



Apexon



ANNUAL SUSTAINABILITY

REPORT 2023

www.apexon.com

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ORGANIZATION DETAILS

(GRI 2-1)

We, at Apexon, are excited to introduce our inaugural sustainability report, showcasing our dedication to advancing Environmental, Social, and Governance (ESG) principles through a holistic approach to sustainable growth. This year's report is centered around the theme, "Beyond Bytes: Embracing Sustainability in the Digital Age," reflecting our commitment to integrating sustainability into our core operations and strategies.

The report aligns with the Global Reporting Initiative (GRI) standards: GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021. Our commitment is further demonstrated through our alignment with the United Nations Sustainable Development Goals (UNSDGs), active engagement in the Carbon Disclosure Project (CDP), ESG and adherence to various sustainability and responsibility frameworks.

Entities included in the organization's sustainability reporting

(GRI 2-2)

This report covers Apexon's global operations, including our headquarters in Silicon Valley and offices in US, UK and India. The report includes activities related to our digital transformation, cloud computing, and data analytics services. Subsidiaries and entities within the scope include:

- The operations of these entities reflect our environmental, social, and governance commitments, and are aligned with our overarching sustainability strategy.

USA

- Guadalajara
- Santa Clara
- Bellevue
- Chicago
- Dallas
- Dublin
- Princeton
- Southfield

India

- Ahmedabad
- Bengaluru
- Bengaluru
- Chennai
- Chennai
- Coimbatore
- Hyderabad
- Mumbai
- Pune

UK

- 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 inaugural 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 assurance provider to verify our sustainability report annually, ensuring its accuracy and transparency. Our Board of Directors and senior executives oversee the assurance process to maintain high governance standards. The calendar year 2023 report has been externally assured in accordance with (GRI) criteria and the AA1000 V.3 standard. The assurance provider operates independently, ensuring an objective and impartial evaluation of our sustainability disclosures.

INTRODUCTION

Driving Environmental Impact through Technology

At Apexon, we are committed to leveraging our technological expertise to foster environmental sustainability. Our focus is on integrating eco-friendly practices into our IT service operations, from energy-efficient data centers to optimizing resource usage in our cloud services. We are dedicated to reducing our carbon footprint and supporting global environmental goals through innovative technology solutions.

Empowering Communities through Our Services

Social responsibility is a key pillar of our approach at Apexon. We aim to make a positive difference by supporting learning program, skill development initiatives, promoting diversity within our workforce, and enhancing digital inclusion. Our initiatives are designed to contribute to the well-being of the communities we serve and create opportunities for growth and development through technology.

Commitment to Transparent Governance

Integrity and transparency are fundamental to our governance practices. Apexon ensures that our business operations are conducted with the highest ethical standards. Our governance framework supports responsible decision-making and accountability, reflecting our dedication to maintaining the trust and confidence of our clients and stakeholders.

Enhancing Capabilities through Continuous Improvement

We believe in the power of continuous improvement at Apexon. Regular audits and ongoing training are integral to our approach, enabling us to enhance our service delivery and operational efficiency. By investing in the development of our team and refining our processes, we strive to achieve excellence in every aspect 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 create solutions that contribute to a more sustainable future. Our forward-thinking

approach ensures that we continue to lead with purpose, delivering value to our clients while advancing environmental and social goals.

A WORD FROM OUR EXECUTIVES

Message from the CEO, Sriniketh Chakravarthi

"Leading with sustainability at the heart of our vision."

At Apexon, sustainability is not just a component of our strategy—it is the driving force behind our vision and operations. Our commitment to Environmental, Social, and Governance (ESG) principles is deeply embedded in our corporate ethos and is integral to shaping our future. Through the implementation of innovative solutions, we have achieved significant reductions in our carbon footprint and enhanced our resource management practices.

Our approach to sustainability is rooted in a dedication to transparency and ethical governance. We maintain rigorous standards of accountability by conducting comprehensive audits and adhering to established global reporting frameworks. This commitment ensures that our ESG initiatives are not only effective but also aligned with the highest standards of integrity. Our transparency extends to our stakeholder communications, reinforcing trust and demonstrating our ongoing efforts to operate responsibly.

As we navigate the evolving landscape of technology and sustainability, our focus remains steadfast on integrating ESG principles into every facet of our operations. This commitment drives our strategic decisions, influences our operational practices, and guides our long-term objectives. We are continually seeking innovative ways to enhance our sustainability performance and achieve our ambitious targets.

Looking ahead, our dedication to sustainability will continue to shape our approach to business. We will persist in exploring new technologies and practices that align with our ESG goals, ensuring that our impact remains positive and meaningful. At Apexon, leading with sustainability means more than meeting current standards—it means setting new benchmarks and striving for excellence in every aspect of our operations.

Our journey towards sustainability is ongoing, and we are committed to making a lasting difference through our concerted efforts and dedication.

We aim to drive technological innovation that advances our ESG goals, focusing on reducing our carbon footprint and improving resource management. Our commitment is to maintain transparency and achieve our sustainability targets.

ORDER: Executive Chair, Executive Co-Chair, CEO

Message from the Executive Chair, Sumithra Gomatam

"Guiding Apexon towards a future rooted in responsible practices."

As Executive Chair, I take pride in Apexon's dedication to integrating ESG values into our organizational culture. Our commitment is demonstrated through our strategic initiatives that reduce environmental impact and promote ethical practices. We have enhanced our governance frameworks to ensure transparency and build trust with our stakeholders. Our focus on social responsibility, including fostering diversity and supporting employee development, contributes to a positive and resilient workplace. Looking forward, we remain committed to advancing our sustainability efforts and leading with purpose.

We aim to deepen our commitment to ESG by enhancing our environmental strategies and promoting inclusive practices across the organization. Our focus is on leading with responsibility and setting new benchmarks in sustainability.

