business strategies, promoting continuous improvement and alignment with stakeholder expectations.

3. Stakeholder Advisory Panels

We establish stakeholder advisory panels comprised of key stakeholders who provide ongoing insights on our strategic initiatives and sustainability goals. These panels ensure that diverse perspectives are incorporated into our decision-making processes, aligning our objectives with stakeholder expectations and driving sustainable growth.

4. Investor Webinars and Reports

At Apexon, we engage investors through webinars and comprehensive reports, providing updates on our ESG performance, financial health, and strategic direction. These platforms ensure transparency, foster investor confidence, and align our sustainability efforts with long-term business objectives.

5. Community Engagement Activities

We actively engage with communities by participating in and sponsoring local events, environmental initiatives, and educational programs. These activities strengthen our relationships with the communities we serve, foster local development, and reinforce our commitment to sustainability and social responsibility.

6. Industry Conferences and Symposia

Being involved in industry conferences and symposia allows us to stay ahead of emerging trends, share insights, and collaborate with peers. This engagement reinforces our commitment to innovation and sustainability, while fostering partnerships that drive progress across the industry.

7. Social Media Engagement

We engage with stakeholders through social media by sharing updates on our sustainability initiatives, addressing inquiries, and actively participating in relevant industry discussions. This approach fosters transparency, enhances communication, and ensures real-time interaction with our broader community.

8. Advisory Councils and Committees

We form advisory councils or committees with representatives from various stakeholder groups to provide ongoing advice and review our sustainability practices and policies.

9. Feedback and Email Support

Our approach to stakeholder engagement includes soliciting feedback and providing email support to ensure clear communication on sustainability initiatives. This channel ensures open communication, fosters transparency, and allows us to address stakeholder input effectively, aligning our actions with shared goals.

10. Annual Sustainability Reporting

We publish an annual sustainability report that outlines our ESG performance, goals, and stakeholder engagement initiatives. This comprehensive report ensures transparency, demonstrates our commitment to sustainability, and keeps stakeholders informed of our progress and strategic direction.

Engagement Characteristics and Practices

- **Two-Way Communication**: Our stakeholder engagement emphasizes two-way communication, characterized by responsiveness and ongoing dialogue. We often engage stakeholders before making decisions to ensure their perspectives are considered.

- **Direct and Representative Engagement**: We engage directly with stakeholders as well as through credible representatives or expert resources when needed. This approach ensures diverse perspectives are included in our decision-making process.

- **Centralized Information Management**: Stakeholder engagement activities are managed both at the organizational and project levels. Information from these engagements is centralized to ensure it informs our overall strategy and operations.

- **Resource Allocation**: We allocate dedicated financial and human resources to support stakeholder engagement, ensuring proper staffing and budgeting for communication and outreach initiatives.

- **Overcoming Engagement Challenges:** We recognize the unique challenges in engaging diverse stakeholders, including differences in technical knowledge, digital literacy, and varying levels of access to technology. We prioritize inclusivity by ensuring that all voices are heard, particularly those of underrepresented or remote stakeholders, to foster meaningful and comprehensive participation.

- **Accessible Communication**: We provide stakeholders with information that is clear, consistent, and accessible through appropriate communication channels. This includes translating materials and using various formats to meet diverse needs.

- **Feedback Integration**: Stakeholder feedback is recorded, analysed, and integrated into our decision-making processes. We keep stakeholders informed about how their feedback has influenced our decisions and actions.

- **Respect for Human Rights**: The fundamental rights of all stakeholders, including privacy, freedom of expression, and peaceful assembly are given utmost priority. Our engagement practices are designed to reflect and support these principles.

- **Business Partner Expectations**: We work closely with our business partners to ensure meaningful stakeholder engagement, setting clear expectations for upholding human rights in all joint activities and initiatives.

Mechanisms for Seeking Advice and Raising Concerns

- **Mechanisms Overview**: Apexon provides mechanisms for individuals to seek advice on implementing our policies and to raise concerns about our business conduct. These include confidential interviews, escalation processes, and whistleblowing mechanisms.

- **Effectiveness and Accessibility**: Our mechanisms are designed to be accessible and effective, with options for anonymity and confidentiality. They are operated by designated functions within the organization and are available in multiple languages.

- **Training and Awareness**: We ensure that intended users are informed about and trained on how to use these mechanisms. We also provide support to ensure that users' rights are respected and protected against reprisals.

- **Tracking and Reporting**: We track the effectiveness of our mechanisms by monitoring the number and types of requests and concerns raised, and how they are addressed. Feedback on the mechanisms is used to improve their effectiveness.

Processes to Remediate Negative Impacts

- **Commitments and Approaches**: Apexon is committed to addressing and remediating negative impacts we identify as caused or contributed to by our activities. We use established grievance mechanisms and other processes to provide or cooperate in remediation.

- **Involvement of Stakeholders**: Stakeholders who use grievance mechanisms are involved in the design, review, and improvement of these processes. Their feedback helps enhance the effectiveness of our remediation efforts.

- **Effectiveness Tracking**: We track the effectiveness of our grievance mechanisms and remediation processes, reporting on their outcomes and stakeholder feedback. This helps us ensure that our processes are effective and responsive to stakeholder needs.

(GRI-302)

Environmental Vision
Our environmental vision is to lead with sustainable practices that minimize our ecological impact and contribute to a healthier planet. As a leading provider of digital engineering and IT services, we recognize the impact that our industry has on the environment. Our vision is to drive positive change by reducing our carbon footprint, optimizing resource use, and promoting sustainable practices across all facets of our business.

Carbon Footprint Management
Apexon is committed to reducing its carbon footprint through targeted initiatives that lower greenhouse gas (GHG) emissions. We have implemented energy-efficient practices across our data centers and offices, significantly cutting Scope 1, 2, and 3 emissions. Our ongoing efforts focus on optimizing energy consumption in our digital infrastructure and promoting remote work to further reduce transportation-related emissions.

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Renewable Energy Use

We are committed to transitioning to renewable energy sources as part of our sustainability strategy. A substantial portion of our data centers' electricity is now sourced from renewable energy, helping reduce our reliance on non-renewable resources. By expanding our use of solar energy and exploring additional renewable options, we aim to further minimize our environmental impact and contribute to a more sustainable future.

Sustainable IT Infrastructure

Apexon is committed to building sustainable IT infrastructure. Our data centers leverage advanced cooling technologies, energy-efficient servers, and sustainable building practices to reduce environmental impact. Additionally, our cloud solutions are optimized to lower carbon emissions, utilizing artificial intelligence and machine learning to enhance energy efficiency and support our sustainability goals.

Waste Management

We prioritize responsible waste management as a core element of our sustainability efforts. We have implemented a comprehensive e-waste recycling program to ensure the environmentally responsible disposal of outdated electronics. Additionally, we actively reduce physical waste in our offices through initiatives like promoting a paperless environment and recycling office supplies, reinforcing our commitment to sustainable practices across our operations.

Water Conservation

(SDG - Goal 6: Clean water and sanitation)

Although water conservation is not currently a primary focus at Apexon, we are committed to incorporating water-efficient practices into future operations. As part of our broader sustainability goals, we plan to implement smart irrigation and water recycling systems to further enhance our environmental responsibility.

Sustainable Procurement

We prioritize sustainable sourcing by selecting products and services that meet high environmental standards, such as energy-efficient hardware and eco-friendly office supplies. Collaboration with suppliers who share our commitment to sustainability ensures that the entire supply chain contributes to our environmental goals, reinforcing our broader sustainability strategy.

Future Goals

Looking ahead, we are committed to significantly reducing our environmental impact through ambitious long-term goals. These include achieving carbon neutrality, increasing reliance on renewable energy, and striving for zero waste across all operations. Apexon is focused on driving innovation in sustainability, contributing to a greener future for both our industry and the broader global community.

