



Date: August 1, 2023

1. **The Manager- Listing**
National Stock Exchange of India Limited
(Scrip Code: NAUKRI)
2. **The Manager- Listing**
BSE Limited
(Scrip Code: 532777)

Subject: Business Responsibility and Sustainability Report for the FY ended March 31, 2023 under Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015

Dear Sir/Madam,

Pursuant to the Regulation 34 of SEBI (Listing Obligations and Disclosure Requirements) Regulation, 2015, please find enclosed herewith "Business Responsibility and Sustainability Report" of the Company for the financial year ended March 31, 2023 which also forms part of the Annual Report FY 2022-23.

The Annual Report for FY 2022-23 has been uploaded on the website of the Company & may be accessed by using the link: https://www.infoedge.in/pdfs/Report_filings/InfoEdge_Annual_Report_2023.pdf

You are requested to take the same on record.

Thanking you,

Yours faithfully,
For **Info Edge (India) Ltd.**

Jaya Bhatia
Company Secretary & Compliance Officer

Encl:A/a

Annexure - V

BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

SECTION A – GENERAL DISCLOSURES

I. Details of the Company

| | | |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. | Corporate Identity Number (CIN) of the Company | L74899DL1995PLC068021 |
| 2. | Name of the Company | Info Edge (India) Limited |
| 3. | Year of incorporation | 1995 |
| 4. | Registered office address | GF-12A, 94 Meghdoot Building, Nehru Place, New Delhi-110019, India |
| 5. | Corporate address | B-8, Sector-132, Noida – 201 304, Uttar Pradesh, India |
| 6. | E-mail | investors@naukri.com |
| 7. | Telephone | +91-120-4841100, +91-120-3082000 |
| 8. | Website | https://www.infoedge.in/ |
| 9. | Financial year for which reporting is being done | FY23 (April 1, 2022 to March 31, 2023) |
| 10. | Name of the Stock Exchange(s) where shares are listed | National Stock Exchange of India Limited (NSE) and BSE Limited (BSE) |
| 11. | Paid-up Capital | ₹1291.84 Million |
| 12. | Name and contact details of the person who may be contacted in case of any queries on the BRSR report | Name: Mr. Chintan Thakkar Designation: Whole-time Director & CFO Telephone No. +91-120-3082000 E-mail id: Infoedge.BRSR@infoedge.com |
| 13. | Reporting boundary- Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). | Disclosures made in this report are on a standalone basis and all our offices in India and UAE are covered in the reporting boundary. (Refer point no. 16 below) |

II. Products/Services

14. Details of business activities (accounting for 90% of the turnover):

| S. No. | Description of Main Activity | Description of Business Activity | % of Turnover of the entity |
|--------|------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------------|
| 1 | Operation of web-portals, online classified media and allied services. | Data Processing, hosting and related activities; web portal | 100% |

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

| S. No. | Product/Service | NIC Code | % of total Turnover contributed |
|--------|------------------------------------------------------------------------|----------|---------------------------------|
| 1 | Operation of web-portals, online classified media and allied services. | 63122 | 100% |

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

| Location | Number of plants | Number of offices | Total |
|---------------|------------------|-------------------|-------|
| National | Not Applicable | 79 | 79 |
| International | Not Applicable | 06 | 06 |

17. Markets served by the entity:

a. Number of locations

| Locations | Number |
|-------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| National (No. of States) | 21 states and 1 Union Territory (Uttar Pradesh, Gujarat, Maharashtra, Karnataka, Madhya Pradesh, Orrisa, Kerala, Haryana, Tamil Nadu, Uttarakhand, Delhi, Goa, Assam, Telangana, Rajasthan, Punjab, Jharkhand, West Bengal, Bihar, Chhattisgarh, Andhra Pradesh and Pondicherry) |
| International (No. of Countries) | 4 (Bahrain, UAE, Qatar and Saudi Arabia) |

b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of overseas revenue as a percentage of total revenue of the Company is 6.10%.

c. A brief on types of customers:

The Company primarily provides recruitment classifieds services, through its online platform and related services, such as job listings, job application tracking systems, hiring campaigns, etc. The Company provide services to job-seekers as well as corporate customers, which include employers and recruitment consultants. The Company typically works with customers across the segments where the Company operates viz. Recruitment (primarily through Naukri.com wherein customers are both recruiters and job-aspirants), matrimony/matchmaking (through Jeevansathi.com wherein customers are prospective matches/brides/grooms), Real estate (through 99acres.com wherein customers are brokers, builders and owners) and Education (through Shiksha.com wherein customers are students, colleges and universities). All business(es) primarily deals with Business to business to customers (B2B2C) in Recruitment, Real Estate and Education verticals and in matchmaking, Jeevansathi vertical deals with business to customers (B2C).

IV. Employees**18. Details as at the end of Financial Year:****a) Employees and workers (including differently abled)*:**

| S. No. | Particulars | Total (A) | Male | | Female | |
|------------------|-----------------------------------|--------------|--------------|---------------|--------------|---------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| EMPLOYEES | | | | | | |
| 1. | Permanent (D) | 5,268 | 3,181 | 60.38% | 2,087 | 39.62% |
| 2. | Other than Permanent (E)** | 476 | 224 | 47.06% | 252 | 52.94% |
| 3. | Total employees*** (D + E) | 5,744 | 3,405 | 59.28% | 2,339 | 40.72% |

*The Company has reported the total headcount on a standalone basis, thus the total headcount excludes employees from wholly owned subsidiaries.

**Other than permanent employees includes interns, free lancers, retainers and third-party contractors.

***Given the nature of its operations, the Company classifies its personnel as either permanent or other than permanent employees. Since there is no classification of workers in the workforce, workers category does not apply to the Company. Therefore, the information required in all sections in the 'Workers' category is not applicable to Info Edge.

b) Differently abled Employees and workers:**

| S. No. | Particulars | Total (A) | Male | | Female | |
|-------------------------------------|--------------------------------------------------|-----------|----------|---------------|----------|---------------|
| | | | No. (B) | % (B/A) | No. (C) | % (C/A) |
| DIFFERENTLY ABLED EMPLOYEES* | | | | | | |
| 1. | Permanent (D) | 3 | 2 | 66.67% | 1 | 33.33% |
| 2. | Other than Permanent (E) | - | - | - | - | - |
| 3. | Total differently abled employees (D + E) | 3 | 2 | 66.67% | 1 | 33.33% |

*The Company is an equal opportunity employer and treats all its employees at par and doesn't track specifically number of disabled employees. However, based on the income tax declarations which enable claiming income tax deduction for self-disability, the Company had 3 employees with disabilities.

**Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

19. Participation/Inclusion/Representation of women

| | Total (A) | No. and percentage of Females | |
|-----------------------------------------|-----------|-------------------------------|---------|
| | | No. (B) | % (B/A) |
| Board of Directors* | 12 | 3 | 25% |
| Key Management Personnel (KMP)** | 4 | 1 | 25% |

*The Board of Directors of the Company includes three Executive Directors who are designated as KMP.

**As on March 31, 2023, Mr. Sanjeev Bikhchandani (Founder & Executive Vice Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Chintan Thakkar (Whole-time Director & Chief Financial Officer) and Ms. Jaya Bhatia (Company Secretary & Compliance Officer) are the KMP of the Company.

20. Turnover rate for permanent employees and workers*

(Disclose trends for the past 3 years)

| | FY23 (Turnover rate in current FY) | | | FY22 (Turnover rate in previous FY) | | | FY21 (Turnover rate in the year prior to the previous FY) | | |
|---------------------|---------------------------------------|--------|--------|----------------------------------------|--------|--------|--------------------------------------------------------------|--------|--------|
| | Male | Female | Total | Male | Female | Total | Male | Female | Total |
| Permanent Employees | 30.10% | 37.53% | 33.08% | 40.54% | 46.30% | 42.86% | 21.75% | 23.20% | 22.32% |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

V. Holding, Subsidiary and Associate Companies (including joint ventures)**21. (a) Names of holding/subsidiary/associate companies/joint ventures:**

| S. No. | Name of the holding/subsidiary/associate companies/joint ventures (A) | Indicate whether holding/ Subsidiary/Associate/ Joint Venture | % of shares held by the Company ** | Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company? (Yes/No)* |
|--------|-----------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------|-------------------------------------------------------------------------------------------------------------------------|
| 1. | Allcheckdeals India Private Limited | Subsidiary | 100.00% | Y |
| 2. | Diphda Internet Services Limited | Subsidiary | 100.00% | Y |
| 3. | Interactive Visual Solutions Private Limited | Subsidiary | 100.00% | Y |
| 4. | Jeevansathi Internet Services Private Limited | Subsidiary | 100.00% | Y |
| 5. | MakeSense Technologies Limited | Subsidiary | 50.01% | N |
| 6. | Naukri Internet Services Limited. | Subsidiary | 100.00% | Y |
| 7. | NewInc Internet Services Private Limited | Subsidiary | 100.00% | Y |
| 8. | Smartweb Internet Services Limited | Subsidiary | 100.00% | Y |
| 9. | Startup Internet Services Limited | Subsidiary | 100.00% | Y |
| 10. | Startup Investments (Holding) Limited | Subsidiary | 100.00% | Y |
| 11. | Redstart Labs (India) Limited | Subsidiary | 100.00% | Y |
| 12. | Zwayam Digital Private Limited | Subsidiary | 100.00% | Y |
| 13. | Axilly Labs Private Limited | Subsidiary | 100.00% | Y |
| 14. | Aisle Network Private Limited | Subsidiary | 79.62% | N |
| 15. | 4B Networks Private Limited [#] | Subsidiary | 65.03% | N |
| 16. | Sunrise Mentors Private Limited | Subsidiary | 54.64% | N |
| 17. | Happily Unmarried Marketing Private Limited | Associate | 30.48% | N |
| 18. | NopaperForms Solutions Private Limited | Associate | 48.10% | N |
| 19. | International Educational Gateway Private Limited | Subsidiary | 53.55% | N |
| 20. | Bizcrum Infotech Private Limited [#] | Associate | 27.58% | N |
| 21. | Agstack Technologies Private Limited | Associate | 34.40% | N |
| 22. | Printo Document Services Private Limited | Associate | 33.63% | N |
| 23. | Shop Kirana E Trading Private Limited | Associate | 26.41% | N |
| 24. | Terralytics Analysis Private Limited | Associate | 23.03% | N |
| 25. | Greytip Software Private Limited | Associate | 30.38% | N |
| 26. | Metis Eduventures Private Limited | Associate | 25.88% | N |
| 27. | Llama Logisol Private Limited | Associate | 22.58% | N |
| 28. | LQ Global Services Private Limited | Associate | 23.07% | N |
| 29. | Juno Learning Private Limited | Associate | 25.00% | N |
| 30. | Sploot Private Limited | Associate | 27.65% | N |

*The management of all associate and subsidiary companies (except wholly owned subsidiaries) is independent of the Company and the Company has no control over the operations of the said companies otherwise as may be provided in shareholders' agreement with regard to certain affirmative voting rights.