Message from the Executive Co-Chair, Somesh Khanna

"Driving progress through responsible and innovative approaches."

As Executive Co-Chair, I am dedicated to embedding ESG principles into our operational strategies. We are committed to advancing our sustainability goals through continued innovation and responsible practices.

Our focus on adopting energy-efficient solutions and sustainable practices has significantly contributed to our environmental objectives. We maintain high standards

of governance and compliance, ensuring that our sustainability initiatives are both effective and transparent. Our investment in employee welfare and professional growth strengthens our organizational resilience and supports a positive work environment.

Our future goal is to further integrate ESG principles into our core operations and drive innovative solutions that support sustainability. We are committed to advancing our practices to achieve even greater environmental and social impact.

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

"Aligning financial strategies with our commitment to sustainability."

As CFO, my focus is on ensuring that our financial strategies support our ESG commitments. Our investment in sustainable practices and resource management reflects our dedication to reducing environmental impact. We uphold rigorous governance standards and conduct regular audits to ensure transparency and accountability. Our commitment to social responsibility, including employee development and diversity initiatives, reinforces a positive organizational culture. Our financial planning is aligned with our goal of achieving long-term sustainability and delivering value to our stakeholders.

We aim to align our financial strategies with our ESG commitments, reducing environmental impact and promoting social responsibility. Our goal is to support long-term sustainability while delivering value to stakeholders.

Message from the Director, Rutesh Shah

"Innovating responsibly to support our ESG objectives."

As Director, I am committed to leveraging our technological expertise to advance our ESG goals. Our focus on implementing energy-efficient solutions and sustainable

practices is central to our strategy. We maintain rigorous standards of governance and transparency to ensure that our technological advancements are responsible and impactful. By fostering a culture of continuous improvement and investing in our workforce, we enhance our capabilities and contribute to a sustainable future. Innovation will continue to guide our efforts as we lead the way in advancing responsible technology practices.

We aim to pioneer cutting-edge technologies that advance our ESG objectives and set industry standards for sustainability. Our focus is on continuous innovation that reduces environmental impact and enhances operational efficiency.

APEXON:

Driving Sustainability & Promoting Responsible 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 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 upgrade, driving new solutions that not only enhance our operational efficiency but also set new standards for sustainable practices. By embracing a culture of creativity and forward-thinking, we are shaping the future of IT and demonstrating that sustainability and innovation are inextricably linked.

Aspiring to Lead

Looking ahead, Apexon is poised to be a trailblazer in sustainable IT practices. We are dedicated to achieving our ambitious ESG goals through strategic investments, responsible actions, and proactive engagement with our stakeholders. Our vision is clear: to lead by example and set the standard for sustainability within the industry. By embedding ESG principles into every aspect of our business, we are not just aiming to contribute to a sustainable future—we are striving to redefine what leadership in sustainability means.

Our commitment to sustainability is more than a goal; it is our mission and our promise. We are determined to lead the way, driving meaningful change and setting new benchmarks in environmental stewardship, social responsibility, and governance excellence. Join us on this journey as we shape the future of sustainable innovation.

SUSTAINABILITY DASHBOARD

Environmental

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

Social

Social Metrics	Data
Male Workforce	2444
Female Workforce	1255
Not Disclosed	2
Employees	3701

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%
Financial Data	2023 (USD)
Revenue	295,254,354
Tax	7,221,193

BITS AND BYTES OF SUSTAINABILITY: A TIMELINE OF PROGRESS

Apexon's journey towards sustainability is a testament to its commitment to fostering a responsible, resilient, and environmentally conscious business. Recognizing the growing importance of sustainability in shaping the future, we began in 2023 by adopting greener technologies, increased renewable energy consumption through solar power, and transitioning to green buildings and thereby made efforts in reducing our environmental impact and embracing innovative solutions 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 Team and Committee to steer the company's sustainability efforts. These bodies 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.

We are also dedicated to obtaining significant certifications and endorsements, including ISO 14001; 2015 for Environmental Management Systems and GHG Emissions Inventory Assurance based on ISO 14064 principles. These certifications demonstrate our focus on ensuring robust environmental management and transparency in reducing greenhouse gas emissions.

One of the cornerstones of our sustainability agenda is its 'Ignite Charter', where sustainability is a key focus. Through Ignite, we have demonstrated its commitment by planting over 10,000 trees in the last two years, contributing significantly to environmental restoration and carbon footprint reduction. These initiatives are in alignment with our vision of creating a greener future.

In addition to direct environmental actions, we also prioritize sustainability within our culture. We have organized regular awareness sessions on sustainability, ensuring employees across all levels understand and contribute to this shared mission.

A significant shift has also been made in our procurement policies. Sustainability now plays a central role in procurement decisions, reshaping how we engage with our suppliers and partners. By prioritizing sustainable practices, we ensure that its entire supply chain aligns with our values, reflecting a commitment to responsible sourcing and operations.

With these measures in place, we are driven with purpose, embedding sustainability at the core of our growth and success.

FROM LOCAL EXPERTISE TO GLOBAL EXCELLENCE

(GRI 2-1)

Apexon is committed to embedding sustainability across all its global operations, with offices strategically located in North America, Latin America, Europe, and Asia. Our presence in these diverse regions allows us to tailor our sustainability efforts to local contexts while adhering to global best practices. As a leading provider of digital transformation services, Apexon leverages its international footprint to drive impactful sustainability initiatives across the globe.

North America

Apexon has a strong presence in the United States, with offices in major cities like Michigan, California, New Jersey, Ohio, Illinois, and Texas. The company specializes in digital engineering and data analytics, helping businesses enhance their operations through advanced technology solutions. By leveraging cloud-native development, Apexon enables clients to optimize resources and improve operational efficiency. These efforts are particularly impactful in North America, where digital transformation is essential for driving innovation and staying competitive across various industries, including healthcare, financial services, and retail.