Our collaboration with a trusted sustainability partner strengthens this commitment, enhancing our ESG performance through detailed scoring and comprehensive Carbon Disclosure Project (CDP) reporting. Together, we have established robust sustainability policies, conducted thorough greenhouse gas (GHG) calculations, and prepared Annual Sustainability Reports (ASR), ensuring that Apexon consistently exceeds industry standards in environmental stewardship.

ENERGY EFFICIENCY INITIATIVES

(GRI- 302-1, 302-3)

(SDG - Goal 7: Affordable and clean energy)

Energy efficiency is a key pillar of our sustainability strategy at Apexon. We have implemented a series of initiatives to optimize energy consumption throughout our operations, underscoring our commitment to reducing environmental impact and advancing sustainable practices.

Data Centre Optimization

Our data centers are designed for optimal energy efficiency, incorporating advanced technologies like precision air conditioning and liquid cooling to reduce energy consumption. We also utilize energy-efficient server components to minimize power usage without compromising performance, reinforcing our commitment to sustainable operations.

Renewable Energy Integration

We are steadily increasing the proportion of renewable energy in our overall energy mix. By investing in solar energy installations and purchasing green energy from certified providers, we are reducing our reliance on non-renewable energy sources and moving closer to our long-term goal of carbon neutrality.

Total Electricity Consumption 2023

800
600
400
200
0

Total Electricity
Consumed 2023

■ Total Electricity Consumed
■ Total Renewable Electricity Consumed
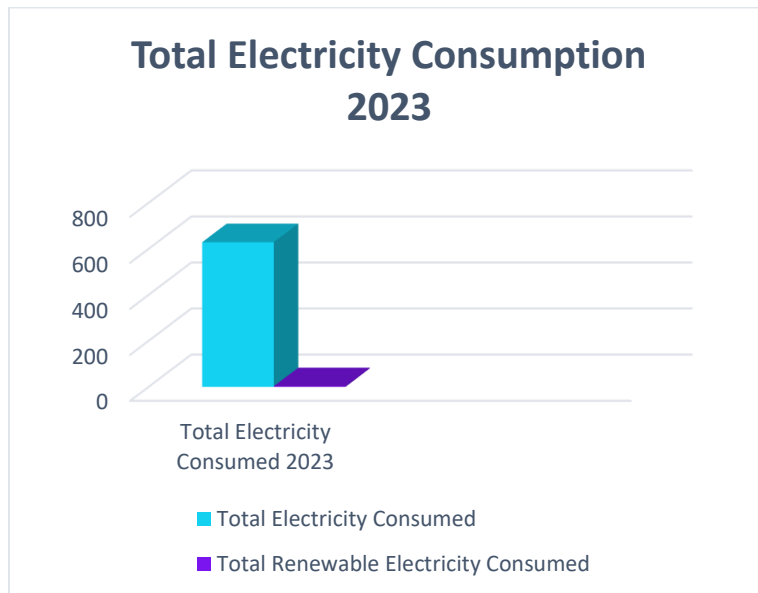
Smart Office Solutions

Apexon has embraced smart office solutions that contribute to energy savings. Automated lighting systems, occupancy sensors, and energy-efficient HVAC systems are implemented across our offices, ensuring that energy is used only when and where it is needed. These measures not only reduce our energy consumption but also enhance the comfort and productivity of our workspaces.

Employee Engagement in Energy Conservation

We believe that energy conservation is a shared responsibility. Through targeted awareness programs and sustainability trainings, we empower our employees to adopt energy-saving practices in their daily work routines. From promoting remote work to encouraging the use of energy-efficient devices, we are fostering a culture of energy conservation throughout the organization.

Continuous Monitoring and Improvement

Our energy efficiency efforts are supported by continuous monitoring and data analysis. We utilize advanced energy management systems to track our energy consumption in real-time, identify inefficiencies, and implement corrective actions swiftly. This proactive approach ensures that we are always improving and adapting our energy strategies to meet our sustainability goals.

Through these initiatives, Apexon is not only reducing its environmental impact but also contributing to the global transition towards a more sustainable and energy-efficient future.

CARBON FOOTPRINT REDUCTION

At Apexon, reducing our carbon footprint is a key aspect of our commitment to environmental stewardship. As an IT services company, we recognize that while our operations are primarily digital, they still contribute to greenhouse gas (GHG) emissions. We are dedicated to minimizing these emissions through targeted initiatives, continuous monitoring, and setting ambitious reduction goals.

Measuring and Managing Emissions (GRI–305-1, 305-2, 305-3, 305-4, 305-5)

Our approach to carbon footprint reduction begins with rigorous measurement and analysis. We calculate our emissions across all scopes:

- **Scope 1:** Direct emissions from sources that are owned or controlled by Apexon, such as company vehicles.

- **Scope 2:** Indirect emissions from the consumption of purchased electricity, heat, or steam.

- **Scope 3:** All other indirect emissions that occur in the value chain, including business travel, employee commuting, and the energy used by third-party data centers.

In the year **2023**, our total carbon emissions were measured at **15280.4 metric tons of CO2e**. Breaking this down further:

Parameter	Sources	GHG Emission (TCO2eq)
Scope 1	Stationary Combustion	-
	Mobile Combustion	1.4
	Fugitive Emission	-
Scope 2	Purchased Electricity	629.2
Scope 3	Employee Commute	-
	Food Consumption	6.7
	Purchased Goods	21.7
	Transmission & Distribution Loss	16.2
	Upstream Activities	0.3
	Downstream Activities	0.3

	Waste Disposal	0.1
	Water Supply	0.1
	Water Treatment	-
	Business Travel (Air & Land)	14,556.3
	Hotel Stay	48.2
Total Green House Gas Emission		15,280.4
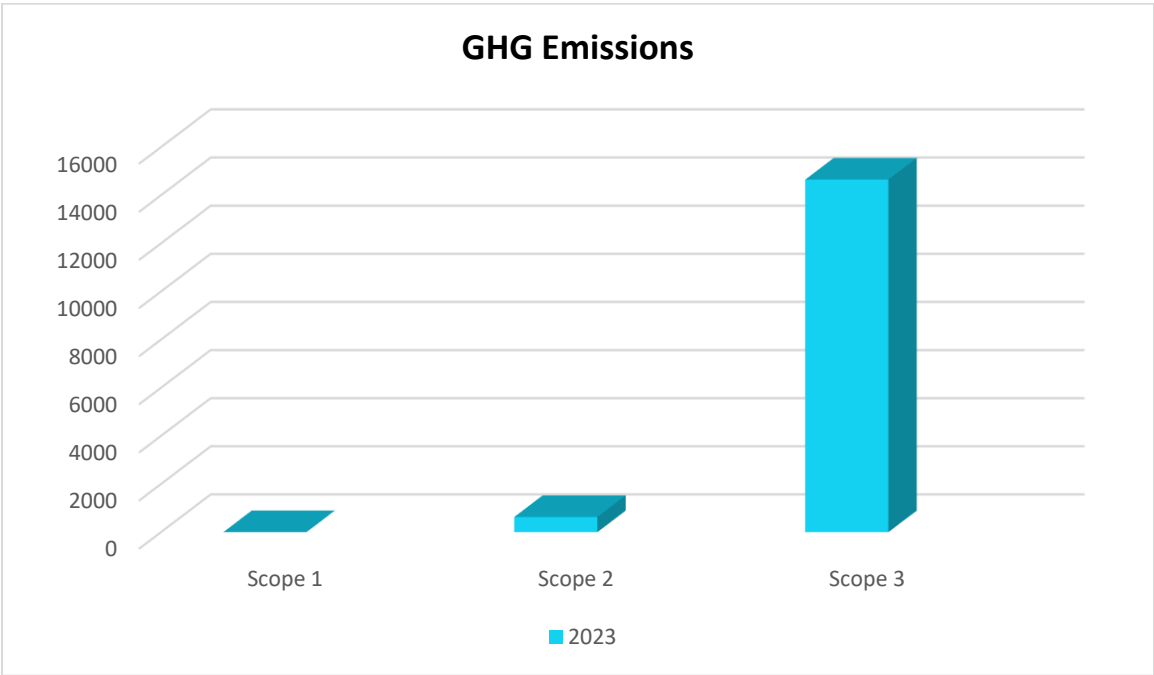
GHG Emissions

- **Scope 1 emissions** accounted for **0.009%** of our total emissions.