**All percentage holding on fully diluted & convertible basis.

[#] 4B Networks Private Limited & Bizcrum Technologies Private Limited have been fully impaired in FY23.

Notes:

1. The Company through SIHL holds a stake of 14.24% in Medcords Healthcare Solutions Private Limited on a fully converted and diluted basis. Therefore, it is not covered above as it does not fall under the category of associate company as per the Companies Act, 2013. However, it is considered as a Joint Venture as per applicable IND-AS and hence, its financial statements are consolidated with that of the Company.

2. Wishbook Infoservices Private Limited (34.93%), Vcare Technologies Private Limited (15.06%), Unnati Online Private Limited (31.64%), Green Leaves Consumer Services Private Limited (49.56%), Rare Media Company Private Limited (43.86%), Kinobeo Software Private Limited (42.18%), Mint Bird Technologies Private Limited (26.10%) and Ideaclicks Infolabs Private Limited (45.31%) have been fully provisioned for and hence not covered above.

VI. CSR Details

- 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹): 21,586.19 Million
- (iii) Net worth (in ₹): 55,594.66 Million

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

| Stakeholder group from whom complaint is received | Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy) | FY23 | | | FY22 | | |
|---------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------|---------|--------------------------------------------|--------------------------------------------------------------|---------|
| | | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks | Number of complaints filed during the year | Number of complaints pending resolution at close of the year | Remarks |
| Communities* | Not Applicable | Nil | Nil | - | Nil | Nil | - |
| Investors (Other than shareholders) | Yes | Nil | Nil | - | Nil | Nil | - |
| Shareholders | Yes https://www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf | 2 | Nil | - | Nil | Nil | - |
| Employees and workers | Yes | 8 | Nil | - | Nil | Nil | - |
| Customers | Yes | 7 | 5 | - | 5 | 5 | - |
| Value Chain Partners ** | Not Applicable | Nil | Nil | - | Nil | Nil | - |
| Other (please specify) ** | Not Applicable | Nil | Nil | - | Nil | Nil | - |

*The Company supports the communities through its CSR programs.

**Company's business operations do not involve sourcing or supplying of resources in upstream or downstream actions, hence the category is not applicable. However, the Company has grievance redressal mechanism in place through its Sustainable Supply Chain and Procurement policy.

24. Overview of the entity's material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

| S. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 1. | Employee Well-being | Risk | Inadequate or poorly managed employee benefits can result in low employee morale, high turnover and a negative company reputation. | The Company has taken adequate steps to look after the well-being of its employees and ensure a work-life balance for them. The Company conducts various health camps and trainings to ensure physical well-being of employees. It also conducts different activities to ensure mental well-being and productivity of the employees. Various benefits for the employee and their families including medical insurances, creche facilities, parental and maternity leave are in place to ensure employee well-being. | Negative |
| | | Opportunity | Well-designed employee benefits can enhance job satisfaction, attract top talent, improve employee retention, boost productivity and morale. | | Positive |

| S. No. | Material identified issue | Indicate whether risk or opportunity (R/O) | Rationale for identifying the risk/opportunity | In case of risk, approach to adapt or mitigate | Financial implications of the risk or opportunity (Indicate positive or negative implications) |
|--------|---------------------------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|
| 2. | Talent attraction, engagement and retention | Risk | Inability to manage and grow the Company's talent pool may result in high cost of talent acquisition and training. It may also affect the business in terms of growth in revenue and innovation. | For its employees to acquire new, tech-enabled skill sets, the Company has invested in upskilling programmes. The business tries to provide employees with a safe, fulfilling and enriching working environment. | Negative |
| | | Opportunity | Long-term employee attraction and retention can significantly reduce talent cost and help the Company gain innovative advantage due to loyal and talented employees. | Employee-friendly work policies have been put in place by the Company so that staff members can express concerns about their well-being. An inclusive workplace promotes innovation and fosters the development of original ideas. | Positive |
| 3. | Cybersecurity and Data Privacy | Risk | Inadequate prevention, detection and remediation of data security threats that includes data prevention, storage and data leakage can influence customer acquisition and retention and result in decrease market share and decline in demand in market. | In order to keep up with new threats and protect its operations and data from harm, the Company is always investing in the newest tools and procedures. We have a data privacy/security team to implement our data privacy/security framework which includes mandatory privacy training for our employees. For more information kindly refer Management & Discussion Analysis section of Annual Report. | Negative |
| | | Opportunity | Higher customer confidence will rise from being seen as an innovator in information security practises and implementation of cutting-edge cybersecurity standards across all operations. | The team has kept up with new cybersecurity developments in order to maintain effective cybersecurity practises and increase compliance. | Positive |
| 4. | Corporate Governance | Risk | Poor Corporate Governance may lead to unethical practices, mismanagement of resources, legal issues and damage to the Company's reputation and financial stability. | Please refer to Corporate Governance Report section of Annual Report. | Negative |
| | | Opportunity | Strong Corporate Governance by promoting transparency, accountability and ethical practices can enhance investor confidence, attract capital and contribute to long term sustainable growth. | | Positive |

SECTION B – MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC principles and core elements. These briefly are as follows:

| S. No. | Principle Description |
|--------|-------------------------------------------------------------------------------------------------------------------------------------|
| P1 | Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable |
| P2 | Businesses should provide goods and services in a manner that is sustainable and safe |
| P3 | Businesses should respect and promote the well-being of all employees, including those in their value chains |
| P4 | Businesses should respect the interests of and be responsive to all its stakeholders |
| P5 | Businesses should respect and promote human rights |
| P6 | Businesses should respect and make efforts to protect and restore the environment |
| P7 | Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent |
| P8 | Businesses should promote inclusive growth and equitable development |
| P9 | Businesses should engage with and provide value to their consumers in a responsible manner |

| Disclosure Questions | P 1 | P 2 | P 3 | P 4 | P 5 | P 6 | P 7 | P 8 | P 9 |
|----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|-----|-----|-----|-----|-----|-----|-----|
| Policy and management processes | | | | | | | | | |
| 1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| b. Has the policy been approved by the Board? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |
| c. Web Link of the Policies, if available | <p>P1: Whistleblower Policy- https://www.infoedge.in/pdfs/Whistle-Blower-Policy.pdf Code of Ethics & Conduct- https://www.infoedge.in/pdfs/code-of-ethics.pdf Anti-Bribery and Anti-corruption policy- https://www.infoedge.in/pdfs/anti-bribery-and-anti-corruption-policy.pdf</p> <p>P2: Sustainable Supply Chain Policy- https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf Supplier Code Conduct- https://www.infoedge.in/pdfs/supplier-code-of-conduct.pdf</p> <p>P3: Code of Ethics & Conduct- https://www.infoedge.in/pdfs/code-of-ethics.pdf Health and Safety Policy- https://www.infoedge.in/pdfs/health-and-safety-policy.pdf</p> <p>P4: CSR Policy- https://www.infoedge.in/pdfs/CSR-Policy.pdf Policy for Redressal of Investor Grievances - https://www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf</p> <p>P5: Human Rights Policy- https://www.infoedge.in/pdfs/human-rights-policy.pdf POSH- Available on i-connect, Info Edge Intranet Supplier Code of Conduct- https://www.infoedge.in/pdfs/supplier-code-of-conduct.pdf Sustainable Supply Chain Policy- https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf</p> <p>P6: ESG Policy- https://www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf</p> <p>P7: Code of Ethics & Conduct - https://www.infoedge.in/pdfs/code-of-ethics.pdf Procurement Policy- https://www.infoedge.in/pdfs/procurement-policy.pdf</p> <p>P8: CSR policy- https://www.infoedge.in/pdfs/CSR-Policy.pdf ESG policy- https://www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf</p> <p>P9: IT Security Policy- Available on i-connect, Info Edge Intranet</p> | | | | | | | | |
| 2. Whether the entity has translated the policy into procedures. (Yes/No) | Y | N | Y | Y | Y | N | N | Y | Y |
| 3. Do the enlisted policies extend to your value chain partners? (Yes/No) | Y | Y | Y | Y | Y | Y | Y | Y | Y |

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Name of the national and international codes/certifications/labels/standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle. | We have implemented and undergo annual audits to ensure compliance with ISO 27001:2013, which governs Information Security Management System of the Company. Certain portions of the business (based on applicability) are also compliant with Payment Card Industry Data Security Standards and undergo assessment on annual basis. |
| 5. Specific commitments, goals and targets set by the entity with defined timelines, if any. | As part of the ESG Strategy, the Company is in the process of specifying goals and targets with defined timelines. |
| 6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met. | Not applicable, as the Company is still in the process of establishing clear goals and targets with defined timelines. |