Europe

In Europe, Apexon operates in Sunderland, focusing on sectors such as financial services, healthcare, and life sciences. The company integrates advanced technology into its digital transformation projects, emphasizing the development of efficient IT infrastructures and ensuring compliance with the stringent data protection regulations prevalent in the region. Through advanced analytics and AI solutions, Apexon helps European clients optimize their digital processes, improve data management, and enhance overall operational efficiency, aligning with the specific needs of these critical industries.

Asia

Apexon's operations in Asia, particularly in cities like Ahmedabad, Bangalore, Chennai, Coimbatore, Hyderabad, Mumbai and Pune, focus on driving digital innovation with an emphasis on scalability and efficiency. The company's presence in these tech hubs allows it to deliver smart infrastructure solutions that enhance digital resilience. Apexon's services in this region, including AI-powered analytics and customer experience solutions, help businesses streamline operations and improve efficiency, supporting the region's rapid technological growth while considering sustainable practices where relevant.

Latin America

In Latin America, Apexon has established a significant presence to support the region's growing demand for digital transformation. With operations in key cities like Guadalajara, the company provides tailored digital services, including data analytics, cloud solutions, and customer experience management. Apexon focuses on helping businesses modernize their operations, emphasizing efficiency and resource optimization. By leveraging local expertise, Apexon plays a crucial role in driving digital innovation across Latin America, contributing to the region's technological advancement while considering sustainable practices where applicable.

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.

REVOLUTIONIZING DIGITAL LANDSCAPE: APEXON'S IMPACT ON MODERN INDUSTRY

(GRI 2-6)

Experience Services: Apexon's UI/UX design and Salesforce integration enhance the efficiency and usability of digital platforms. By improving user interactions and optimizing CRM systems, we support the development of innovative technologies and infrastructure, contributing to the advancement of industry standards.

Digital Engineering Services: Our Digital Engineering services, including Cloud Native platform development, IoT solutions, Application Development, and Quality Engineering, drive technological innovation and infrastructure development. Cloud Native platforms enable scalable and resilient systems, IoT solutions enhance connectivity and resource management, application development fosters new technological applications, and quality engineering ensures high standards of performance and reliability.

Data Analytics Services: With services in Data Strategy, Engineering, Visualization, Management, and Data Sciences, Apexon provides businesses with the tools and insights needed to drive innovation. Effective data management and advanced analytics support the development of new technologies and improve existing infrastructure, fostering industry growth and technological advancement.

Artificial Intelligence Services: Our Artificial Intelligence services, including Generative AI, Advanced Analytics, and Intelligent Automation, drive significant technological advancements. Generative AI enables the creation of new solutions and content, advanced analytics provides deep insights for innovation, and intelligent automation streamlines processes, all contributing to enhanced industry capabilities and infrastructure development.

At Apexon, we have been serving a diverse range of sectors with our cutting-edge IT solutions. In **healthcare**, we have been enhancing patient care and operational efficiency through advanced technology and data-driven insights. Our expertise has

supported the **life sciences** industry by driving innovation and research with sophisticated data analytics and digital tools. We have been optimizing financial operations and client interactions in the **financial services** sector with our secure and robust IT systems. For the **high-tech** industry, our bespoke digital engineering and AI solutions have propelled technological advancement. Our **retail** clients have experienced improved customer interactions and streamlined operations thanks to our tailored IT and analytics services. Additionally, we have been advancing the **automotive** industry with our sophisticated digital solutions and engineering expertise. Apexon's commitment to excellence continues to empower these sectors, driving growth and achieving industry-specific goals.

DRIVING INNOVATION, SHAPING THE FUTURE

At Apexon, we are dedicated to embracing a sustainable future as we deliver innovative IT services. While our primary focus is on providing cutting-edge solutions in UI/UX design, Salesforce integration, digital engineering, and advanced data analytics, we recognize the importance of integrating environmental responsibility into our business practices.

We are committed to reducing our environmental impact and fostering sustainability within our operations. This commitment drives our efforts to enhance energy efficiency, minimize waste, and address climate change through improved practices and technologies. By adopting sustainable practices in our daily operations and encouraging responsible resource use, we aim to set an example in the IT industry.

Our goal is to advance towards a greener future by continuously evaluating and improving our environmental practices. Apexon's dedication to sustainability ensures that as we grow and evolve, we contribute positively to the environment and support a culture of responsibility and stewardship.

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.

- **Marcom Awards**

- **Platinum Award – 2018**

- Honoured for the Digital Transformation Channel in Current & Future Technology Trends in Software Development.

- **Internet Marketing Association IMPACT Awards**

- **Best Use of YouTube – 2018**

- Recognized for exceptional use of YouTube in our marketing strategies.

- **Silicon Valley Business Journal**

- **Fast-Growing Private Companies Awards – 2017**

- Named one of the fifty fastest growing private companies in Silicon Valley based on percentage revenue growth over the past four years.

- **Inc. 5000 List**
Fastest Growing Private Companies – 2017
 Ranked among the top 5,000 fastest growing private companies in the United States for the seventh consecutive year.
- **Mobile Excellence Awards**
Superstar Award – 2016
 Awarded in recognition of the DailyUse Mobile Commerce success story.
- **Silicon Valley Business Journal**
Fast-Growing Private Companies Awards – 2016
 Recognized as one of the fifty fastest growing private companies in Silicon Valley based on percentage revenue growth over the past three years.
- **Inc. 5000 List**
Fastest Growing Private Companies – 2016
 Ranked among the top 5,000 fastest growing private companies in the United States for the sixth consecutive year.
- **US Pan-Asian American Chamber of Commerce**
Fast 100 Asian American Business – 2015
 Recognized for revenue percentage growth over the past two years.
- **Inc. 5000 List**
Fastest Growing Private Companies – 2015
 Ranked among the top 5,000 fastest growing private companies in the United States for the fifth consecutive year.
- **Silicon Valley Business Journal**
Fast-Growing Private Companies Awards – 2015
 Named one of the fifty fastest growing private companies in Silicon Valley based on percentage revenue growth over the past three years.