- **Scope 2 emissions** made up **4.11%,** primarily driven by electricity consumption.

- **Scope 3 emissions** represented the largest share, at **95.87%,** underscoring the need to engage with our partners and suppliers in our carbon reduction efforts.

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Energy Efficiency Initiatives

A significant portion of our carbon reduction strategy is focused on improving energy efficiency across our operations. In **2023**, we implemented several key initiatives:

- **Smart Building Technologies:** We have implemented Smart Building Technologies in our offices, including automated lighting and HVAC systems that adjust based on occupancy and usage patterns. These technologies are designed to reduce electricity consumption and emissions across our corporate facilities, supporting our commitment to sustainability and operational efficiency.

- **Smart AC and Lighting:** By integrating smart air conditioning systems and automated lighting across our facilities, we have optimized energy consumption by adjusting usage in real-time based on occupancy and environmental conditions. This initiative underscores our commitment to enhancing energy efficiency and reducing our environmental impact.

Transition to Renewable Energy (GRI-302, 305)

Transitioning to renewable energy is a key pillar of our carbon reduction strategy. Currently, 0.01% of our electricity is sourced from renewable energy, including solar and wind, with a goal to increase this to 30% by 2030. To achieve this, we are exploring on-site solar installations at our largest facilities and planning to purchase green energy certificates to offset any remaining electricity consumption.

Employee Engagement and Sustainable Practices

Reducing our carbon footprint is a shared responsibility across the Apexon team. We have implemented an internal sustainability program that promotes low-carbon practices both at work and at home. In 2020, we introduced a remote work policy, significantly reducing our Scope 3 emissions from employee commuting. Additionally, our green travel program prioritizes virtual meetings and encourages public transportation or carpooling for essential business travel, resulting in a reduction in travel-related emissions.

Carbon Neutrality Goals

Apexon is committed to achieving carbon neutrality by **2050,** with a focus on energy efficiency, increased renewable energy use, and strategic carbon offset projects. We are actively investing

in high-quality carbon offset programs, including reforestation and renewable energy initiatives, to balance our remaining emissions and meet our sustainability goals.

Continuous Monitoring and Future Targets

Our carbon reduction strategy is driven by continuous monitoring and reporting. We employ advanced carbon accounting tools to track emissions in real-time, ensuring we stay aligned with our reduction targets. As part of our commitment to transparency, we report our emissions annually through the Carbon Disclosure Project (CDP), consistently improving our score each year. Comprehensive ESG assessments help us identify areas for improvement, allowing us to strategically enhance our sustainability performance.

Looking ahead, Apexon is committed to reducing our carbon footprint by 10-20% annually, with the ultimate goal of achieving net-zero emissions by 2050. Through innovation, collaboration, and a strong dedication to sustainability, we aim to significantly minimize our environmental impact and contribute to a more sustainable future.

Waste Management
(GRI-306, 306-3)

Overview

As a leading IT service provider, Apexon is dedicated to minimizing environmental impact through comprehensive waste management practices. While our operations are primarily digital, we prioritize responsible management of waste from office activities, IT infrastructure, and business operations. Our waste management strategy emphasizes waste reduction, recycling, and responsible disposal to ensure we contribute to a more sustainable future.

Electronic Waste (E-Waste)

Apexon understands the environmental impact of electronic waste and has developed a comprehensive e-waste management strategy.

- **Lifecycle Management**: Through our lifecycle management approach, we extend the lifespan of electronic devices such as servers, computers, and peripherals via regular maintenance and upgrades. This proactive approach minimizes e-waste generation while maximizing the utility of our technology assets.

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- **Certified Recycling Partnerships**: We partner with certified e-waste recyclers that meet robust environmental and safety standards. Our partners ensure that outdated or non-functional equipment is responsibly processed, with materials recovered and recycled in compliance with regulatory requirements. This collaboration not only mitigates environmental impact but also supports the circular economy by reclaiming valuable resources.

- **E-Waste Reduction Initiatives:**

  o **Device Refurbishment**: We refurbish and repurpose older equipment for continued use within the company, minimizing the need for new hardware.

  o **Vendor Take-Back Programs**: We participate in vendor take-back programs to ensure the responsible disposal of end-of-life electronics.

  o **Employee Education**: We educate our employees on best practices for handling and disposing of electronic devices, fostering responsible e-waste management across the organization.

  o **Donating Devices for Underserved Communities**: We also provide our IT assets such as Laptops and Desktops sto the NGO partners working for the Underserved Communities. These devices are utilized to maximize the Impact of Ignite Initiatives in the fields of Education, Skill Development and Sustainability.

- **E-Waste Management Overview Table:**

E-waste Types	Location Wise Data (Units Disposed)		
	USA	**UK**	**India**
Computers	63	14	45
Servers	0	0	17
Peripherals	0	13	928

Office Waste

At Apexon, we are committed to minimizing office waste through targeted waste reduction and recycling initiatives. Our approach focuses on reducing paper usage, optimizing packaging materials, and improving general waste management.

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- **Paper Reduction**: We have implemented a paperless policy that promotes digital documentation and communication, encouraging employees to shift to electronic formats and reduce reliance on physical documents.

- **Recycling Programs**: Apexon has established comprehensive recycling programs across all office locations.

- **Recycling Bins**: Clearly labelled bins for paper, plastics, and metals are available in all offices to ensure proper waste segregation.

- **Waste Monitoring**: We track and analyze waste generation data regularly to assess the effectiveness of our recycling initiatives and identify areas for improvement.

Water Management
(GRI-303)

(SDG - Goal 6: Clean water and sanitation)

At Apexon, water management is a key component of our sustainability strategy, even within our service-oriented IT operations. While our direct water usage is limited, we are committed to reducing our overall water footprint and promoting sustainable water practices throughout our operations and value chain.

Direct Water Management Initiatives
(GRI-303-1, 303-3, 303-5)

1. **Office Water Efficiency:** We have implemented water-saving technologies across all office locations, including low-flow faucets, water-efficient fixtures, and automatic shut-off systems. These measures have resulted in a significant reduction in water consumption over the past year.

2. **Employee Engagement:** We actively involve our employees in water conservation efforts through internal campaigns and training sessions that promote water-saving practices.

3. **Sustainable Workspaces:** Our commitment to green building standards includes water-efficient landscaping and irrigation systems to minimize outdoor water usage across our office spaces.

Supply Chain (GRI 2-6)

Apexon's value chain spans across IT services, software engineering, cloud computing, and digital transformation. Our primary suppliers include hardware providers, software developers, and data center partners. Apexon ensures that sustainability principles are integrated into our supply chain by:

- Conducting regular assessments of suppliers' environmental and labour practices

- Collaborating with vendors who share our commitment to reducing carbon emissions and ethical labour standards

We are committed to continuously improving our supply chain sustainability and engaging with partners to align on shared ESG goals.