Governance, leadership and oversight

| 7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure) | <p>Info Edge is a mission-driven Company with a target to build a mindful, righteous and inclusive business. As a technologically advanced organisation, we take tremendous pride in the way we effectively integrate both the human and technology facets of our business. We are a market leader in the verticals of matrimony, recruitment, real estate and education. Our strategy is built on achieving technological excellence while also remaining ahead of our sustainability targets. With this philosophy, the Board of Directors has shifted this year's focus specifically on Environmental, Social and Governance (ESG) issues.</p> <p>Additionally, in order to ensure that the spirit of the nine NGRBC principles are ingrained into our systems and procedures, we have adopted new policies to imbibe with BRSR principles. This report summarises our efforts during FY23 to build an environmentally and socially conscious business and shows our dedication to developing our ESG strategy over time. We have invested in technology to help people in all areas of life and we are making use of game-changing breakthroughs to further our goals of long-term growth while ensuring inclusive development of all. Under the supervision and direction of our Board, we expect to step up our ESG efforts in the near future.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|----|----|----|----|----|----|----|------------------------------------------------------------------------|----|----|----|----|----|----|----|----|--|--------------------|------------------------------------------------------------------------------------------------|-------------|---------------------|----------|-------------|--------------------------|----------|--------|-------------------|------------------------------------------------------------------------|--------|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---------------------------------------------------------|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|------------------------------------------------------------------------------------------------------------------|---|---|---|---|---|---|---|---|---|--|--|--|--|--|--|--|--|--|
| 8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies). | <p>Business Responsibility and Sustainability Reporting Committee (BRSR Committee) is responsible for decision making on sustainability related issues. Mr. Chintan Thakkar (Chairperson of BRSR Committee) Designation: Whole-time Director & CFO</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes/No). If yes, provide details. | <p>Yes, BRSR Committee is responsible for decision making on sustainability related issues:</p> <table border="1" data-bbox="507 1391 1414 1541"> <thead> <tr> <th>Name</th> <th>DIN</th> <th>Designation</th> </tr> </thead> <tbody> <tr> <td>Mr. Chintan Thakkar</td> <td>00678173</td> <td>Chairperson</td> </tr> <tr> <td>Mr. Sanjeev Bikhchandani</td> <td>00065640</td> <td>Member</td> </tr> <tr> <td>Mr. Hitesh Oberoi</td> <td>01189953</td> <td>Member</td> </tr> </tbody> </table> | | | | | | | | | | | | | | | | | | | Name | DIN | Designation | Mr. Chintan Thakkar | 00678173 | Chairperson | Mr. Sanjeev Bikhchandani | 00065640 | Member | Mr. Hitesh Oberoi | 01189953 | Member | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Name | DIN | Designation | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mr. Chintan Thakkar | 00678173 | Chairperson | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mr. Sanjeev Bikhchandani | 00065640 | Member | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mr. Hitesh Oberoi | 01189953 | Member | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10. Details of Review of NGRBCs by the Company: | <table border="1"> <thead> <tr> <th rowspan="2">Subject for Review</th> <th colspan="9">Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee</th> <th colspan="9">Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)</th> </tr> <tr> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> <th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th> </tr> </thead> <tbody> <tr> <td>Performance against above policies and follow up action</td> <td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> <tr> <td>Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances</td> <td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td><td>Y</td> <td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td> </tr> </tbody> </table> | | | | | | | | | | | | | | | | | | | Subject for Review | Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/Half yearly/ Quarterly/Any other – please specify) | | | | | | | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | |
| Subject for Review | Indicate whether review was undertaken by Director/Committee of the Board/ Any other Committee | | | | | | | | | Frequency (Annually/Half yearly/ Quarterly/Any other – please specify) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Performance against above policies and follow up action | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances | Y | Y | Y | Y | Y | Y | Y | Y | Y | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency. | <table border="1"> <thead> <tr> <th></th> <th>P1</th> <th>P2</th> <th>P3</th> <th>P4</th> <th>P5</th> <th>P6</th> <th>P7</th> <th>P8</th> <th>P9</th> </tr> </thead> <tbody> <tr> <td></td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> <td>N</td> </tr> </tbody> </table> | | | | | | | | | | | | | | | | | | | | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | N | N | N | N | N | N | N | N | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| | N | N | N | N | N | N | N | N | N | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

12. If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated:

| Questions | P1 | P2 | P3 | P4 | P5 | P6 | P7 | P8 | P9 |
|---------------------------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----------------|----|----|----|
| The entity does not consider the Principles material to its business (Yes/No) | | | | | | | | | |
| The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No) | | | | | | | | | |
| The entity does not have the financial or/human and technical resources available for the task (Yes/No) | | | | | | Not Applicable | | | |
| It is planned to be done in the next financial year (Yes/No) | | | | | | | | | |
| Any other reason (please specify) | | | | | | | | | |

SECTION C – PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE

ESSENTIAL INDICATORS

1. Percentage coverage by training and awareness programmes on any of the principles during the financial year:

| Segment | Total number of training and awareness programmes held | Topics/principles covered under the training and its impact | % of persons in respective category* covered by the awareness programmes |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|--------------------------------------------------------------------------|
| Board of Directors | Info Edge has formulated comprehensive policies that safeguard the provisions under the nine principles of BRSR. These broad policies have been communicated to the Board of Directors and Key Managerial Personnel through e-mail channels to ensure 100 percent coverage of awareness on these nine principles. To enable an in-depth understanding of the implications of each principle, the Company also conducted a special training session accentuating the NGBRC principles for Board of Directors and Key Managerial Personnel. | 9 | 100% |
| Key Managerial Personnel | All employees undergo training programmes on a regular basis in the areas of skill upgradation, process orientation and soft skill development. These trainings are imparted through online and classroom modes as well as on-the-job. The Company also conducts regular internal and independent reviews to ensure compliance with health and safety management systems. This involves conducting routine emergency mock drills, testing fire and safety infrastructure and performing scheduled thermography of electrical equipment. Additionally, the Company has also circulated e-mail to all the employees accentuating the NGBRC principles and the policies. | 9 | 100% |
| Employees other than Board of Directors and KMPs | | | |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

2. Details of fines/penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in FY23 (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity's website): NIL

| Monetary | | | | | |
|-----------------|-----------------|-------------------------------------------------------------------|---------------|-------------------|----------------------------------------|
| | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | Amount (in ₹) | Brief of the case | Has an appeal been preferred? (Yes/No) |
| Penalty/Fine | | | | | |
| Settlement | | | | | |
| Compounding fee | | | | | |
| Non-Monetary | | | | | |
| | NGRBC Principle | Name of the regulatory/enforcement agencies/judicial institutions | | Brief of the case | Has an appeal been preferred? (Yes/No) |
| Imprisonment | | | | | |
| Punishment | | | | | |

3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision are preferred in cases where monetary or non-monetary action has been appealed.

| Case details | Name of the regulatory/enforcement agencies/judicial institutions |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| Not Applicable, since there have been no cases in FY23 where monetary or non-monetary action has been appealed. | |

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web link to the policy.

The Company has implemented an Anti-Corruption and Anti-Bribery (ABAC) Policy, which serves as a guiding principle for all Employees and Directors to uphold their ethical responsibilities while performing their duties and prevent potential or actual conflicts of interest. This policy applies to the Company, its wholly-owned subsidiaries, associates and business partners and all internal and external stakeholders are expected to operate within its framework. We maintain a zero-tolerance approach towards bribery and corruption, which is consistently demonstrated in our daily conduct. For example, we strictly prohibit employees from accepting gifts and require them to surrender any such gifts to the HR department. We also ensure that vendors and contractors comply with ethical standards through specific clauses included in their work contracts. These contractual provisions cover anti-corruption laws, anti-bribery measures, confidentiality, and other relevant aspects. ABAC policy is available on the website of the Company at <https://www.infoedge.in/pdfs/anti-bribery-and-anti-corruption-policy.pdf>

5. Number of Directors/KMPs/employees/workers* against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/corruption.

There were no such cases in FY23 and FY22 where disciplinary action has been taken by any law enforcement agency for the charges of bribery/ corruption.

| | FY23 | FY22 |
|-----------|------|------|
| Directors | Nil | Nil |
| KMPs | Nil | Nil |
| Employees | Nil | Nil |

*Since there is no classification of workers in the workforce, the worker's category does not apply to the Company.

6. Details of complaints with regard to conflict of interest:

| | FY23 | | FY22 | |
|----------------------------------------------------------------------------------------------|--------|---------|--------|---------|
| | Number | Remarks | Number | Remarks |
| Number of complaints received in relation to issues of Conflict of Interest of the Directors | Nil | - | Nil | - |
| Number of complaints received in relation to issues of Conflict of Interest of the KMPs | Nil | - | Nil | - |

7. Provide details of any corrective action taken or underway on issues related to fines/penalties/action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable, as there have been no instances of corruption and conflicts of interest against the Company in the FY23 and FY22.

LEADERSHIP INDICATORS

1. Awareness programmes conducted for value chain partners on any of the principles during the financial year:

| Total number of awareness programmes held | Topics/principles covered under the training | % of value chain partners covered (by value of business done with such partners) under the awareness programmes |
|-------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------|
| Nil | Nil | Nil |

The Company has implemented a Sustainable Supply Chain policy for its value chain partners, to promote a sustainable supply chain and uphold high standards of environment and social responsibility. Although no formal training has been provided to value chain partners during the current financial year, they are granted access to the Sustainable Supply Chain policy, which encompasses the principles outlined in NGRBC.

2. Does the entity have processes in place to avoid/manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company prioritizes the establishment of a positive and ethical work environment through its Conflict of Interest clause within the Code of Ethics & Conduct. With a commitment to integrity and business sustainability, we recognize the significance of avoiding conflicts of interest while respecting the rights and choices of our employees. The Code of Ethics & Conduct applies to all employees, the Board of Directors, wholly owned subsidiaries, contractors, service providers and other business partners. It provides detailed guidance on identifying and addressing various conflict-of-interest scenarios, emphasizes disclosure methods and outlines the consequences of non-compliance.

To access the Code of Ethics & Conduct, please visit the Company's website at: <https://www.InfoEdge.in/pdfs/code-of-ethics.pdf>.

Additionally, the Company has implemented a policy titled 'Policy for Personal Investments and Engagement by Executive Leadership with Other Entities.' This policy regulates external commitments of full-time Directors and executive leadership, setting limitations and defining an approval process for employee engagement and investment for employees in executive positions, including Whole-time Directors.

