



Apexon



# ESG CHARTER

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# TABLE OF CONTENTS

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|   |           |
|---|-----------|
| <b>SUSTAINABILITY FRAMEWORK<br/>ESG VISION</b>      | <b>03</b> |
| <b>SUSTAINABILITY FRAMEWORK<br/>OUR ESG MISSION</b> | <b>04</b> |
| <b>SUSTAINABILITY FRAMEWORK<br/>ESG GOALS</b>       | <b>05</b> |
| <b>SUSTAINABILITY FRAMEWORK<br/>POLICIES</b>        | <b>06</b> |
| <b>OUR VALUES</b>                                   | <b>08</b> |
| <b>OUR CULTURE</b>                                  | <b>09</b> |
| <b>DRIVING GLOBAL DIGITAL<br/>TRANSFORMATION</b>    | <b>10</b> |
| <b>SUSTAINABILITY FRAMEWORK<br/>GOVERNANCE</b>      | <b>11</b> |

# SUSTAINABILITY FRAMEWORK

## ESG VISION



# SUSTAINABILITY FRAMEWORK

## OUR ESG MISSION



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### DRIVING SUSTAINABILITY & PROMOTING RESPONSIBLE INNOVATION FOR LASTING IMPACT

At Apexon, our mission is to integrate sustainability into every facet of our operations and innovation. Guided by our ESG vision, we strive to lead in environmental, social, and governance practices, setting a benchmark in the technology industry.

We are committed to ensuring board and leadership diversity, backed by continuous ESG training, fostering transparency and accountability through regular reporting mechanisms. Upholding the highest ethical standards, including robust data security and privacy policies, is at the core of our operations.

Our dedication to the environment is reflected in our pursuit of energy-efficient software, digital tools, and eco-friendly practices such as recycling and sustainable procurement. We champion remote working policies and virtual technologies to minimize travel, thus reducing our carbon footprint.

In the social domain, we focus on fostering an inclusive culture that promotes diversity and equal opportunities at all organizational levels. We prioritize employee health and well-being through comprehensive wellness programs, and support continuous professional growth with robust training and development initiatives. We also recognize our responsibility to the community, launching initiatives to enhance digital literacy and access through local technology education programs.

At Apexon, sustainability is not just a goal; it is a continuous journey towards creating a better, more equitable, and environmentally responsible future.

# SUSTAINABILITY FRAMEWORK ESG GOALS BASELINE 2023



## ENVIRONMENTAL

We aim to reduce (as compared our baseline of 2023)

- **Carbon Footprint** by 25% by 2030
- **Water Consumption** by 20% by 2030
- **E-Waste** by 25% by 2030
- **Paper Consumption** to 30% by 2030 and contribute in protecting biodiversity



## SOCIAL

We aim to:

- Enhance our **Community Engagement** through our Ignite Initiatives
- Leverage **Skill Development and Career Management** of Employees
- Improve Overall Group **Gender Diversity** ratio by 50% by 2030
- Maintain high standards on **Health, Safety & Human Rights** as per international standards



## GOVERNANCE

We aim to:

- Achieve **CDP Climate Change** Disclosures at "A" Rating by 2027
- Best in class **Memberships and Endorsements** on **ESG Performance**

# SUSTAINABILITY FRAMEWORK POLICIES



| Sustainability Pillar   | Relevant Policies                              |
|-------------------------|--|
| <b>ENVIRONMENT</b>      | Greenhouse gases (GHG) Management              |
|                         | Energy Management                              |
|                         | Water Management                               |
|                         | Waste Management                               |
|                         | Biodiversity Management                        |
|                         | Building & Construction Management             |
|                         | Sustainable Procurement                        |
| <b>SOCIAL</b>           | Working Conditions Management                  |
|                         | Health & Safety Management                     |
|                         | Community Development                          |
|                         | Corporate Social Responsibility                |
|                         | Child labor                                    |
|                         | Forced Labor                                   |
|                         | Human Rights                                   |
|                         | Freedom of Association & Collective Bargaining |
|                         | Diversity, Equality & Inclusion                |
|                         | Learning & Development                         |
| Privacy & Data Security |  |

# SUSTAINABILITY FRAMEWORK POLICIES



| Sustainability Pillar | Relevant Policies                                     |
|-----------------------|---|
| <b>GOVERNANCE</b>     | Determination of Materiality of Information or Events |
|                       | Preservation of Documents                             |
|                       | Dealing with Related Party Transactions               |
|                       | Antitrust & Anticompetition                           |
|                       | Intellectual Property & GDPR                          |
|                       | Whistle Blower  |
|                       | Sustainable Development Goals                         |



# OUR VALUES

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## **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 CULTURE



## INSPIRING COLLABORATION, INNOVATION AND RESULTS FOR OUR CLIENTS

We are global throughout and we encourage our people to embrace their passions, traditions and native spirit.

We promote a continuous cycle of learning and intelligent growth based on what we learn from our customers, partners, associates and investors.

And Apexon is consistently recognized as a '**Great Place to Work**' in both the United States of America and India. Our culture is shaped by our values-the principles that guide the way we work with our clients and with one another-every day.





# DRIVING GLOBAL DIGITAL TRANSFORMATION



## UNITED STATES OF AMERICA

- Santa Clara
- Dallas
- Dublin
- Princeton
- Southfield

## MEXICO

- Guadalajara

## INDIA

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

## UNITED KINGDOM

- Sunderland

# SUSTAINABILITY FRAMEWORK GOVERNANCE



Apexon has a robust sustainability governance framework in place to evaluate, execute, and track sustainability-aligned initiatives. Sustainability performance is channeled to the Apexon Leadership team and the Ignite-CSR Committee for direction.



# SUSTAINABILITY FRAMEWORK GOVERNANCE

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## GENERAL SCOPE

The role of the ESG Committee (erstwhile, "Sustainability Committee") has been established to assist the Board in meeting its responsibilities in relation to the Environmental, Social and Governance (ESG) matters arising out of the activities and operations of the Company and its subsidiary companies (the Group) for aiming towards enhanced sustainable development.

Sustainable development is a pattern of development through which the business is able to identify the pertaining ESG risks beyond just financials, which, in turn, guides the strategic actions of the business to meet the needs of the present without compromising the ability of future generations to meet their own needs.

## AUTHORITY

The Committee is authorised to:

- Seek any information it requires from any employee of the Company;
- Obtain outside legal or other independent advice on matters within its terms of reference; and
- Form advisory or steering groups to provide focus or advice on matters within its terms of reference.

## MEMBERSHIP

The Board shall appoint the Members of the Committee and appoint Chair of the Committee (the Committee Chairperson) (who will be a non-executive director). The ESG Committee shall have a minimum of three members including one independent non-executive director of the Company. Other members of the Committee may be appointed on the recommendation of the Group CEO with the approval of the Board.

# SUSTAINABILTY FRAMEWORK GOVERNANCE



## MEETING

The Committee shall meet at least two times a year or at such intervals as may be deemed appropriate. Meeting agendas and papers shall be sent to each member of the Committee no less than seven days prior to the meeting. All meetings of the Committee will be duly minuted. Minutes shall be first approved by the Committee and thereafter noted by the Board as well.



[APEXON\\_ESG@APEXON.COM](mailto:APEXON_ESG@APEXON.COM)



[WWW.APEXON.COM](http://WWW.APEXON.COM)