Future Outlook and Commitments

At Apexon, we recognize the growing importance of sustainability and its pivotal role in shaping the future of our industry. As we look ahead, our commitment to integrating sustainability into every aspect of our operations remains steadfast. We are excited to outline our future aspirations and the strategic initiatives we are undertaking to enhance our sustainability performance.

1. Strategic Sustainability Initiatives: We have embarked on a transformative journey to elevate our sustainability practices. Partnering with an external consultant, we are leveraging their expertise to develop and implement a comprehensive sustainability strategy tailored to our IT services. This collaboration is instrumental in refining our approach and ensuring that our sustainability goals are both ambitious and achievable.

2. Environmental Impact Reduction: Our sustainability plans include a robust focus on minimizing our environmental footprint. We are committed to reducing our carbon emissions, enhancing energy efficiency, and adopting green practices across our operations. This includes optimizing our energy use, implementing sustainable practices in our development processes, and exploring innovative solutions to mitigate our environmental impact.

3. Enhanced Reporting and Transparency: In line with our commitment to transparency, we will enhance our reporting practices to provide more detailed insights into our sustainability

performance. This will include adopting internationally recognized reporting frameworks and metrics to track our progress and communicate our achievements effectively to stakeholders.

4. Continued Investment in Sustainable Practices: We are dedicated to investing in initiatives that promote sustainability and align with our long-term goals. This includes integrating sustainable development principles into our project management processes and fostering a culture of sustainability within our organization.

5. Employee and Stakeholder Engagement: We believe that achieving our sustainability objectives requires the active participation of our employees and stakeholders. We will continue to engage our teams and stakeholders through training, awareness programs, and collaborative efforts to drive collective action towards our sustainability goals.

By focusing on these key areas, Apexon aims to not only meet but exceed our sustainability commitments, driving meaningful change and contributing positively to our environment and society. Our partnership with an external consultant and our enhanced focus on sustainability underscores our dedication to building a more sustainable future for our organization and the communities we serve.

In addition to our strategic initiatives, we are committed to fostering a culture of continuous improvement and innovation in sustainability. By actively seeking out new opportunities and staying ahead of emerging trends, we aim to set new standards for environmental stewardship and operational excellence within the IT services industry.

SOCIAL

(GRI 2-30, 402, 406, 407, 408, 409, 410, 414)

At Apexon, our commitment to social responsibility is integral to our values and operations. In alignment with the Global Reporting Initiative (GRI) standards, we continuously strive to uphold the highest ethical and social practices across our organization. Our policies and initiatives are designed to ensure the well-being of our employees, contribute positively to our communities, and maintain rigorous standards of data privacy and human rights. Below is an overview of our social responsibility efforts:

Health and Safety
(SDG - Goal 3: Good health and well-being)

At Apexon, safeguarding the health and safety of our employees is a top priority. We are committed to maintaining a safe and healthy work environment that supports the well-being of all our team members.

- **Comprehensive Health and Safety Programs:** We implement thorough health and safety programs, including regular risk assessments and safety training to prevent workplace hazards and health issues.

- **Ongoing Monitoring and Improvement:** Our safety protocols are continuously reviewed and improved to ensure they meet the highest standards of workplace safety and compliance.

Our dedication to health and safety reflects our commitment to providing a secure working environment where employees can thrive.

Working Conditions
Apexon is dedicated to providing fair and equitable working conditions that enhance employee satisfaction and productivity. We strive to create a supportive work environment that respects employee rights.

- **Fair Working Hours and Compensation:** Our policies ensure reasonable working hours and fair compensation, with a focus on maintaining a balanced work-life for all employees.

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- **Supportive Work Environment:** We provide a work environment that promotes personal and professional growth and ensures that employees are well-supported in their roles.

By focusing on fair and supportive working conditions, we aim to foster a productive and positive workplace.

Community Development

Apexon is committed to making a positive impact on the communities where we operate through our Corporate Social Responsibility (CSR) initiatives and community engagement efforts.

- **Active Community Involvement:** We support local development projects and partner with community organizations to address social needs and enhance well-being.

- **Employee Volunteer Programs:** Our programs encourage employees to participate in volunteer activities, contributing their skills and time to community service.

Our community development efforts reflect our dedication to enhancing social welfare and supporting sustainable development.

Child Labour
(GRI 409-1, 409-2)

At Apexon, we uphold a strict zero-tolerance policy towards child labor and ensure compliance with international standards.

- **Zero-Tolerance Policy:** We enforce a zero-tolerance policy for child labor, prohibiting the employment of individuals below the minimum legal working age.

- **Rigorous Hiring Practices:** Our hiring processes include thorough checks to ensure compliance with child labour laws and standards throughout our value chain.

We are committed to protecting children's rights and ensuring ethical labour practices across all our operations.

Human Rights
(GRI 410-1)

Apexon is committed to respecting and promoting human rights throughout our operations, ensuring that all individuals are treated with dignity and respect.

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- **Alignment with International Standards:** Our human rights policies align with international standards to address issues such as discrimination, forced labour, and exploitation.

- **Ongoing Human Rights Assessments:** We regularly assess and update our practices to ensure they uphold human rights and reflect our commitment to ethical operations.

Our dedication to human rights ensures that our business practices are ethical and supportive of fundamental freedom.

Freedom of Association
(GRI 407)

Apexon respects the right of employees to freely associate and engage in collective bargaining, supporting a fair and inclusive work environment.

- **Support for Trade Unions:** We support the formation and participation in trade unions and worker associations, ensuring employees have a voice in workplace decisions.

- **Respect for Collective Bargaining (GRI 2-30):** Our policies facilitate collective bargaining processes and respect employees' rights to engage in these activities.

We promote a respectful and participatory workplace culture by upholding the right to freedom of association.

Diversity and Inclusion
(GRI 405)

Apexon is dedicated to fostering a diverse and inclusive workplace where all employees are valued and respected.

- **Comprehensive Diversity and Inclusion Policies:** Our policies aim to eliminate biases and create equal opportunities for all employees, promoting a culture of inclusion.

- **Training and Development Programs:** We offer training programs to enhance awareness and support diversity and inclusion throughout the organization.

Our focus on diversity and inclusion ensures a respectful and supportive work environment that values diverse perspectives.

Diversity in the Organization

Apexon is committed to building a diverse and inclusive workforce. Our diversity metrics reflect our efforts to create a balanced and equitable workplace.

Diversity Metrics

Diversity Aspect	Percentage	Description
Gender Diversity	33.91% Female, 66.04% Male, 0.05% Not Disclosed	Represents the gender distribution within our workforce.
Ethnic Diversity	Asian (78.8%), White (13.9%), Black or African American (4.6%), Hispanic or Latino (2.1%), Two or more races (Not Hispanic or Latino) (0.6%)	Reflects the ethnic composition of our employees.

Learning and Development
(GRI 404)

We invest in the continuous learning and development of our employees to support their career growth and personal advancement.

- **Extensive Development Opportunities:** Apexon provides a range of training and development programs to enhance skills and support career progression.

- **Commitment to Professional Growth:** We are dedicated to fostering a culture of continuous improvement and providing resources for ongoing employee development.

Our commitment to learning and development reflects our dedication to empowering employees and supporting their professional journeys.

Training Hours

At Apexon, we recognize the importance of continuous learning and professional development in fostering a skilled and knowledgeable workforce. Our commitment to employee training is

reflected in the structured programs and hours dedicated to enhancing skills and supporting career growth.

Non-Discrimination and Sexual Harassment
(GRI 406)

Apexon upholds a zero-tolerance policy towards discrimination and harassment, promoting a fair and equitable workplace for all employees.

- **Zero-tolerance policy:** We enforce a strict non-discrimination policy to ensure all employees are treated fairly and with respect.

- **Anti-Harassment Measures:** Our policies include measures to prevent and address harassment, fostering a safe and inclusive work environment.