The aforesaid policy most importantly ensures that the focus on core business of the Company is maintained and there is no conflict of interest between the obligations of executive leaders towards the Company and other engagements.

A copy of the said policy is uploaded on the website of the Company at http://infoedge.in/pdfs/Policy_for_Personal_Investments_and_Engagment_by_Executive_Leadership_with_other_Entities.pdf

Furthermore, the Company has developed a comprehensive Code of Conduct to Regulate, Monitor, and Report Trading by Insiders. This code aims to prevent insider trading among the management and staff by establishing clear guidelines, monitoring procedures, and reporting mechanisms.

A copy of the said Code is uploaded on the website of the Company at <https://www.infoedge.in/pdfs/Code-of-Conduct-To-Regulate-Monitor-&-Report-Trading-By-Insiders.pdf>

PRINCIPLE 2: BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE

ESSENTIAL INDICATORS

- Percentage of R&D and capital expenditure (CAPEX) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

| | FY23 | FY22 | Details of improvements in environmental and social impacts |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|-------------------------------------------------------------|
| R&D | We perceive technology as a powerful catalyst for promoting sustainability. In light of the nature of our services, R&D and capex expenditures were focused on enhancing our Information Technology efficiencies. In the past two financial years, we have made significant efforts to strengthen our capital assets by investing in elevating our IT technological infrastructure such as software, communication networks and equipment to enhance our digital strength. Additionally, we are taking proactive steps to ensure the environmental sustainability of our operations. Our recent initiatives have been captured in the response to question no. 6 of the leadership indicators of principle 6 below. | | |
| Capex | | | |

- a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Not applicable, since the Company is a service entity and being an internet company, we are relatively less resource intensive in terms of material inputs. However, as a responsible corporate citizen, we have formulated a policy on 'Sustainable Supply Chain' that has procedures in place to ensure that the procurement of products and services occurs in a sustainable and safe manner. We also endeavor to reduce the environmental impact of our operations by tracking the consumption of resources critically. As part of the Company's operations, a small amount of e-waste is generated by the Company which is dealt with as per the statutory norms governing the handling and management of such waste.

Link to the policy: <https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf>

- b. If yes, what percentage of inputs were sourced sustainably?**

Not Applicable, as our business operations are not resource intensive.

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

| Waste type | Waste management procedure in place |
|---------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Plastic (including packaging) | As a service oriented business, the Company does not heavily rely on material resources, making product recycling irrelevant to our operations. Waste generation at Company's offices is minimal. Nonetheless, the Company has procedures in place to dispose of e-waste through authorized e-waste vendors. Other wastes like wastepaper and paper products are disposed to a third-party agency, which is authorized by the district authority to carry out collection of waste. |
| E-waste | |
| Hazardous waste | |
| Other waste (wastepaper and paper products) | |

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes/No). If yes, whether the waste collection plan is in line with the EPR plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Not applicable, owing to the nature of our business operations and the fact that we do not manufacture any products.

LEADERSHIP INDICATORS

- Has the entity conducted Life Cycle Perspective/Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

| NIC Code | Name of product / service | % of total Turnover contributed | Boundary for which the Life Cycle Perspective / Assessment was conducted | Whether conducted by an independent external agency (Yes/No) | Results communicated in the public domain (Yes/No) If yes, provide the web-link. |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------------|--------------------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------|
| In the current financial year, the Company has not carried out LCA since the nature of its business suggests a relatively small environmental footprint. | | | | | |

2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products/services, as identified in the Life Cycle Perspective/Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.

| Name of product/service | Description of the risk/concern | Action taken |
|----------------------------------------------------------------------------------------------------------------|---------------------------------|--------------|
| Not Applicable, as we have not performed a Life Cycle Assessment (LCA), as mentioned in our previous response. | | |

3. Percentage of recycled or reused input material to total material (by value) used in production (for manufacturing industry) or providing services (for service industry).

| Indicate input material | Recycled or re-used input material to total material | |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|------|
| | FY23 | FY22 |
| The Company does not manufacture any tangible products and this question is not applicable to the Company's operations. | | |

4. Of the products and packaging reclaimed at end of life of products, amount (in metric tonnes) reused, recycled, and safely disposed in the following format:

| | FY23 | | | FY22 | | |
|--------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------|-----------------|---------|----------|-----------------|
| | Re-Used | Recycled | Safely disposed | Re-Used | Recycled | Safely disposed |
| Plastics (including packaging) | | | | | | |
| E-waste | The Company does not manufacture any tangible products and this question is not applicable to the Company's operations. | | | | | |
| Hazardous waste | | | | | | |
| Other waste | | | | | | |

5. Reclaimed products and their packaging materials (as percentage of products sold) for each product category.

| Indicate product category | Reclaimed products and their packaging materials as % of total products sold in respective category |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| The Company does not manufacture any tangible products and this question is not applicable to the Company's operations. | |

PRINCIPLE 3: BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS

ESSENTIAL INDICATORS

1. a. Details of measures for the well-being of employees:

| Category | Total (A) | % of employees covered by | | | | | | | | | |
|----------------------------------------|--------------|---------------------------|-------------|--------------------|-------------|--------------------|-------------|--------------------|-------------|---------------------|-------------|
| | | Health insurance | | Accident insurance | | Maternity Benefits | | Paternity Benefits | | Day Care facilities | |
| | | Number (B) | % (B / A) | Number (C) | % (C / A) | Number (D) | % (D / A) | Number (E) | % (E / A) | Number (F) | % (F / A) |
| Permanent employees | | | | | | | | | | | |
| Male | 3,181 | 3,181 | 100% | 3,181 | 100% | NA | - | 3,181 | 100% | 3,181 | 100% |
| Female | 2,087 | 2,087 | 100% | 2,087 | 100% | 2,087 | 100% | NA | - | 2,087 | 100% |
| Total | 5,268 | 5,268 | 100% | 5,268 | 100% | 2,087 | 100% | 3,181 | 100% | 5,268 | 100% |
| Other than Permanent employees* | | | | | | | | | | | |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |

*Above benefits are only given to permanent employees of the Company.

Note: Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

2. Details of retirement benefits:

| Benefits | FY23 | | | FY22 | | |
|-------------------------|----------------------------------------------------|-------------------------------------------------|------------------------------------------------------|----------------------------------------------------|-------------------------------------------------|------------------------------------------------------|
| | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers* | Deducted and deposited with the authority (Y/N/N.A.) | No. of employees covered as a % of total employees | No. of workers covered as a % of total workers* | Deducted and deposited with the authority (Y/N/N.A.) |
| PF | 100% | NA | Y | 100% | NA | Y |
| Gratuity | 100% | NA | Y | 100% | NA | Y |
| ESI | 7% | NA | Y | 15% | NA | Y |
| Others – please specify | - | - | - | - | - | - |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

3. Accessibility of workplaces

Are the premises/offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, all offices of the Company are accessible to differently abled employees as per the requirements of the Rights of Persons with Disabilities Act, 2016. We acknowledge the unique needs of our diverse workforce, especially differently-abled employees and to this end we have made consistent efforts to enhance the accessibility of our infrastructure and have also implemented special measures across our premises that cultivates a more inclusive and considerate environment for people with disabilities.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web link to the policy.

Yes, the Company has a Human Rights Policy that outlines that the Company resolves to provide equal employment opportunity to everyone irrespective of their gender, race, caste, religion, disabilities or any other trait that makes them unique as individuals.

5. Return to work and Retention rates of permanent employees and workers* that took parental leave.

| Gender | Permanent Employees | |
|--------------|---------------------|----------------|
| | Return to work rate | Retention rate |
| Male | 99.00% | 64.76% |
| Female | 41.75% | 64.86% |
| Total | 74.40% | 64.80% |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and workers*? If yes, give details of the mechanism in brief.

| | Yes/No (If Yes, then give details of the mechanism in brief) |
|---------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Permanent Employees | Yes, there are designated email channels through which we receive grievances and concerns from all associates. |
| Other than Permanent Employees | Apart from this, associates can also raise grievances by reaching out to their managers or HR or reporting the issue to the BRSR committee at Infoedge.BRSR@infoedge.com. |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

7. Membership of employees and workers in association(s) or Unions recognized by the listed entity:

| Category | FY23 | | | FY22 | | |
|----------------------------------|---------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------|--------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------|
| | Total employees/workers* in the respective category (A) | No. of employees/workers in the respective category, who are part of the association(s) or Union (B) | % (B/A) | Total employees/workers in the respective category (C) | No. of employees/workers in the respective category, who are part of the association(s) or Union (D) | % (D/C) |
| Total Permanent Employees | 5,268 | Nil | - | 4,733 | Nil | - |
| Male | 3,181 | Nil | - | 2,803 | Nil | - |
| Female | 2,087 | Nil | - | 1,930 | Nil | - |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

8. Details of training given to employees and workers*:

| Category | FY23 | | | | | FY22 | | | | |
|------------------|-----------|---------------------------------|-----------|-------------------------|-----------|-----------|-------------------------------|-----------|----------------------|-----------|
| | Total (A) | On health and safety measures** | | On skill upgradation*** | | Total (D) | On health and safety measures | | On skill upgradation | |
| | | No. (B) | % (B / A) | No. (C) | % (C / A) | | No. (E) | % (E / D) | No.(F) | % (F / D) |
| Employees | | | | | | | | | | |
| Male | - | - | - | - | - | - | - | - | - | - |
| Female | - | - | - | - | - | - | - | - | - | - |
| Total | - | - | - | 4,398 | - | - | - | - | 4,198 | - |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

**The Company has provided awareness to all the employees related to the Health and Safety policy that the Company has in place. The Company also undertakes fire safety drills as per norms.

***The data presented here reflects the overall participation in various skill upgradation trainings offered during FY23 and FY22.