- **Software 500**
Most Valuable Software Companies – 2015
 Highlighted as one of the 500 most valuable software companies in the world.
- **Tech 200**
Ranked 44th – 2013
 Lead411 ranked Apexon 44th on the prestigious Tech 200 list with a growth rate of 178% between 2010 and 2012.
- **Inc. 5000 List**
Fastest Growing Private Companies – 2014
 Ranked among the top 5,000 fastest growing private companies in the United States for the fourth consecutive year.
- **GESIA Award**
Best Software Company – 2013
 Recognized by the Gujarat Electronics and Software Industries Association (GESIA) for achievements in Enterprise Mobility services.
- **US Pan Asian American Chamber of Commerce**
Fast 50 Asian American Business – 2013
 Recognized for tremendous growth in revenue.
- **Ernst & Young**
Entrepreneur Of The Year® Semifinalist – 2013
 CEO and President Rutesh Shah recognized for outstanding entrepreneurship.
- **Silicon Valley Business Journal**
Top 15 Fastest Growing Companies – 2012
 Ranked 14th in the fastest growing company category, moving up from 19th in 2011.
- **Bay Area News Group**
Top 75 Workplaces – 2012

Ranked 27th in the mid-sized company category among the top 75 workplaces in the Silicon Valley.

- **Forbes**

- **America's 100 Most Promising Companies – 2011**

- Ranked 56th among the top 100 companies across 22 different industries.

- **Fast Private**

- **Top 20 Fastest Growing Companies in Silicon Valley – 2011**

- Named to the annual Silicon Valley Fast Private list for the fourth consecutive year, ranked 19th fastest growing company.

- **SmartTechie Magazine**

- **10 Most Promising Software Testing Companies – 2011**

- Recognized for unique quality and test engineering services.

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 recognize that our success as an information technology company is closely tied to the engagement and collaboration with a diverse range of stakeholders. Identifying these stakeholders is essential to understanding the interests, concerns, and expectations of those who influence or are impacted by our business.

By proactively identifying and engaging with stakeholders—including clients, employees, investors, partners, and regulators—Apexon aims to foster strong relationships, drive innovation, and ensure that our operations align with both business objectives and social responsibilities. This approach helps us anticipate emerging trends, manage risks effectively, and deliver sustainable value for all involved.

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

We conduct interactive workshops and forums to engage stakeholders in face-to-face discussions about our sustainability initiatives and business practices.

These sessions facilitate direct interaction and allow for real-time feedback and collaborative problem-solving.

2. Surveys and Polls

We use surveys and polls to collect feedback from stakeholders on various aspects of our business, including customer satisfaction, employee engagement, and community impact.

3. Stakeholder Advisory Panels

We establish advisory panels consisting of key stakeholders who provide ongoing guidance and feedback on our strategic initiatives and sustainability goals.

4. Investor Webinars and Reports

We host webinars and produce detailed reports to update investors on our ESG performance, financial health, and strategic direction.

5. Community Engagement Activities

We participate in and sponsor community activities, such as local events, environmental clean-ups, and educational programs, to build relationships and support local initiatives.

6. Industry Conferences and Symposia

We attend and speak at industry conferences and symposia to stay abreast of trends, share knowledge, and collaborate with industry peers.

7. Social Media Engagement

We engage with stakeholders through social media platforms by sharing updates, responding to inquiries, and participating in relevant conversations.

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

We provide email support for stakeholders to raise concerns or provide feedback about our operations and practices.

10. Annual Sustainability Reporting

We publish an annual sustainability report detailing our ESG performance, goals, and stakeholder engagement activities.

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:** Dedicated financial and human resources are allocated to support stakeholder engagement activities. This includes staffing and budgeting for communication efforts and outreach programs.
- **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, understandable, 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:** We uphold the human rights of all stakeholders, including their rights to privacy, freedom of expression, and peaceful assembly. Our engagement practices reflect this commitment.
- **Business Partner Expectations:** We collaborate with business partners to ensure meaningful stakeholder engagement, setting expectations for respecting human rights in joint engagements.

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.

ENVIRONMENT

(GRI-302)

Environmental Vision

At Apexon, we are committed to advancing sustainability by integrating environmentally responsible practices into our core operations. 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 dedicated to minimizing its carbon footprint through strategic initiatives aimed at reducing greenhouse gas (GHG) emissions. We have implemented energy-efficient solutions across our data centres and offices, resulting in a significant reduction in Scope 1, 2, and 3 emissions. Our ongoing efforts include optimizing the energy consumption of our digital infrastructure and encouraging remote work to reduce transportation-related emissions.

Renewable Energy Use

We are actively transitioning to renewable energy sources to power our operations. A significant portion of the electricity used in our data centres is sourced from renewable energy, contributing to our goal of reducing our reliance on non-renewable resources. By increasing our use of solar energy and exploring other renewable options, we aim to further decrease our environmental impact.

Sustainable IT Infrastructure

Apexon's data centres are designed with sustainability in mind. We utilize advanced cooling technologies, energy-efficient servers, and sustainable building practices to minimize the environmental impact of our IT infrastructure. Our cloud solutions are

optimized to reduce carbon emissions, leveraging artificial intelligence and machine learning to enhance energy efficiency.