By maintaining a zero-tolerance stance on discrimination, we create a respectful and equitable workplace where everyone is valued.

Preventing Sexual Harassment

Apexon upholds a strict zero-tolerance stance on sexual harassment, as outlined in our "Prevention of Sexual Harassment" (POSH) policy. This policy complies with the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013. It includes well-defined procedures for reporting, investigating, and resolving incidents of sexual harassment. We also conduct regular training sessions for all employees to reinforce our commitment to a harassment-free workplace. No complaints of sexual harassment were reported during the 2023 financial year.

Empowering Connections: Engaging Minds in the Digital Workplace

(GRI 405-1, 406-1)

At Apexon, we believe that employee engagement is essential for fostering a positive workplace culture and driving organizational success. Our engagement initiatives are designed to enhance collaboration, boost morale, and create a sense of belonging among our employees.

- **Wellness Programs:** We promote a healthy work-life balance through wellness programs that include fitness challenges, mental health workshops, and virtual yoga sessions. These initiatives aim to support the physical and mental well-being of our team members.

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- **Recognition and Rewards:** To celebrate achievements and recognize outstanding contributions, we have implemented a comprehensive recognition and rewards program. Employees are acknowledged for their dedication and excellence through awards, shout-outs, and other appreciation initiatives.

- **Social Events and Team Building:** We organize regular social events, such as virtual coffee breaks, team-building exercises, and cultural celebrations, to encourage interpersonal connections and strengthen relationships across teams.

- **Employee Feedback Channels:** To ensure our employees' voices are heard, we provide multiple channels for feedback, including regular surveys, town hall meetings, and an open-door policy with management. This feedback is integral to shaping our organizational policies and improving our work environment.

- **Professional Development Opportunities:** Apexon is committed to fostering a culture of continuous learning. We offer various development opportunities, such as workshops, webinars, and mentoring programs, to help employees grow professionally and achieve their career goals.

These employee engagement activities are vital to our strategy of creating a supportive, inclusive, and dynamic workplace where everyone feels valued and empowered to contribute to our shared success.

Competitive Compensation

At Apexon, we recognize that competitive compensation is crucial to attracting and retaining top talent. We are committed to offering compensation packages that are both fair and aligned with industry standards. Our compensation strategy is regularly reviewed to ensure it reflects the evolving market conditions, the skills and expertise of our employees, and their contributions to our company's growth and success. This approach motivates our workforce and fosters a culture of high performance and commitment.

Addressing the Gender Pay Gap

(SDG - Goal 5: Gender equality, Goal 10: Reduced inequality)

(GRI-405)

Apexon is dedicated to fostering a workplace that promotes equality and inclusiveness. We are actively addressing the gender pay gap through regular pay audits, which help us identify and rectify any disparities in compensation between genders. Our strategy includes implementing gender-neutral hiring practices, ensuring equal opportunities for career advancement, and maintaining a transparent pay structure. By actively working to close the gender pay gap, we are building a more equitable workplace where all employees can thrive, irrespective of gender.

Retirement Plans and Financial Security:
At Apexon, we are committed to the long-term financial well-being of our employees. To support this, we offer comprehensive retirement plans, including provident funds (PF) and other retirement savings options. Our retirement plans are designed to help employees build a secure financial future, providing peace of mind as they progress through their careers.

We believe that a well-rounded benefits package, including robust retirement options, is essential to fostering a motivated and satisfied workforce. Our plans are regularly reviewed to ensure they meet the diverse needs of our employees, helping them plan effectively for retirement while enjoying a fulfilling career with us.

Employee Benefits and Financial Security:
At Apexon, we prioritize the well-being and security of our employees by offering a comprehensive range of benefits that cater to their diverse needs. Our commitment extends beyond competitive compensation to providing a suite of benefits that support our employees' health, financial security, and work-life balance.

Retirement Plans and Provident Fund (PF):
We offer robust retirement plans, including a provident fund (PF), to help our employees build a secure financial future. These plans are designed to provide peace of mind and long-term financial stability as employees progress in their careers.

Health Insurance and Health Policy:
Our comprehensive health insurance coverage ensures that employees and their families have

access to quality healthcare. The health policy includes coverage for medical expenses, routine check-ups, and specialist consultations, supporting overall wellness of employees.

Accident Insurance:
To safeguard against unexpected events, we provide accident insurance that covers medical expenses, disability benefits, and other related costs. This coverage ensures financial protection for employees in case of accidents, both at work and outside.

Maternity and Paternity Benefits:
We believe in supporting our employees through all stages of life. Our maternity and paternity benefits offer paid leave, flexible work arrangements, and additional support to new parents, helping them balance their professional responsibilities with the joys of parenthood.

Day Care Benefits:
Recognizing the importance of quality childcare, we provide day care benefits to support our employees with young children. This includes access to partnered daycare facilities and financial assistance, enabling parents to focus on their work knowing their children are in safe hands.

By offering these comprehensive benefits, Apexon fosters a supportive and inclusive environment where employees can thrive both professionally and personally. Our holistic approach to employee benefits reinforces our commitment to being a sustainable and socially responsible employer.

Financial Benefits:
We provide access to the National Pension Scheme (NPS) for long-term financial security and a Flexible Benefits Basket, allowing employees to tailor their benefits to meet individual financial and lifestyle needs.

Attrition and Retention Insights:
At Apexon, we value cultivating a supportive and engaging workplace that encourages our employees to grow and thrive. Employee retention is a key priority for us, as it reflects the success of our efforts to create a positive, inclusive, and rewarding work environment.

We actively measure and monitor our employee retention rates to better understand the effectiveness of our policies and initiatives. In the past year, we have implemented various programs focused on career development, continuous learning, and employee well-being, all

aimed at enhancing job satisfaction and addressing employee turnover. These initiatives include regular training sessions, mentorship programs, flexible working arrangements, and a comprehensive benefits package.

Our commitment to retaining top talent is evident in our consistent retention rates, which we continuously strive to improve. We aim to keep our employees motivated, engaged, and committed to a long-term career with Apexon by fostering a culture of belonging, recognition, and growth.

By maintaining a high retention rate, we demonstrate our commitment to creating a workplace where employees feel valued, supported, and motivated to build long-term careers. Our strategies include continuous learning opportunities, competitive compensation, comprehensive benefits, and a culture of inclusivity and recognition. Monitoring our retention rate allows us to identify areas for improvement, ensuring we remain responsive to the needs of our workforce and continue to minimize attrition.

New Employees Hired (GRI 401-1):
At Apexon, we are committed to attracting top talent and fostering a diverse and inclusive workplace. In the past year, we have welcomed a significant number of new employees across various roles and functions, contributing fresh perspectives and skills to our team. Our hiring practices emphasize diversity, equity, and inclusion, ensuring that we recruit individuals from diverse backgrounds and experiences. This approach not only strengthens our organizational culture but also enhances our ability to innovate and serve our clients effectively.

Employee Diversity Overview for New Hires:
We remain dedicated to increasing our diversity across all levels of the organization, recognizing that a diverse workforce drives innovation, enhances decision-making, and reflects our commitment to sustainability and social responsibility.

Gender	Percentage-Wise Data for New Hires
Male	64.41
Female	35.51
Not Disclosed	0.08

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Training Received

Social Metrics	Training Manhours
Received Skill Upgradation Training	45,967 hours
Total Health and Safety Training Hours	1427 hours

Below is the data for the Specific Trainings received per Employee:

Training Category	Hours per Employee (Annual)- Jan to Dec-2023`	Description
Technical Skills	19 hours per employee including technical and softskill trainings	Includes training in new technologies, software, and tools relevant to job functions.
Leadership Development	4 hours per leader	Focuses on developing managerial and leadership skills to support career advancement.
Compliance and Safety	Total 1427 hours	Covers mandatory training on health and safety, data privacy, and regulatory compliance including sessions on ISO & POSH.