9. Details of performance and career development reviews of employees and workers*:

| Category | FY23** | | | FY22 | | |
|------------------|--------------|--------------|---------------|--------------|--------------|---------------|
| | Total (A) | No. (B) | % (B / A) | Total (C) | No. (D) | % (D / C) |
| Employees | | | | | | |
| Male | 3,181 | 2,787 | 87.61% | 2,803 | 2,442 | 87.12% |
| Female | 2,087 | 1,763 | 84.48% | 1,930 | 1,618 | 83.83% |
| Total | 5,268 | 4,550 | 86.37% | 4,733 | 4,060 | 85.78% |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

**Appraisal cycle for FY23 is still in progress.

10. Health and safety management system:

- a. **Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, what is the coverage of such a system?**

Our people are at the heart of our business strategy and the health and well-being of all our employees are paramount to us. To further our commitment on providing a positive and stimulating work environment for everyone, we have formulated a dedicated Health and Safety policy which articulates our vigilant approach to nimbly identify and mitigate issues related to risks and hazards at workplace. It also talks about our additional efforts to provide measures that safeguard the best interest of all employees.

- b. **What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?**

We prioritize the well-being of our employees and are committed to providing a safe and healthy work environment. Our approach involves assessing inherent workplace safety risks on a need basis and incorporating necessary safety requirements specific to each situation. While we work towards establishing a comprehensive health safety system, we remain committed to the well-being of our employees. By actively addressing safety concerns and adapting our practices, we strive to create a secure working environment that safeguards the health and safety of our workforce.

- c. **Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Not applicable, as we do not have the worker category.

- d. **Do the employees/workers of the entity have access to non-occupational medical and healthcare services? (Yes/No)**

Yes, at the Company, we recognize that the overall well-being of our employees is highly imperative to the growth aspirations of the Company. Our endeavor to promote employee wellness is not curtailed to our infrastructural boundaries but extends above and beyond. In pursuit of this objective, the Company has made provisions to make non-occupational medical and healthcare services accessible to all the employees.

11. Details of safety related incidents, in the following format:

| Safety incident/Number | Category* | FY23 | FY22 |
|-------------------------------------------------------------------------------|-----------|------|------|
| Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hours worked) | Employees | Nil | Nil |
| Total recordable work-related injuries | Employees | Nil | Nil |
| No. of fatalities | Employees | Nil | Nil |
| High consequence work-related injury or ill-health (excluding fatalities) | Employees | Nil | Nil |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

12. Describe the measures taken by the entity to ensure a safe and healthy workplace.

The Company prioritize the well-being and safety of its employees by implementing various measures. These initiatives include:

- Regular internal and independent reviews to ensure compliance with health and safety policy. This involves conducting routine emergency mock drills, testing fire and safety infrastructure and performing scheduled thermography of electrical equipment.
- Equipping our corporate offices with medical rooms and stocking selected facilities with first aid kits and over-the-counter medicines to address general health and safety needs.
- Encouraging employee involvement through feedback and consultation, recognizing their valuable input in enhancing our health and safety practices.

We strive to provide a safe and healthy work environment for our employees by implementing these steps.

13. Number of complaints on the following made by employees and workers*:

| | FY23 | | | FY22 | | |
|----------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed during the year | Pending resolution at the end of year | Remarks |
| Working Conditions | Nil | Nil | - | Nil | Nil | - |
| Health & Safety | Nil | Nil | - | Nil | Nil | - |

**Since there is no classification of workers in the workforce, the workers category does not apply to the Company.*

14. Assessments for the year:

| | % of your plants and offices that were assessed (by entity or statutory authorities or third parties) |
|------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health and safety practices | The Company is actively implementing a range of employee support programs aimed at promoting mental well-being. One notable program is 'icare', a collaboration with the psychological health program called 'innerhour'. These initiatives are designed to assist employees in effectively managing anxiety, stress and depression. To achieve this, the Company organizes webinars on mental well-being and provides mobile app programs focused on various aspects of living a happier life, overcoming anxiety and depression, improving sleep and more. Additionally, employees have access to on-demand therapy sessions conducted by expert therapists. |
| Working conditions | Ensuring the safety of our employees is of paramount importance to the Company. To achieve this, we conduct awareness sessions, mock drills, and periodic demonstrations that cover safety, security, and overall well-being. We also provide regular communication and alerts to keep employees informed about safety-related matters. The Company ensures that all employees receive training on preventing sexual harassment in the workplace. Furthermore, managers undergo specialized training to guide them in taking appropriate action when a team member reports an incident of sexual harassment. The Company is committed to enhancing the health of its employees and has implemented measures to ensure good air quality within office premises. These measures aim to maintain PM2.5 levels lower than the guidelines set by the World Health Organization (WHO) and Indian Standards for Ambient Air Quality. By adopting this solution, we prioritize the well-being of our employees and provide them with a healthier work environment. |

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks/concerns arising from assessments of health & safety practices and working conditions.

Not applicable, as no such incident or concern was observed during the financial year.

LEADERSHIP INDICATORS**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

A) Yes

B) Not Applicable, as there are no workers employed by the Company in its workforce.

2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.

The Company's Sustainable Supply Chain Policy and Procurement Policy mandate that all value chain partners comply with relevant statutory requirements. These requirements cover various areas, including laws pertaining to taxation, labor regulations and environmental regulations. To ensure the deduction and deposition of statutory dues by our value chain partners, we have implemented measures such as rigorous due diligence during partner selection, clear contractual agreements outlining compliance expectations and comprehensive documentation and records. These measures aim to promote compliance, transparency and accountability, ensuring that all applicable statutory dues are deducted and deposited by our value chain partners in accordance with the law.

3. Provide the number of employees/workers having suffered high consequence work-related injury/ill-health/fatalities (as reported in Q11 of Essential Indicators above), who have been rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

| | Total no. of affected employees/ workers* | | No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment | |
|-------------|----------------------------------------------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| | FY23 | FY22 | FY23 | FY22 |
| Employees** | Nil | Nil | Nil | Nil |

*Since there is no classification of workers in the workforce, the worker's category does not apply to the Company.

**The Company's nature of business does not involve working in any form of high-consequence conditions. Therefore, there were no such cases in the reporting period.

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/No)

The Company operates 'i-Evolve', an internal job postings (IJP) program launched to enable employees to explore cross-functional career paths. When an employee is selected through this program, recruiters and HR Business Partners assist in their transition by facilitating their departure from their current role, issuing a transfer letter and obtaining a rating from their previous manager. 'i-Evolve' aims to provide opportunities for professional growth and development within the Company.

5. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Health and safety practices | No formal assessments were conducted in the financial year. However, the Company prioritizes the well-being and health and safety of employees within its value chain. This commitment is reflected in the contractual agreements and terms established with our value chain partners. These agreements explicitly outline the Company's expectations for maintaining suitable |
| Working conditions | working conditions at their respective workplaces. By incorporating these clear requirements into our contracts, we aim to encourage our value chain partners to prioritize the well-being and safety of their employees. |

6. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from assessments of health and safety practices and working conditions of value chain partners.

Not applicable, as no such concern was raised during the financial year.

PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS

ESSENTIAL INDICATORS

1. Describe the processes for identifying key stakeholder groups of the entity.

We consider any individual, group or institution that contributes value as a core stakeholder. Currently, we have identified specific stakeholder groups that have a direct influence on the Company's operations and functioning. These groups consist of internal stakeholders, including employees and leadership, as well as external stakeholders such as regulators, investors, suppliers, customers and the community. Recognizing the importance of these stakeholders, we actively engage with them to ensure a positive impact on our business and foster mutually beneficial relationships.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

The Company carries out continuous interaction and engagement with all Internal & External stakeholders including the disadvantaged, vulnerable and marginalized stakeholders in accordance with the Stakeholder Engagement Policy of the Company.

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/Half-yearly/Quarterly/others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|-------------------|----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees | No | a. Periodical Employees' Surveys such as the HR Survey called 'ispeak' (Company wide survey to capture voice of the employee), IT services related survey, Administration Services related survey etc. b. The engagement bot by the name of 'Amber' reaches out to employees at specific moments in their journey in the organization. It helps leaders and HR better understand the feedback or concern employee may have. | Need basis | <ul style="list-style-type: none"> Career Management and Growth Prospects; Learning opportunities; Compensation structure; |

| Stakeholder Group | Whether identified as Vulnerable & Marginalized Group (Yes/No) | Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other | Frequency of engagement (Annually/Half-yearly/Quarterly/others – please specify) | Purpose and scope of engagement including key topics and concerns raised during such engagement |
|------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | | <p>c. Learning and development activities, training and interaction sessions to ensure skill enhancement of all employees.</p> <p>d. Town Halls are conducted to engage with the employees of the Company.</p> <p>e. 'Inside Edge', a Company Newsletter covering organization level news and updates, business updates, initiatives, events etc. made available to employees on the intranet.</p> | | <ul style="list-style-type: none"> • Building a safety culture and inculcating safe work practices among employees; • Ongoing desire for more flexible working hours; • Improving Diversity and Inclusion; and • To uphold the rights of all the employees and protect them from any kind of discrimination. |
| Business Associates | No | Various virtual/physical meetings were held with the vendors of the Company to ensure continuous interaction with them. | Need basis | <ul style="list-style-type: none"> • Fair Business Practices; • Credit worthiness; and • Stronger Partnership. |
| Community | No | <p>a. CSR initiatives focused on Health, Education, Women and Children (underprivileged) empowerment.</p> <p>b. Training and empowering sessions for people with disabilities thereby creating employment opportunities, Rehabilitation Services and Sustainable Livelihood programs like: Vocational Skills.</p> | Continuous | <ul style="list-style-type: none"> • To contribute to the needs of community by way of giving back to society; • To contribute to sustainable development. |
| Shareholders/ Investors | No | <p>a. The Company has framed policy for Redressal of Investor Grievances.</p> <p>b. The Company attends various Investor/ Analysts Meets, holds Investor Calls etc. and transcripts and voice recordings of such calls are available on the portal of the Company.</p> <p>c. The Company also interacts with the shareholders/Investors through newspaper publications, stock exchange disclosures, quarterly emails to shareholders, annual reports etc.</p> | Quarterly/ Need basis | <ul style="list-style-type: none"> • To understand the issues of investors; and • To make them aware about the growth of the Company. |
| Customers | No | <p>a. Grievance Forms are available at respective business portals of the Company in addition to the feedback forms.</p> <p>b. Respective Business portals have toll free number, through which a customer can approach the Company.</p> | Need basis | <ul style="list-style-type: none"> • Ethical Behaviour; • To ensure customer satisfaction, co-create solutions to address their current and future needs; and • To gauge the customer needs and the industry pulse. |
| Industry Bodies, Regulators, Governments | | <p>a. Conferences and seminars;</p> <p>b. Surveys;</p> <p>c. Calls and meetings;</p> <p>d. Consultative sessions;</p> <p>e. Due diligence;</p> <p>f. Press releases; and</p> <p>g. Media interviews.</p> | Need basis | <ul style="list-style-type: none"> • To ensure compliance; • Manage Company's brand and reputation; • Share and contribute to thought leadership and insight into public and business concerns; and • Discuss Company's response to responsible business issues. |

LEADERSHIP INDICATORS

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

The Board, in collaboration with its various committees, assists the management in identifying and prioritizing critical stakeholder groups on a regular basis. Our BRSR Committee provides valuable guidance to the management in conducting stakeholder consultations and addressing grievances raised by different stakeholder groups. Additionally, the Committee oversees the review of the Company's environmental, health and safety obligations towards stakeholders. The Committee's insights and recommendations are presented to the Board, aiding both the Board and the Company's management in incorporating necessary changes to business strategies and policies to align with the needs of our stakeholders.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into the policies and activities of the entity.