Waste Management

We recognize the importance of responsible waste management, particularly in handling electronic waste (e-waste). Apexon has established a robust e-waste recycling program, ensuring that outdated or obsolete electronics are disposed of in an environmentally friendly manner. Additionally, we have implemented initiatives to reduce physical waste in our offices, including promoting a paperless environment and recycling office supplies.

Water Conservation

(SDG - Goal 6: Clean water and sanitation)

While water conservation is not currently a significant focus for Apexon, we plan to integrate water-efficient practices into future operations, including smart irrigation and water recycling systems, as part of our broader sustainability goals.

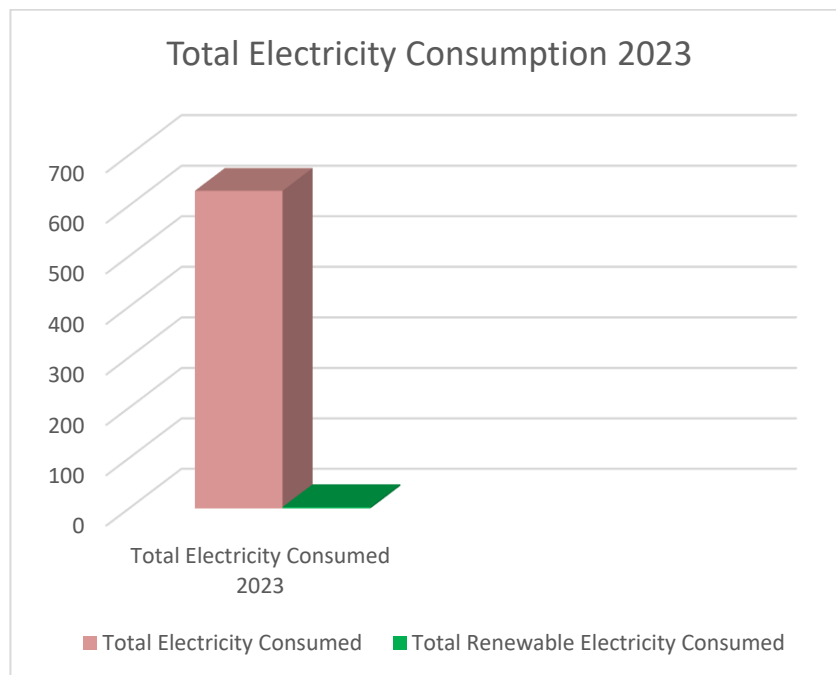
Sustainable Procurement

At Apexon, we prioritize sustainable sourcing by selecting products and services that meet high environmental standards. This includes procuring energy-efficient hardware and eco-friendly office supplies. We also engage with suppliers who share our commitment to sustainability, ensuring that our entire supply chain contributes to our environmental goals.

Future Goals

Looking ahead, Apexon is focused on further reducing its environmental impact. Our long-term goals include achieving carbon neutrality, increasing our use of renewable energy, and striving for zero waste across our operations. We are committed to driving innovation in sustainability and contributing to a more sustainable future for our industry and the world.

Apexon’s commitment to environmental sustainability is amplified through our collaboration with a trusted sustainability partner. This partnership has been pivotal in enhancing our ESG performance, including detailed ESG scoring and comprehensive Carbon Disclosure Project (CDP) reporting. Together, we have developed robust sustainability policies, conducted thorough greenhouse gas (GHG) calculations, and prepared Annual Sustainability Reports (ASR) that reflect our ongoing dedication to reducing our environmental impact. Through these joint efforts, we ensure that Apexon not only meets but exceeds industry standards in environmental stewardship.



Energy Efficiency Initiatives

(GRI- 302-1, 302-3)

(SDG - Goal 7: Affordable and clean energy)

At Apexon, energy efficiency is at the core of our sustainability strategy. We have implemented a range of initiatives designed to optimize energy consumption across our operations, reflecting our commitment to reducing our environmental footprint.

Data Centre Optimization

Our data centres are engineered for maximum energy efficiency. We have integrated advanced cooling technologies, such as precision air conditioning and liquid cooling, which significantly reduce the energy required to maintain optimal operating temperatures. Additionally, our servers are equipped with energy-efficient components that minimize power usage while maintaining high performance.

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.

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 efficiency is a shared responsibility. Through targeted awareness programs and sustainability training, 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 critical component of our commitment to environmental stewardship. As an IT services company, we recognize that our operations, while primarily digital, 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)