The table below showcases no. of employees trained in different domains in 2023.

Training Agenda	No. of Employees Trained (Jan-Dec 2023)
Health and Safety	1,427
Community Development	1,427

Data Security	1,427
Diversity and Equality	1,427
Technical and Behavioural	2,549
Induction	1,427

Apexon ensures human rights protection within its workforce, providing 100% of employees with comprehensive Human Rights training.

CSR Initiatives (GRI 413)

CSR Project	Project Description	Impact	Summary
Skill Development Project	Ahaan Vocational Centre for skilling and promoting Employability for among Youth	Ahaan Vocational Centre: 4. 328 Students.	Design, develop and implement Ahaan Vocational Centres in collaboration with local NGOs. Centres developed at community locations in cities like Ahmedabad, Hyderabad and Bangalore. Ahaan Vocational Centre focuses on young men and women from rural areas and urban slums. The model is

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			based on counselling and focuses on hands-on skills training. Encouragement to entrepreneurship via end-to-end support. Infrastructural assistance like computers and beauty kits is also provided.
Promoting Education	Ahaan Learning Centre for Providing education and rich experiences through sports, creativity, drama, and other life skills methods	Ahaan Learning Centre: 20 1407 Students	Design, develop and implement Ahaan Learning Centres in collaboration with local NGOs. Centres developed at Traffic Signals, Slum Areas, Construction Sites in cities like Ahmedabad, Pune, and Hyderabad
Tree Plantation Initiative	Apexon Ignite is deeply committed to protecting, restoring & nurturing the environment. A conscious effort to care for the planet is built in all our ideas and actions.	10 plus cities and 9000 trees planted in 61000 Square Miles.	200 + Employee Participants.

Health and Wellness	Happy Periods Workshop & National Pad Distribution Drive for Promoting Health and Wellness	10 K Beneficiaries, 200+ Employee participants, 500K Sabarmati Saheli Pads Distributed	500K Sabarmati Saheli Pads Distributed &-Happy Periods Awareness Sessions In Bangalore, Hyderabad, Chennai, Coimbatore

GOVERNANCE

(GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18 405)

Governance Framework and Leadership Oversight

(GRI 2-9, 2-11, 2-17, 405-1)

At Apexon, our governance structure exemplifies strategic leadership and a strong commitment to excellence in sustainability and ESG (Environmental, Social, and Governance) aspects. Our Board of Directors, along with the dedicated Sustainability Committee, plays a pivotal role in guiding and overseeing our sustainability initiatives. This governance framework ensures that sustainability is seamlessly integrated into our core business strategy and decision-making processes.

Our leadership team is actively involved in setting sustainability goals, monitoring performance, and ensuring that our practices align with the highest standards of ESG accountability. This structure supports robust oversight and fosters a culture of transparency and ethical conduct, reinforcing our dedication to long-term, sustainable success.

Apexon is committed to advancing the sustainability journey with a forward-thinking approach. We aim to enhance our environmental stewardship, drive innovation in sustainable IT services, and strengthen our social responsibility efforts. By continually evolving our governance practices and sustainability strategies, we are positioned to lead in creating positive impacts, ensuring resilience, and achieving lasting value for our stakeholders. Through these efforts, we aspire to shape a sustainable future that aligns with our core values and supports global sustainability goals.

Strategic Leadership and Governance Excellence

At Apexon, our governance structure is designed to provide robust oversight and strategic direction, ensuring effective management of our impacts on the economy, environment, and people. Our governance framework is built around a well-defined hierarchy and a series of specialized committees, each playing a crucial role in guiding our sustainability and ESG initiatives.

1. **Governance Structure and Committees**

(GRI 2-9, 2-11, 2-12, 2-14, 2-17, 405-1)

- Our highest governance body is the Board of Directors, supported by several key committees responsible for decision-making and oversight of our sustainability and ESG performance.

- **Sustainability Committee**: Oversees the development and implementation of sustainability strategies and monitors progress towards our environmental and social goals.

- **Audit and Risk Committee**: Focuses on financial supervision, risk management, and ensures compliance with regulations and standards.

- **Compensation and Governance Committee**: Manages executive compensation, and governance practices, while ensuring alignment with our sustainability objectives.

- **Nomination Committee**: The committee is responsible for board member nominations that ensures diversity and relevant competencies.

2. **Composition of the Governance Body**

- **Executive and Non-Executive Members**: Our Board of Directors comprises a mix of executive and non-executive members, with a clear distinction between those involved in day-to-day management and those providing independent oversight.

- **Independence**: A significant portion of our Board consists of independent directors, ensuring unbiased decision-making and effective oversight of our sustainability initiatives.

- **Tenure**: Board members serve varied tenures, with some having long-term experience in the industry and others bringing fresh perspectives. This balance helps maintain continuity while fostering innovation.

- **Significant Positions and Commitments**: Each board member holds additional significant positions or commitments, such as roles in other companies or industry associations, which contribute to their expertise and bringing valuable insights to our governance processes.

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- **Gender**: Our Board and committees are bound to gender diversity, with a balanced representation of both male and female members, ensuring diverse perspectives in decision-making.

- **Under-Represented Social Groups**: We strive to include members from under-represented social groups, reflecting our commitment to diversity and inclusion in our governance structure.

- **Competencies**: Board members possess competencies relevant to our impacts, including expertise in finance, sustainability, technology, and human resources. This diverse skillset is essential for the effective management of our ESG performance.

- **Stakeholder Representation**: Our governance structure includes mechanisms for stakeholder representation, ensuring that the interests and feedback of key stakeholders are integrated into our decision-making processes.

Governance Structure and Composition (GRI 2-9)

- **Certification and Endorsements**: ISO 27001:2022, PCI-DSS Certificate

- Board meetings held: 4

- Cases of Corruption: 0

- Code of Conduct Compliance: Yes

- Board Meeting Attendance: Over 90%

Through this comprehensive governance framework, Apexon is committed to maintaining high standards of transparency, accountability, and strategic oversight. This structure supports our mission to drive sustainable growth, manage risks effectively, and create positive impact across our operations.

Nomination and Selection of the Highest Governance Body
(GRI 2-10, 2-11, 2-12, 2-14)

The nomination and selection process for the Apexon Board of Directors is overseen by the Nomination Committee. This process evaluates candidates based on their professional qualifications, experience, and alignment with our ESG values. The committee ensures diversity in gender, expertise, and social backgrounds when selecting board members.

The Chair of Apexon's Board of Directors is a non-executive officer, providing independent oversight of the company's sustainability and governance practices. This separation between executive and oversight roles helps maintain the integrity of our decision-making processes.

Details of Governance/Board of directors' details

Apexon's Board of Directors is composed of 10 members, 40% of whom are independent directors. The board includes representatives from diverse backgrounds in IT, finance, sustainability, and governance. The board's gender composition reflects our commitment to diversity and inclusion in leadership roles.

Board Leadership: Driving Sustainability with Expertise and Focus

At Apexon, our Board of Directors is dedicated to leading with a strong focus on sustainability, seamlessly integrating environmental, social, and governance (ESG) considerations into our strategic vision and decision-making processes. Our Board comprises members with diverse and extensive expertise in sustainability, ensuring that our approach to ESG issues is both informed and effective.

Expertise in Sustainability

Our Board is exceptionally equipped to address sustainability challenges, with several members possessing deep expertise in environmental management, social responsibility, and corporate governance. This expertise is pivotal in guiding our sustainability strategy, ensuring that our initiatives align with best practices and industry standards. The Board's collective experience enables us to tackle complex sustainability issues with insight and foresight, reinforcing our commitment to long-term sustainable development.