Yes, the BRSR Committee plays a crucial role in assessing the Company's ESG obligations towards stakeholders. The inputs provided by our stakeholder groups inform the Company's identification and prioritization of key material issues. By incorporating their perspectives, we ensure that our approach aligns with the interests and expectations of our stakeholders, thereby fostering a more sustainable and responsible business model.

3. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Company carries out continuous interaction and engagement with all internal & external stakeholders including the disadvantaged, vulnerable and marginalized stakeholders in accordance with the CSR Policy of the Company.

PRINCIPLE 5: BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS

ESSENTIAL INDICATORS

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity:

| Category | FY23 | | | FY22 | | |
|------------------------|--------------|-------------------------------------------|---------------|--------------|------------------------------------------|---------------|
| | Total (A) | No. of employees/ workers* covered (B) | % (B/A) | Total (C) | No. of employees/ workers covered (D) | % (D/C) |
| Employees | | | | | | |
| Permanent | 5,268 | 2,276 | 43.20% | 4,733 | 2,291 | 48.40% |
| Other than Permanent** | NA | NA | NA | NA | NA | NA |
| Total Employees | 5,268 | 2,276 | 43.20% | 4,733 | 2,291 | 48.40% |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

**Training programs are being imparted to permanent employees of the Company.

2. Details of minimum wages paid to employees and workers*:

| Category | FY23 | | | | | FY22 | | | | |
|-----------------------------|--------------|--------------------------|-----------|---------------------------|-------------|--------------|--------------------------|-----------|---------------------------|-------------|
| | Total (A) | Equal to Minimum Wage | | More than Minimum Wage | | Total (D) | Equal to Minimum Wage | | More than Minimum Wage | |
| | | No. (B) | % (B/A) | No. (C) | % (C/A) | | No. (E) | % (E/D) | No. (F) | % (F/D) |
| Employees | | | | | | | | | | |
| Permanent | 5,268 | NA | NA | 5,268 | 100% | 4,733 | NA | NA | 4,733 | 100% |
| Male | 3,181 | NA | NA | 3,181 | 100% | 2,803 | NA | NA | 2,803 | 100% |
| Female | 2,087 | NA | NA | 2,087 | 100% | 1,930 | NA | NA | 1,930 | 100% |
| Other than Permanent | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Male | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Female | NA | NA | NA | NA | NA | NA | NA | NA | NA | NA |
| Total Employees | 5,268 | NA | NA | 5,268 | 100% | 4,733 | NA | NA | 4,733 | 100% |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

3. Details of remuneration/salary/wages:

| | Male | | Female | |
|-----------------------------------------|--------|-------------------------------------------------------------------------|--------|------------------------------------------------------------------------|
| | Number | Median remuneration/salary/wages of respective category* (in ₹ Million) | Number | Median remuneration/salary/wages of respective category (in ₹ Million) |
| Board of Directors (BoD)** | 9 | 3.18 | 3 | 1.80 |
| Key managerial personnel*** | 3 | 28.10 | 1 | 4.48 |
| Employees other than BoD and KMP | 3,181 | 1.06 | 2,087 | 0.66 |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

**The Board of Directors of the Company includes three Executive Directors designated as KMP.

***As on March 31, 2023, Mr. Sanjeev Bikhchandani (Founder & Executive Vice Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Chintan Thakkar (Whole-time Director & Chief Financial Officer) and Ms. Jaya Bhatia (Company Secretary & Compliance Officer) are the KMP of the Company.

4. Do you have a focal point (Individual/Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company is determined to uphold and respect the human rights of all the stakeholders. The BRSR Committee at the Company serves as the focal point for addressing human rights impacts or issues caused or contributed to by the business. Further, the Internal Complaints Committee addresses and resolves all complaints and grievances related to harassment or discrimination of any form raised by the employees. We also take preventative steps to ensure there is no violation of human rights throughout our operations supply chain, business connections and the communities we operate in.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

We empower our employees and contractual staff to report any incidents of discrimination and harassment. We strongly condemn practices such as child labor and have a robust grievance mechanism in place to promptly address all such concerns in an effective manner.

To ensure that grievances related to sexual harassment are actively attended to and resolved, we have constituted an Internal Complaints Committee that specifically addresses complaints of sexual harassment raised by all employees. Additionally, there is an effective whistle blower framework in place which is managed by an independent external ombudsman and offers complete anonymity and confidentiality to encourage our employees to put forth their concerns without any fear of retaliation. We also encourage our business partners to abide by the applicable policies as well as code of conduct. We refrain from dealing with any supplier contractor if they violate any human rights or are involved in the use of forced or child labor.

6. Number of Complaints on the following made by employees and workers*:

| | FY23 | | | FY22 | | |
|------------------------------------------|-----------------------|---------------------------------------|---------|-----------------------|---------------------------------------|---------|
| | Filed during the year | Pending resolution at the end of year | Remarks | Filed During the year | Pending resolution at the end of year | Remarks |
| Sexual harassment | 2 | Nil | - | Nil | Nil | - |
| Discrimination at workplace | 2 | Nil | - | Nil | Nil | - |
| Child labour | Nil | Nil | - | Nil | Nil | - |
| Forced labour/Involuntary labour | Nil | Nil | - | Nil | Nil | - |
| Wages | Nil | Nil | - | Nil | Nil | - |
| Other human rights-related issues | Nil | Nil | - | Nil | Nil | - |

*Since there is no classification of workers in the workforce, the workers category does not apply to the Company.

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

At the Company, we strive to create a culture where employees can raise and report their concerns without any fear or retaliation. This is reinforced through our Code of Ethics and Conduct by specifically laying out the Company's emphasis on non-tolerance of adverse consequences against any complainant. We conduct regular trainings on compliance where these conditions are reiterated and communicated to all our employees. Anyone found to be engaging in such conduct is subject to disciplinary actions as per our policy.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes, Our business agreements prioritize the protection and promotion of human rights. We have a comprehensive policy that emphasizes the importance of safeguarding human rights, which applies to all partners throughout the value chain. Our Supplier Code of Conduct clearly outlines the expectations for our business partners to comply with our human rights policy. We do not engage in any business relationships with partners or potential partners involved in human rights abuses in any region of operation.

9. Assessments of the year:

| | % of your plants and offices that were assessed (by the entity or statutory authorities or third parties) |
|-----------------------------|-----------------------------------------------------------------------------------------------------------|
| Child labour | No assessments have been carried out during the financial year for the given parameters. |
| Forced/involuntary labour | |
| Sexual Harassment | |
| Discrimination at workplace | |
| Wages | |
| Others – please specify | |

10. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 9 above.

Not applicable, as no assessments were carried out during the financial year for the given parameters.

LEADERSHIP INDICATORS

1. Details of a business process being modified/introduced as a result of addressing human rights grievances/complaints.

There were no instances of complaints related to human rights violations. However, we closely monitor, review and update our policies and processes regularly to ensure we have no human rights issues at Info Edge.

2. Details of the scope and coverage of any human rights due diligence conducted.

No human rights due diligence was undertaken in the current reporting year.

3. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

Yes, the Company's office premises are friendly and accessible for all visitors who are differently abled as per the requirements of the Rights of Persons with Disabilities Act, 2016.

4. Details on assessment of value chain partners:

| | % of value chain partners (by value of business done with such partners) that were assessed |
|-----------------------------|---------------------------------------------------------------------------------------------|
| Sexual Harassment | No assessments have been carried out during the financial year. |
| Discrimination at workplace | |
| Child labour | |
| Forced/Involuntary Labour | |
| Wages | |
| Others – please specify | |

5. Provide details of any corrective actions taken or underway to address significant risks/concerns arising from the assessments at Question 4 above.

Not applicable, as no assessments were carried out during the financial year.

PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

ESSENTIAL INDICATORS

1. Details of total energy consumption (in Joules or multiples) and energy intensity

| Parameter | FY23 | FY22 |
|------------------------------------------------------------------------------------------|---------------------|--------------------|
| Total electricity consumption (A) | 18,735.31 GJ | 8,077.66 GJ |
| Total fuel consumption (B) | 1,749.69 GJ | 1,014.69 GJ |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumption (A+B+C) | 20,485.00 GJ | 9,092.35 GJ |
| Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees) | 0.95 GJ/ ₹Million | 0.42 GJ/ ₹Million |
| Energy intensity (optional) – the relevant metric may be selected by the entity | Not Applicable | Not Applicable |

Note: In the current financial year, the energy utilization has increased compared to the previous financial year as the offices were re-opened after COVID-19 Pandemic restrictions.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?
(Y/N) If yes, name of the external agency.