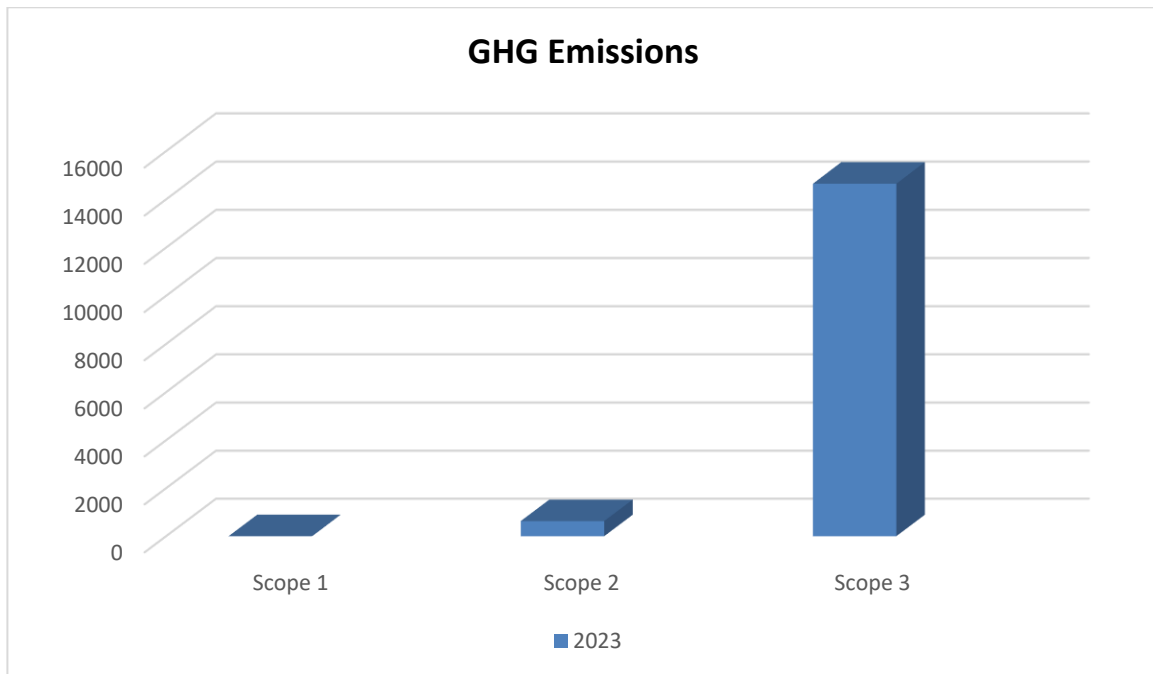
Our approach to carbon footprint reduction begins with rigorous measurement and analysis. We calculate our emissions across all scopes:

- **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



- **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.

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 installed automated lighting and HVAC systems in our offices, which adjust based on occupancy and usage patterns. These systems will help to reduce electricity emission across our corporate facilities.
- **Smart AC and Lighting:** By implementing smart air conditioning systems and automated lighting solutions across our facilities, we have optimized energy usage based on real-time occupancy and environmental conditions.

Transition to Renewable Energy (GRI-302, 305)

Transitioning to renewable energy is a cornerstone of our carbon reduction strategy. Currently, **0.01%** of the electricity we consume is sourced from renewable energy, including solar and wind. Our goal is to increase this share to **30% by 2030**. To support this, we are exploring on-site solar installations at our largest facilities and are planning to purchase green energy certificates to offset our remaining electricity consumption.

Employee Engagement and Sustainable Practices

Reducing our carbon footprint is a collective effort that involves every member of the Apexon team. We have conducted an internal sustainability program that encourages employees to adopt low-carbon practices both at work and at home. In **2020**, we introduced a remote work policy that reduced our Scope 3 emissions from employee commuting. Additionally, we have implemented a green travel program that prioritizes virtual meetings and encourages the use of public transportation or carpooling for necessary business travel, leading to a decrease in travel-related emissions.

Carbon Neutrality Goals

Apexon is committed to achieving carbon neutrality by **2050**. This ambitious goal will be achieved through a combination of energy efficiency improvements, increased use of renewable energy, and strategic carbon offset projects. We are currently

investing in high-quality carbon offset programs, such as reforestation projects and renewable energy initiatives, to balance out our remaining emissions.

Continuous Monitoring and Future Targets

Our carbon reduction efforts are underpinned by continuous monitoring and reporting. We utilize advanced carbon accounting software to track our emissions in real time and ensure we are on track to meet our reduction targets. As part of our commitment to transparency, we report our carbon emissions annually through the Carbon Disclosure Project (CDP), where we have consistently improved our score year over year. We have conducted comprehensive ESG assessments to identify areas for improvement, enabling us to strategically address gaps and enhance our sustainability performance across all dimensions.

Looking ahead, Apexon is focused on further reducing our carbon footprint by **10-20%** each year, with the ultimate goal of becoming a net-zero company by **2050**. We believe that through innovation, collaboration, and a relentless commitment to sustainability, we can significantly reduce our impact on the environment and contribute to a more sustainable future for all.

Waste Management

(GRI-306, 306-3)

Overview

As a leading IT service provider, Apexon is committed to minimizing its environmental impact through effective waste management practices. While our primary operations are digital, we recognize the importance of managing waste generated from our office operations, IT infrastructure, and other business activities. Our waste management strategy focuses on reducing waste generation, promoting recycling, and ensuring responsible disposal.

Electronic Waste (E-Waste)

Apexon, as a leading IT service provider, recognizes the significant impact of electronic waste on the environment and has developed a comprehensive strategy to manage e-waste effectively.

- **Lifecycle Management:** Apexon employs a lifecycle management approach for all electronic devices, including servers, computers, and peripherals. We focus on extending the lifespan of our hardware through regular maintenance and upgrades, thereby reducing the frequency of disposal. This approach helps in minimizing the volume of e-waste generated and maximizes the utility of our technology assets.
- **Certified Recycling Partnerships:** We collaborate with certified e-waste recyclers who adhere to high environmental and safety standards. Our recycling partners ensure that outdated or non-functional equipment is processed responsibly, with materials recovered and recycled according to regulatory requirements. This partnership not only prevents harmful environmental impacts but also supports the circular economy by reclaiming valuable materials.
- **E-Waste Reduction Initiatives:**
 - **Device Refurbishment:** Apexon refurbishes and repurposes older equipment for continued use within the company, reducing the need for new hardware.
 - **Vendor Take-Back Programs:** We participate in take-back programs offered by vendors, facilitating the responsible disposal of end-of-life electronics.
 - **Employee Education:** We provide guidance to employees on best practices for handling and disposing of electronic devices, promoting responsible e-waste management.

Office Waste

Office waste at Apexon primarily includes paper, packaging materials, and other general waste. Our waste management practices are designed to minimize waste generation and enhance recycling efforts.