Delegation of Responsibility for Managing Impacts (GRI 2-13)

Apexon has delegated the responsibility of managing its Environmental, Social, and Governance (ESG) impacts to a special ESG committee, spearheaded by the Ignite Team. The ESG committee collaborates with internal and external stakeholders to develop and execute key components of Apexon's sustainability initiatives, including:

GHG Emission Calculation: Apexon performs precise calculations of its greenhouse gas (GHG) emissions, covering Scope 1, 2, and 3. This detailed assessment enables Apexon to accurately track its carbon footprint and monitor emission sources across global operations.

Emission Reduction Plans: Based on the GHG assessment, an external expert firm Growlity Inc. works closely with Apexon to create and implement comprehensive plans to reduce emissions.

These plans focus on energy efficiency improvements, renewable energy integration, and operational optimizations aimed at reducing Apexon's overall environmental impact.

Social Workplace Improvement: Apexon formulates and implements strategies to foster a better workplace environment. This includes initiatives that promote diversity, equity, inclusion, employee well-being, and improved working conditions, all aligned with global best practices for social responsibility.

- **Ethical Practices Plan:** Strengthening Apexon's governance framework by establishing ethical guidelines that ensure compliance with anti-corruption measures, promote fair business conduct, and uphold transparency across all levels of the organization.

- **Net-Zero Strategy:** Developing Apexon's long-term approach to achieve net-zero carbon emissions by 2030. This strategy includes setting interim targets, identifying high-impact areas for carbon offsetting, and aligning Apexon's sustainability efforts with global climate action goals.

In this way, Apexon ensures its sustainability goals are pursued with expertise, integrity, and a dedicated focus on measurable outcomes.

Dedicated Sustainability Meetings

To maintain a sharp focus on sustainability, the Board schedules regular meetings specifically dedicated to ESG matters. These meetings serve as a dedicated forum for in-depth discussions on sustainability performance, emerging trends, and strategic opportunities. The Sustainability Committee, an integral part of our governance structure, meets quarterly to review progress, assess new initiatives, and provide recommendations to the Board. This regular engagement ensures that sustainability remains a central priority in our strategic agenda.

Ongoing Monitoring and Progress

We periodically monitor and assess our sustainability performance to ensure alignment with our long-term goals. The Board's focused oversight on ESG matters drives continuous improvement and innovation, enabling us to adapt and refine our strategies as necessary. Through vigilance and proactive measures, we advance our sustainability journey, reinforcing Apexon's leadership in responsible business practices.

Through these focused discussions and expert guidance, Apexon's Board is instrumental in driving the commitment to sustainable development. Our governance structure supports

effective oversight of our sustainability initiatives ensuring that we are continuously moving forward in our pursuit of ESG excellence.

Ethical Conduct and Compliance

(GRI-102)

Code of Conduct and Ethics

Our Code of Conduct outlines the principles and expectations for ethical behaviour across all levels of the organization. This comprehensive document covers key areas such as anti-corruption, conflicts of interest, and fair business practices. All employees are required to adhere to these guidelines, ensuring that our operations are conducted in a manner that is ethical and compliant with applicable laws and regulations.

Compliance Program

To support our commitment to ethical conduct, we have implemented a robust compliance program. This program includes regular training for employees on legal and regulatory requirements, ethical standards, and company policies. Training sessions are designed to equip our staff with the knowledge and tools needed to recognize and address potential compliance issues.

Monitoring and Reporting

We actively monitor our compliance with ethical standards through regular audits and reviews. These audits help us identify and address any areas of concern, ensuring that our practices remain in line with our ethical commitments. Employees are encouraged to report any suspected violations of our Code of Conduct through established channels, such as an anonymous whistle-blower hotline. We take all reports seriously and investigate them thoroughly to uphold our standards of integrity.

Governance and Oversight

Our governance framework includes oversight mechanisms to ensure that ethical conduct and compliance are integral to our business operations. The Board of Directors, along with the Audit and Risk Committee, reviews our compliance program and monitors its effectiveness. This oversight helps ensure that we continuously improve our practices and address any emerging issues.

Continuous Improvement

At Apexon, we are dedicated to continuously enhancing our ethical practices and compliance efforts. We regularly review and update our policies and training programs to reflect changes in regulations, industry standards, and best practices. By fostering a culture of ethical conduct and accountability, we aim to build trust with our stakeholders and ensure long-term success.

Holistic Approach to Environmental and Sustainability Risk Management
(GRI 2-16)

At Apexon, our Board of Directors are deeply engaged in identifying and managing risks and opportunities related to the environment, climate change, and sustainability. This proactive approach ensures that our IT services align with best practices and are positioned for long-term success in a rapidly evolving landscape.

Identification of Risks and Opportunities

Our Board systematically identifies risks and opportunities related to environmental and climate issues. This includes evaluating potential impacts from regulatory changes, climate-related disruptions, and shifts in market demand for sustainable solutions. For instance, the Board considers risks associated with energy consumption and data center emissions, which are critical for an IT services company. Simultaneously, the Board explores opportunities such as adopting energy-efficient technologies and innovative solutions that reduce our environmental footprint.

Risk Management Framework

The Board oversees a comprehensive risk management framework that integrates environmental and sustainability considerations. This framework includes:

- **Assessment and Monitoring**: Regular assessment of environmental risks and opportunities, including potential impacts from climate change and resource constraints.

- **Mitigation Strategies**: Development of strategies to mitigate identified risks, such as implementing energy-efficient practices and investing in green technologies.

- **Opportunity Integration**: Identification of opportunities for sustainable growth, including the adoption of new technologies and practices that enhance our sustainability performance.

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Governance and Oversight

Our Board's governance structure includes specific committees dedicated to overseeing sustainability and risk management. The Sustainability Committee is responsible for evaluating and addressing environmental and climate-related issues, ensuring that they are integrated into our overall business strategy. This committee meets quarterly to review progress, assess new risks, and develop strategies to capitalize on opportunities.

Strategic Decision-Making

Incorporating environmental and sustainability factors into strategic decision-making is a key focus for our Board. This involves:

- **Strategic Planning**: Ensuring that our long-term business strategy reflects our commitment to sustainability and addresses potential environmental risks and opportunities.

- **Performance Monitoring**: We regularly review our performance against sustainability targets and adjust our strategy as needed to stay aligned with our goals.

Continuous Improvement

The Board is committed to ongoing improvement in managing environmental and sustainability risks and opportunities. This includes staying informed about emerging trends and regulatory changes, adapting our strategies accordingly, and fostering a culture of innovation and responsibility.

Through these efforts, Apexon's Board demonstrates a strong commitment to managing risks and opportunities related to environmental and sustainability issues, ensuring that our IT services are not only effective but also aligned with our long-term sustainability goals.

Category	Details	Concerns	Future Plans
Environmental Risks	-Energy consumption -Electronic waste -Resource usage	-Energy costs -Disposal regulations -Resource efficiency	-Adopt energy-efficient technologies -Improve e-waste recycling -Optimize resource usage

Social Risks	- Employee well-being - Diversity and inclusion - Data privacy	-Employee satisfaction -Inclusivity -Privacy breaches	- Enhance wellness programs -Promote diversity -Strengthen data protection measures
Governance Risks	- Regulatory compliance - Ethical practices - Board oversight	- Compliance issues - Ethical lapses - Governance effectiveness	- Regular policy updates - Conduct ethics training - Improve board reviews

Apexon's governance structure includes the (Refer ESG Charter for Governance matrix and pyramid)

- Sustainability Committee
- Ethics and Compliance Committee
- Risk Management Committee
- Audit Committee
- CSR Committee

Compliance and Ethical Standards

Apexon is committed to upholding high standards of compliance and ethics across all its operations. To ensure adherence to regulatory requirements and ethical practices:

- **Policies:** We have established comprehensive policies, including those on anti-corruption, anti-bribery, and code of conduct. These policies outline acceptable behaviors, compliance requirements, and mechanisms for reporting violations.