No

2. Does the entity have any sites/facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken if any.

Not applicable

3. Provide details of the following disclosures related to water, in the following format:

| Parameter | FY23 | FY22 |
|---------------------------------------------------------------------------------------|-------------------------|-------------------------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | Nil | Nil |
| (ii) Groundwater | 17,176.49 | 7,507.56 |
| (iii) Third-party water (municipal water supplies) | Nil | Nil |
| (iv) Seawater/desalinated water | Nil | Nil |
| (v) Others (packaged drinking water) | 726.13 | 178.89 |
| Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v) | 17,902.62 | 7,686.45 |
| Total volume of water consumption (in kilolitres) | 17,902.62 | 7,686.45 |
| Water intensity per rupee of turnover (water consumed/turnover) | 0.82 KL/₹Million | 0.35 KL/₹Million |
| Water intensity (optional) – the relevant metric may be selected by the entity | | |

Note: In the current financial year, the water utilization has increased compared to the previous financial year as the offices were re-opened after COVID-19 restrictions.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Due to the nature of business operations, Zero Liquid Discharge is not applicable to the Company.

5. Please provide details of air emissions (other than GHG emissions) by the entity:

| Parameter | Unit | FY23 | FY22 |
|-------------------------------------|------|------|------|
| NOx | | | |
| SOx | | | |
| Particulate matter (PM) | | | |
| Persistent organic pollutants (POP) | | | |
| Volatile organic compounds (VOC) | | | |
| Hazardous air pollutants (HAP) | | | |
| Others | | | |

Given the nature of our business operations, we do not have these emissions.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) and its intensity:

| Parameter | Unit | FY23 | FY22 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|---------------------------------------|---------------------------------------|
| Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 117.47 | 68.12 |
| Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | 3,620.04 | 1,548.24 |
| Total Scope 1 and Scope 2 emissions per rupee of turnover | | 0.17 tCO₂/₹ Million | 0.07 tCO₂/₹ Million |
| Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity | | Not Applicable | Not Applicable |

Notes:

1. Here, for Diesel from DG set, 1KL Diesel=2.67 KGCO₂e

2. Electricity from grid= 0.71 KGCO₂e

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No

7. Does the entity have any project related to reducing Green-House Gas emission? If Yes, then provide details.

The Company does not have any projects related to greenhouse gas emission reduction for FY23.

8. Provide details related to waste management by the entity, in the following format:

| Parameter | FY23 | FY22 |
|----------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
| Total Waste generated (in metric tonnes) | | |
| Plastic waste (A) | Nil | Nil |
| E-waste (B) | 7.04 | 2.26 |
| Bio-medical waste (C) | Nil | Nil |
| Construction and demolition waste (D) | Nil | Nil |
| Battery waste (E) | 1.18 | 0.66 |
| Radioactive waste (F) | Nil | Nil |
| Other Hazardous waste. Please specify, if any. (G) | Nil | Nil |
| Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector) | Nil | Nil |
| Total (A+B + C + D + E + F + G + H) | 8.22 | 2.92 |

Note: The paper and plastic waste generated is submitted to authorized waste collector appointed by the District Authority.

For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)*

| Category of waste | | |
|-----------------------------------|----------|----------|
| (i) - Recycled | - | - |
| (ii) - Re-used | - | - |
| (iii) - Other recovery operations | - | - |
| Total | - | - |

For each category of waste generated, total waste disposed of by nature of disposal method (in metric tonnes)

| Category of waste | | |
|-----------------------------------|----------|----------|
| (i) - Incineration | - | - |
| (ii) - Landfilling | - | - |
| (iii) - Other disposal operations | - | - |
| Total | - | - |

*The Company does not undertake any recycling, reusing or recovery of waste onsite. The e-waste and battery waste is disposed to the authorised recycler as per government norms.

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.**

No

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce the usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

As an IT services company, Info Edge does not engage in manufacturing processes involving hazardous and toxic chemicals. However, the Company recognize the importance of being mindful of its environmental impact. To address this, the Company has embraced the principles of the 3R's: reduce, reuse, and recycle. Our operations primarily take place in office settings, resulting in waste generated from office processes.

The waste generated within our offices mainly consists of paper waste, plastics, municipal solid waste and e-waste. We handle potentially hazardous waste, such as e-waste and used oil from DG sets, in a responsible manner. These materials are disposed of through government-approved vendors and recyclers to ensure compliance with environmental regulations.

By adhering to proper waste management practices and working with authorized partners, we aim to minimize our environmental impact and promote sustainable practices within our operations.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones, etc.) where environmental approvals/clearances are required, please specify details in the following format:

| S. No. | Location of operations/offices | Type of operations | Whether the conditions of environmental approval/clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any. |
|--------|--------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|
|--------|--------------------------------|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|

As our office premises are constructed on government-approved land and do not fall within protected areas, this question is not applicable to the Company

11. Details of Environmental Impact Assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

| Name and brief details of project | EIA Notification no. | Date | Whether conducted by independent external agency(Yes/No) | Results communicated in public domain(Yes/No) | Relevant web link |
|----------------------------------------------|----------------------|------|----------------------------------------------------------|-----------------------------------------------|-------------------|
| No such assessments were carried out in FY23 | | | | | |

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act, and rules there under (Y/N). If not, provide details of all such non-compliances:

| S. No | Specify the law/regulation/ guidelines which was not complied with | Provide details of the non-compliance | Any fines /penalties /action taken by regulatory agencies such as pollution control boards or by courts | Corrective action taken if any |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------|
| The Company is compliant with all the applicable laws/regulations/guidelines pertaining to environment in India. No non-compliance was reported in the financial year. | | | | |

LEADERSHIP INDICATORS

1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources:

| Parameter | FY23 | FY22 |
|-----------------------------------------------------------------|---------------------|--------------------|
| From renewable sources | | |
| Total electricity consumption (A) | 167.21 GJ | 197.10 GJ |
| Total fuel consumption (B) | 0 | 0 |
| Energy consumption through other sources (C) | 0 | 0 |
| Total energy consumed from renewable sources (A+B+C) | 167.21 GJ | 197.10 GJ |
| From non-renewable sources | | |
| Total electricity consumption (D) | 18568.10 GJ | 7885.55 GJ |
| Total fuel consumption (E) | 1749.69 GJ | 1014.69 GJ |
| Energy consumption through other sources (F) | 0 | 0 |
| Total energy consumed from non-renewable sources (D+E+F) | 20,317.79 GJ | 8,900.24 GJ |

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

No.

2. Provide the following details related to water discharged:

As per the nature of our Company and the fact that we do not manufacture any products, we do not have any material water discharge, however, we are in line with the government norms.

| Parameter | FY23 | FY22 |
|-----------------------------------------------------------------------|----------|----------|
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) To surface-water | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (ii) To groundwater | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (iii) To seawater | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| Total water discharged (in kilolitres) | - | - |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.**

No.

3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

For each facility / plant located in areas of water stress, provide the following information:

(i) **Name of the area:**

(ii) **Nature of operations:**

(iii) **Water withdrawal, consumption and discharge:**

Not applicable, as we do not operate in areas of water stress.

| Parameter | FY23 | FY22 |
|---------------------------------------------------------------------------------------|------|------|
| Water withdrawal by source (in kilolitres) | | |
| (i) Surface water | - | - |
| (ii) Groundwater | - | - |
| (iii) Third party water | - | - |
| (iv) Seawater / desalinated water | - | - |
| (v) Others | - | - |
| Total volume of water withdrawal (in kilolitres) | - | - |
| Total volume of water consumption (in kilolitres) | - | - |
| Water intensity per rupee of turnover (Water consumed/turnover) | - | - |
| Water intensity (optional) – the relevant metric may be selected by the entity | - | - |
| Water discharge by destination and level of treatment (in kilolitres) | | |
| (i) Into surface water | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (ii) Into groundwater | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (iii) Into seawater | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (iv) Sent to third-parties | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| (v) Others | | |
| - No treatment | - | - |
| - With treatment – please specify the level of treatment | - | - |
| Total water discharged (in kilolitres) | - | - |

**Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.**

No

4. Please provide details of total Scope 3 emissions & their intensity:

| Parameter | Unit | FY23 | FY22 |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|------------------------------------------------------------------------------------------------------------------|------|
| Total Scope 3 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available) | Metric tonnes of CO ₂ equivalent | Presently, the Company does not track these details. However, we look forward to monitor the same in the future. | |
| Total Scope 3 emissions per rupee of turnover | | | |
| Total Scope 3 emission intensity (optional) – the relevant metric may be selected by the entity | | | |

**Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)
If yes, name of the external agency.**

No

- 5. With respect to the ecologically sensitive areas reported at Question 10 of essential indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along with prevention and remediation activities.**

Not Applicable, since we do not operate in ecologically sensitive areas.