- **Paper Reduction:** Our paperless policy aims to reduce paper usage by promoting digital documentation and communication. We actively encourage employees to transition to electronic formats, thereby decreasing the reliance on physical documents.
- **Recycling Programs:** Apexon has established robust recycling programs across all office locations:
 - **Recycling Bins:** We have placed clearly labeled bins for paper, plastics, and metals in all offices to facilitate proper waste segregation.
 - **Waste Monitoring:** We regularly track and analyze waste generation data to evaluate the effectiveness of our recycling efforts and identify areas for improvement.

E-Waste Management Overview Table:

Location	Device Type	Units Disposed
USA	Computers	63
USA	Servers	0
USA	Peripherals	0
UK	Computers	14
UK	Servers	0
UK	Peripherals	13
India	Computers	45
India	Servers	17

Location	Device Type	Units Disposed
India	Peripherals	928

Water Management

(GRI-303)

(SDG - Goal 6: Clean water and sanitation)

At Apexon, we understand that water management is an essential part of our sustainability strategy, even in a service-oriented IT environment. While our direct water use may be minimal, we are committed to minimizing our overall water footprint and supporting sustainable water practices across 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 measures in all our office locations, such as installing low-flow faucets, water-efficient fixtures, and automatic shut-off systems. These initiatives have led to a reduction in water consumption across our facilities over the past year.
2. **Employee Engagement:** We actively engage our employees in water conservation efforts by promoting water-saving practices and raising awareness through internal campaigns and training sessions.
3. **Sustainable Workspaces:** We have adopted green building standards for our office spaces, which include water-efficient landscaping and irrigation systems to reduce outdoor water use.

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 labor practices
- Collaborating with vendors who share our commitment to reducing carbon emissions and ethical labor 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 future 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 underscore 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 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 accidents 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 experience for all employees.

- **Supportive Work Environment:** We provide a work environment that promotes both personal and professional growth, ensuring 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 labour and ensure compliance with international standards.

- **Zero-Tolerance Policy:** We enforce a zero-tolerance policy for child labour, 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.

- **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 freedoms.

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.

By upholding the right to freedom of association, we promote a respectful and participatory workplace culture.

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	33.9% Female, 66% Male, 0.1% Not Disclosed	, Represents the gender distribution within our workforce.
Ethnic Diversity	Asian (818 (78.8%)), White (144 (13.9%)), Black or African American (48 (4.6%)), Hispanic or Latino (22 (2.1%)), Two or	Reflects the ethnic composition of our employees.

Diversity Aspect	Percentage	Description
	more races (Not Hispanic or Latino) (6 (0.6%))	

Permanent Workforce			Temporary/ Contractor Workforce			Part-time Workforce			Full-time Workforce		
Male	Female	Not Disclosed	Male	Female	Not Disclosed	Male	Female	Not Disclosed	Male	Female	Not Disclosed
2444	1253	2	472	238	9	0	2	0	0	3	2

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. We are pleased to report that during the financial year 2023, no complaints of sexual harassment were received.

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.
- **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 central 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 not only motivates our workforce but also 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 and peace of mind.

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 have NPS and Flexible Basket.

Attrition and Retention Insights

At Apexon, we place a high value on 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 reducing 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. By fostering a culture of belonging,

recognition, and growth, we aim to keep our employees motivated, engaged, and committed to a long-term career with Apexon.

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

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

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	No. of New Hires
Male	780
Female	430
Not Disclosed	1

Training Received

Social Metrics	Training Manhours
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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	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 prioritizes protection of Human Rights amongst its workforce and hence, 100% of its employees were trained on Human Rights.

CSR Initiatives (GRI 413)

Project	Participants	Summary	Expenditure (INR)
Skill Development Project	328 Students	Vocational Centers in Ahmedabad, Hyderabad, and Bangalore	25.77 Lakhs
Promoting Education	1,407 Students	Learning Centers in slums, construction sites, and traffic signals	24.81 Lakhs
Tree Plantation Initiative	200+ Employees	9,000 trees planted across 61,000 square miles in 10 cities	12.84 Lakhs
Health and Wellness	10,000 Beneficiaries	National Pad Distribution Drive, 500K pads distributed, workshops held	5.57 Lakhs

CSR Project	Project Description	Participants	Summary
Skill Development Project	Ahaan Vocational Centre for skilling and promoting Employability for among Youth	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 focusses on young men and women from rural areas and urban

			slums. The model is 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	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.	200 + Employee Participants	10 plus cities and 9000 trees planted in 61000 Square Miles
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 &- Happy Periods Awareness Sessions In Bangalore, Hyderabad,

			Chennai, Coimbatore
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Amount Spent on CSR Projects in 2023:

CSR Activity	Expenditure (INR)
Skill Development	25.77 Lakhs
Educational Support Program	24.81 Lakhs
Tree Plantation Initiative & Sustainability	12.84 Lakhs
Health and Wellness -Happy Periods	5.57 Lakhs

Social Metrics	Data
Promoting Education	Ahaan Learning Centre: 20 1407 Students
Skill Development	Ahaan Vocational Centre :4 328 Students
Tree Plantation Initiative & Sustainability	Trees Planted: 9000 Square Miles covered: 61000
Health and Wellness-Happy Periods	10 K Beneficiaries, 200+ Employee participants, 500K Sabarmati Saheli Pads Distributed

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 not only supports robust oversight but also fosters a culture of transparency and ethical conduct, reinforcing our dedication to long-term, sustainable success.

Looking to the future, Apexon is committed to advancing our 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 poised 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, which is supported by several key committees responsible for decision-making and oversight related to 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 oversight, risk management, and ensuring compliance with regulations and standards.
- **Compensation and Governance Committee:** Manages executive compensation, governance practices, and ensures alignment with our sustainability objectives.
- **Nomination Committee:** Responsible for board member nominations, ensuring 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 bring valuable insights to our governance processes.
- **Gender:** Our Board and committees are committed 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 skill set is essential for 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 impacts 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, ensuring 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 is composed of 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 having deep expertise in environmental management, social responsibility, and corporate governance. This expertise is pivotal for guiding our sustainability strategy, ensuring that our initiatives are aligned with best practices and industry standards. The Board's collective experience enables us to tackle complex sustainability issues with insight and foresight, driving our commitment to long-term sustainable development.