- **Monitoring:** Compliance is monitored through regular internal audits and assessments. We also conduct periodic reviews to ensure that all policies remain up-to-date with evolving regulations.

- **Enforcement:** Any breaches of compliance are addressed through a defined disciplinary process. We ensure transparency in handling issues and take corrective actions to prevent recurrence.

Future Sustainability Goals and Initiatives

Apexon is committed to enhancing its governance practices to better support its sustainability goals. Our future plans include:

- **Governance Enhancements:** We plan to strengthen our governance framework by expanding the roles of our sustainability and ethics committees to address emerging sustainability challenges more effectively.

- **Sustainability Integration:** We will integrate more robust sustainability criteria into our strategic decision-making processes to ensure alignment with long-term sustainability goals.

- **Goal Setting:** New goals and targets will be established to advance our sustainability agenda and ensure that our governance practices are consistently aligned with our sustainability objectives.

Training and Development

Apexon invests in training and development to ensure that our governance bodies and employees are equipped to address sustainability and ethical issues effectively:

- **Training Programs:** Regular training sessions are conducted for board members and employees on topics such as ethical behavior, compliance, and sustainability practices.

- **Development Initiatives:** We offer continuous learning opportunities to keep our teams informed about the latest developments in sustainability and regulatory requirements.

- **Evaluation:** The effectiveness of training programs is evaluated periodically to ensure they meet the needs of our governance bodies and support our sustainability goals.

Governance Aspects

Aspect	Details	Monitoring and Enforcement	Future Plans	Highest Authority Concerned
Compliance and Ethical Standards	- Policies: Anti-corruption, code of conduct. - Practices: Internal audits and assessments.	- Regular audits. - Disciplinary process for breaches.	- Update policies as needed. - Enhance monitoring systems.	General Counsel
Stakeholder Engagement	- Mechanisms: Surveys, focus groups. - Integration: Feedback used in decision-making.	- Regular reviews of feedback. - Communication of updates.	- Expand engagement channels. - Improve integration of feedback.	Group CFO and Chief Administrative Officer
Future Sustainability Goals and Initiatives	- Governance enhancements. - Integration of sustainability criteria. - New goal setting.	- Progress tracking. - Strategic review meetings.	- Strengthen governance framework. - Set new sustainability targets.	Group CFO and Chief Administrative Officer
Performance Monitoring and Reporting	- KPIs for tracking. - Regular performance	- Board and committee reviews.	- Refine performance measures. - Enhance	Group CFO and Chief Administrative Officer

	assessments. - Transparent reporting.	- Accuracy checks.	reporting transparency.	
Training and Development	- Programs: Ethics, compliance, sustainability. - Continuous learning opportunities.	- Evaluation of training effectiveness. - Regular updates to training materials.	- Increase training frequency. - Expand development initiatives.	Chief People and Transformation Officer

1. **Training and Development**

Alignment with GRI Standards:

- **Training Programs (GRI 404):** GRI standards emphasize the need to report on training programs, including frequency, content, and target audiences. The table provides a summary of training areas, frequency, participants, and key outcomes, which aligns with GRI's requirement to disclose training and development activities.

- **Diversity and Inclusion (GRI 405):** The inclusion of diversity and inclusion training aligns with GRI's emphasis on promoting diversity within the organization.

Training Area	Description	Frequency	Participants	Key Outcomes
Health and Safety	Training on workplace safety and health practices.	Annual	All employees	Improved safety compliance and reduced incidents.

Ethics and Compliance	Courses on ethical behavior and compliance with laws.	Bi-annual	Board members, Managers	Enhanced understanding of ethical standards and regulatory requirements.
Diversity and Inclusion	Workshops on fostering a diverse and inclusive workplace.	Quarterly	HR and Management teams	Increased awareness and implementation of diversity practices.
Data Security	Training on data protection and security protocols.	Annual	IT staff, Data managers	Strengthened data security and reduced risk of breaches.

2. Data Security and Privacy

Alignment with GRI Standards:

- Data Protection (GRI 418): GRI standards require reporting on data protection practices and compliance with privacy regulations. The table outlines data protection policies, training, incident management, and regulatory compliance, reflecting a comprehensive approach to data security.

- Privacy Training (GRI 418): The table includes privacy training, which aligns with GRI's focus on educating employees about data privacy.

Aspect	Description	Compliance	Status	Measures Taken
Data Protection Policies	Policies to safeguard sensitive data	Compliant	Regular audits, policy updates	Implement advanced data encryption technologies.

	from unauthorized access.			
Privacy Training	Training for employees on data privacy and handling practices.	Ongoing	Annual training sessions	Expand training to include emerging privacy concerns.
Incident Management	Procedures for responding to data breaches and security incidents.	In place	Established response protocols and incident logs	Enhance incident response with real-time monitoring tools.
Regulatory Compliance	Adherence to relevant data protection regulations (e.g., GDPR).	Compliant	Regular compliance reviews and audits	Update policies to align with evolving regulations.

3. Tax Practices

Alignment with GRI Standards:

- Tax Transparency (GRI 207): GRI standards highlight the importance of tax transparency and the disclosure of tax practices. The table covers tax compliance, transparency, planning, and anti-tax avoidance measures, aligning with GRI's requirements for tax-related disclosures.

- Regulatory Compliance (GRI 207): Reporting on tax compliance and planning reflects GRI's emphasis on adherence to tax laws and regulations.

Tax Area	Description	Compliance Status	Measures Taken	Future Plans
Tax Compliance	Adherence to national and international tax laws.	Compliant	Regular tax filings and audits	Continue to monitor changes in tax regulations.
Tax Transparency	Reporting on tax practices and payments.	Transparent	Detailed tax reports in sustainability reports	Increase transparency with detailed disclosures.
Tax Planning	Strategic planning to optimize tax obligations.	Managed	Strategic tax planning and consulting	Review and update tax strategies regularly.
Anti-Tax Avoidance	Measures to prevent tax avoidance and ensure fair taxation.	In place	Implementation of anti-avoidance policies	Strengthen policies to prevent aggressive tax planning.

4. Compliance with Regulations

Alignment with GRI Standards:

- Compliance with Environmental and Labor Laws (GRI 307 & GRI 401): GRI standards require reporting on compliance with environmental and labor regulations. The table provides information on environmental regulations, labor laws, and health and safety regulations, aligning with GRI's focus on regulatory compliance.

- Health and Safety Regulations (GRI 403): The inclusion of health and safety regulations aligns with GRI's requirements for reporting on workplace health and safety practices.

Regulation Area	Description	Compliance Status	Measures Taken	Future Plans
Environmental Regulations	Compliance with laws related to environmental protection.	Compliant	Regular environmental audits and impact assessments	Enhance compliance with stricter regulations.
Labor Laws	Adherence to labor laws and regulations, including fair wages and working conditions.	Compliant	Regular audits and updates to labor policies	Review and update labor practices as needed.
Health and Safety Regulations	Compliance with workplace health and safety standards.	Compliant	Safety training programs and incident reporting	Implement additional safety measures as required.

In our sustainability report, we acknowledge significant potential for improvement in our ESG assessment. Apexon is actively working to address this by implementing targeted initiatives and refining our sustainability strategies. Our commitment includes enhancing environmental practices, advancing social responsibility programs, and strengthening governance processes. Through these focused efforts, we aim to make substantial progress and demonstrate our dedication to achieving higher standards of sustainability and governance.

ANNEXURE

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