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

Apexon has delegated the responsibility for managing its Environmental, Social, and Governance (ESG) impacts to special ESG committee – spearheaded by Ignite Team.

The ESG committee works with internal and external for developing and executing key components of Apexon's sustainability initiatives, including:

- **GHG Emission Calculation:** precise calculation of Apexon's greenhouse gas (GHG) emissions, covering Scope 1, 2, and 3 emissions. This detailed assessment enables Apexon to accurately track its carbon footprint and monitor emission sources across its global operations.
- **Emission Reduction Plans:** Based on the GHG assessment, 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:** Formulating strategies that foster a better workplace environment at Apexon. This includes initiatives that promote diversity, equity, inclusion, employee well-being, and improved working conditions, all aligning with global best practices for social responsibility.

- **Ethical Practices Plan:** Enhancing Apexon’s governance framework by developing ethical practice guidelines that cover compliance with anti-corruption measures, fair business conduct, and transparency across all levels of the organization.
- **Net-Zero Strategy:** Crafting Apexon’s long-term strategy to achieve net-zero carbon emissions by 2030. This strategy includes setting interim targets, identifying high-impact areas for carbon offsetting, and ensuring that Apexon’s sustainability journey remains aligned with global climate action goals.

Thus Apexon ensures that its sustainability goals are managed with expertise, integrity, and a strong 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 regularly monitor and evaluate our sustainability performance, ensuring that our efforts are on track and aligned with our long-term goals. The Board's dedicated focus on ESG issues fosters continuous improvement and innovation, allowing us to adapt and evolve our strategies as needed. By staying vigilant and proactive, we are advancing steadily in our sustainability journey, reinforcing our position as a leader in responsible business practices.

Through these focused discussions and expert guidance, Apexon's Board is instrumental in driving our commitment to sustainable development. Our governance structure not only supports effective oversight of our sustainability initiatives but also ensures 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 behavior 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 is 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 are aligned with best practices and 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.

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:** Regularly reviewing our performance against sustainability targets and adjusting 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 robust 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	<ul style="list-style-type: none"> - Energy consumption - Electronic waste - Resource usage 	<ul style="list-style-type: none"> - Energy costs - Disposal regulations - Resource efficiency 	<ul style="list-style-type: none"> - Adopt energy-efficient technologies - Improve e-waste recycling - Optimize resource usage
Social Risks	<ul style="list-style-type: none"> - Employee well-being - Diversity and inclusion - Data privacy 	<ul style="list-style-type: none"> - Employee satisfaction - Inclusivity - Privacy breaches 	<ul style="list-style-type: none"> - Enhance wellness programs - Promote diversity - Strengthen data protection measures
Governance Risks	<ul style="list-style-type: none"> - Regulatory compliance - Ethical practices - Board oversight 	<ul style="list-style-type: none"> - Compliance issues - Ethical lapses - Governance effectiveness 	<ul style="list-style-type: none"> - 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 behaviours, 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 our governance practices to better support our 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.

Performance Monitoring and Reporting

Our governance structure supports comprehensive monitoring and reporting of sustainability performance through:

- **Performance Tracking:** We use key performance indicators (KPIs) to measure progress against our sustainability targets. Regular assessments are conducted to evaluate our performance.
- **Reporting:** Sustainability reports are reviewed and approved by the Board and relevant committees before publication. This ensures accuracy and transparency in our reporting processes.
- **Continuous Improvement:** Feedback from performance reviews is used to refine our sustainability strategies and improve overall performance.

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	<ul style="list-style-type: none"> - Policies: Anti-corruption, code of conduct. - Practices: Internal audits and assessments. 	<ul style="list-style-type: none"> - Regular audits. - Disciplinary process for breaches. 	<ul style="list-style-type: none"> - Update policies as needed. - Enhance monitoring systems. 	General Counsel
Stakeholder Engagement	<ul style="list-style-type: none"> - Mechanisms: Surveys, focus groups. - Integration: Feedback used in decision-making. 	<ul style="list-style-type: none"> - Regular reviews of feedback. - Communication of updates. 	<ul style="list-style-type: none"> - Expand engagement channels. - Improve integration of feedback. 	Group CFO and Chief Administrative Officer
Future Sustainability Goals and Initiatives	<ul style="list-style-type: none"> - Governance enhancements. - Integration of sustainability criteria. - New goal setting. 	<ul style="list-style-type: none"> - Progress tracking. - Strategic review meetings. 	<ul style="list-style-type: none"> - Strengthen governance framework. - Set new sustainability targets. 	Group CFO and Chief Administrative Officer
Performance Monitoring and Reporting	<ul style="list-style-type: none"> - KPIs for tracking. - Regular performance assessments. - Transparent reporting. 	<ul style="list-style-type: none"> - Board and committee reviews. - Accuracy checks. 	<ul style="list-style-type: none"> - Refine performance measures. - Enhance reporting transparency. 	Group CFO and Chief Administrative Officer
Training and Development	<ul style="list-style-type: none"> - Programs: Ethics, compliance, sustainability. - Continuous learning opportunities. 	<ul style="list-style-type: none"> - Evaluation of training effectiveness. - Regular updates to training materials. 	<ul style="list-style-type: none"> - 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 from unauthorized access.	Compliant	Regular audits, policy updates	Implement advanced data encryption technologies.
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 recognize that there is 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 our 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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 APEXON_ESG@APEXON.COM

 WWW.APEXON.COM