- 6. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions/effluent discharge/waste generated, please provide details of the same as well as the outcome of such initiatives:**

| S.No. | Initiative undertaken | Details of the initiative (Web-link, if any, may be provided along-with summary) | Outcome of the initiative |
|-------|-----------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| | | The Company has always been striving towards imbibing green sustainable products, processes and practices and continuously endeavors to reduce the environmental impacts of its own operations. The Company focuses on improving energy efficiency, use of renewable energy, procurement of greener products and waste recycling and aims to reduce the impact on the environment by identifying ways to optimize resource consumption in its operations although the very nature of the businesses of the Company has limited impact on environment. | |
| | | To ensure optimal resource consumption, the Company has incorporated environment friendly installations such as energy efficient equipment including: | |
| | | i. Installation & Commissioning of 50 kW Rooftop Solar Power Plant. | |
| | | ii. Corporate Office is IGBC Silver Certified Green Existing Building for the enhanced performance in Site & Facility Management, Water Efficiency, Energy Efficiency, Health & Comfort and Innovation & Design categories & Chennai office is IGBC Gold Certified under New Green Interior Rating System for the enhanced performance in Eco Design Approach, Water & Energy Conservation, Interior Materials, Indoor Environment & Innovation in Interior Design. | |
| | | iii. Optimization of Water Consumption by Installation of arrestors and streamline the annual water tank cleaning process. | |
| | | iv. Addition of VFD's in our HVAC system, which helps to reduce the electrical energy consumption. | |
| | | v. Implementation of 'Laser Egg', a device for instant air quality monitor indicating parameters like AQI, PM2.5 etc. | |
| | | vi. Implementation of a solution to have good quality air inside offices with lower values of PM2.5 than WHO & Indian Standards guidelines on Ambient Air. | |
| | | vii. Adopted the use of Automated Energy Monitoring solution named as 'Zenatix', which enables monitoring of the energy consumption of the electrical devices. | |
| | | viii. Planned Preventive Maintenance (PPM) schedule put in place for electro-mechanical equipments. | |
| | | ix. Regular monitoring of temperature inside the buildings and controlling the air-conditioning system. | |
| | | x. Rationalization of usage of electrical equipments–air-conditioning system, office illumination, beverage dispensers and desktops. | |
| | | xi. Usage of energy efficient illumination fixtures. | |
| | | xii. Power factor rationalization. | |

- 7. Does the entity have a business continuity and disaster management plan?**

The Company has a well-structured and resilient risk management mechanism, encompassing a comprehensive register that outlines identified risks, their corresponding impact and the strategies in place for mitigation. The detailed mitigation strategy for each risk category is incorporated within the Management Discussion & Analysis section of the Annual Report.

- 8. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.**

Though the Company's business activities have a minimal environmental impact, it remains committed to further reducing its environmental footprint. This is achieved by continually seeking opportunities to optimize resource consumption throughout its operations. The Company acknowledges the potential environmental risks and actively engages in relevant initiatives to address environmental concerns. Additionally, the Company ensures compliance with applicable environmental regulations pertaining to its premises and operations.

- 9. Percentage of value chain partners (by the value of business done with such partners) that were assessed for environmental impacts.**

During the FY23, the Company did not conduct a formal assessment specifically focused on evaluating the environmental impact of its value chain partners. However, it is important to note that the Company's Supply Chain Policy includes terms and conditions pertaining to environmental compliance that must be followed by all its value chain partners. These provisions outline our expectations regarding environmental responsibilities and serve as a guideline for our partners to uphold sustainable practices. While a formal assessment was not carried out, we remain committed to promoting environmental stewardship throughout our value chain and encourage our partners to align with our environmental compliance requirements.

PRINCIPLE 7: BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT**ESSENTIAL INDICATORS****1. a. Number of affiliations with trade and industry chambers/ associations.**

The Company is a member of 2 (two) trade and industry chambers/associations i.e. Internet and Mobile Association of India (IAMAI) and the National Association of Software and Service Companies (NASSCOM). Both have national reach and representation.

b. List the top 10 trade and industry chambers/associations (determined based on the total members of such a body) the entity is a member of/ affiliated to.:

| S. No. | Name of the trade and industry chambers/ associations | Reach of trade and industry chambers/ associations (State/National) |
|--------|------------------------------------------------------------------|---------------------------------------------------------------------|
| 1. | National Association of Software and Service Companies (NASSCOM) | National |
| 2. | Internet and Mobile Association of India (IAMAI) | National |

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities. :

The Company did not receive any adverse orders from regulatory authorities related to anti-competitive conduct during FY23.

| Name of authority | Brief of the case | Corrective actions taken |
|-------------------|-------------------|--------------------------|
| - | - | - |

LEADERSHIP INDICATORS**1. Details of public policy positions advocated by the entity:**

| S. No. | Public policy advocated | Method resorted for such advocacy | Whether information available in public domain? (Yes/No) | Frequency of review by Board (Annually/Half yearly/ Quarterly/others – please specify) | Web-link, if available |
|--------|-----------------------------------------------------------------------------------------------------------------------------|-----------------------------------|----------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------|
| 1. | The Company did not partake in activities related to any public policy development in the current reporting year, i.e. FY23 | NA | NA | NA | NA |

PRINCIPLE 8: BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT**ESSENTIAL INDICATORS****1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.**

| Name and brief details of project | SIA Notification No. | Date of notification | Whether conducted by independent external agency (Yes/No) | Results communicated in public domain (Yes/No) | Relevant web link |
|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|-----------------------------------------------------------|------------------------------------------------|-------------------|
| The Company's offices are not based in any environmentally sensitive zone hence the above question is not applicable to its operations. | | | | | |

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity:

| S No. | Name of Project for which R&R is ongoing | State | District | No. of Project Affected Families (PAFs) | % of PAFs covered by R&R | Amounts paid to PAFs in the FY (In ₹) |
|---------------------------------------------|------------------------------------------|-------|----------|-----------------------------------------|--------------------------|---------------------------------------|
| Not applicable to the Company's operations. | | | | | | |

3. Describe the mechanisms to receive and redress grievances of the community.

Due to the nature of our business operations, our interactions and impacts on the communities surrounding our offices are minimal, except through our Corporate Social Responsibility (CSR) projects. Therefore, the question regarding our community interactions is not applicable to us in the context of our regular business operations.

However, through our dedicated CSR projects, we actively engage with and support the communities we serve. Our CSR initiatives aim to improve the lives of individuals within these communities by addressing their fundamental needs, including healthcare, nutrition, hygiene, and education. By focusing on these areas, we strive to make a positive and meaningful impact, contributing to the overall well-being and development of the communities where our CSR projects are implemented.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

| | FY23 | FY22 |
|----------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|
| Directly sourced from MSMEs/ small producers | Owing to the nature of business, we do not manufacture products and hence, our procurements are limited. However, we have drafted a Procurement Policy with intentions to make purchase decisions that are socially and environmentally responsible. Whatever limited goods and services we procure, we make conscious efforts to source a considerate percentage of such products and services from diverse groups and we look forward to implementing a system to track and onboard more vendors from vulnerable and marginalized groups. | |
| Sourced directly from within the district and neighboring districts | | |

LEADERSHIP INDICATORS

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of essential indicators above):

| Details of negative social impact identified | Corrective action taken |
|------------------------------------------------------------------------------------------------------|-------------------------|
| Not applicable to the Company, in line with its response to essential question no. 1 of Principle 8. | |

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

The Company has not undertaken any CSR project in designated aspirational districts as identified by government bodies during FY23.

| S. No. | State | Aspirational district | Amount spent (In ₹) |
|--------|-------|-----------------------|---------------------|
| - | - | - | - |

3. (a) Do you have a preferential procurement policy where you give preference to purchase from suppliers comprising marginalized/vulnerable groups? (Yes/No)

No, owing to the nature of business, our procurements are limited as we do not manufacture products. Nevertheless, we have drafted a Procurement Policy with intentions to make socially and environmentally responsible purchase decisions. Whatever limited goods and services we procure, we make conscious efforts to source a considerate percentage of such products and services from diverse groups and we look forward to implementing a system to track and onboard more vendors from vulnerable and marginalized groups.

(b) From which marginalized/vulnerable groups do you procure?

Owing to the nature of the business and the fact that we do not manufacture any products, this question is not material to the Company's operations hence we do not track this parameter.

(c) What percentage of total procurement (by value) does it constitute?

Since our procurement is limited, we currently do not track the percentage of goods and services procured from marginalized and vulnerable groups. Going forward, we look into further implementing measures to account for the same.

4. Details of the benefits derived and shared from the intellectual properties owned or acquired by your entity (in the current financial year), based on traditional knowledge: Not applicable

| S.No. | Intellectual Property based on traditional knowledge | Owned/Acquired (Yes/No) | Benefit shared (Yes/No) | Basis of calculating benefit share |
|-------|------------------------------------------------------|-------------------------|-------------------------|------------------------------------|
| - | - | - | - | - |

5. Details of corrective actions taken or underway, based on any adverse order in intellectual property related disputes wherein usage of traditional knowledge is involved: Not Applicable

| Name of authority | Brief of the case | Corrective action taken |
|-------------------|-------------------|-------------------------|
| - | - | - |

6. Details of beneficiaries of CSR projects:

| S. No. | CSR Project | No. of persons benefited from CSR Projects | % of beneficiaries from vulnerable and marginalized groups |
|--------|----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| 1. | Alohomora Education Foundation | 450 | 100% |
| 2. | Chintan Environmental Research Action Group | 300 | 100% |
| 3. | Jayaprakash Narayan Memorial Trust | 150 | 100% |
| 4. | Magic Bus India Foundation | 90 | 100% |
| 5. | Mantra Social Services | 3,047 | 100% |
| 6. | Sarthak Education Trust | 75 | 100% |
| 7. | Shally Education Foundation (Saarhi Education) | 525 | 100% |
| 8. | Social Outreach Foundation | 70 | 100% |
| 9. | Swami Sivananda Memorial Institute | 648 | 100% |
| 10. | Trust for Retailers and Retail Associates of India | 175 | 100% |
| 11. | Amar Jyoti Research and Rehabilitation Centre | Fire safety structure at Amar Jyoti institutions enables safe access and infrastructure utilization for over 1,000 persons a day- students, teachers, staff and patients- with and without disability- from all walks of life. The said structure will last for many years to come. | |
| 12. | Simple Education Foundation | Digital and physical infrastructure support to the Center of Excellence team is bound to impact over 1,200 students from 5 MCD Primary schools in a year- 100% of them are from vulnerable and marginalised communities. | |
| 13. | Development Management Foundation | Need based scholarship support to 10 students at PGP-DM course of whom 90% are from marginalised backgrounds. Larger ISDM cohort and long term multiplier effect at Social Purpose Organizations they will work with are indirect beneficiaries. | |
| 14. | International Foundation for Research and Education- CfE | 861 students took courses at Centre for Entrepreneurship of which around 40% are on financial aid including 22% who are on full need-based scholarship. These scholarships are given to students from vulnerable and marginalised backgrounds. | |
| 15. | Bhartiya Yuva Shakti Trust (BYST) | Digital infrastructure support to BYST teams operating at national level contributed to around 1,972 micro-enterprises mentored and set up, 10,000+ youth trained and 30,000+ youth counselled with an aim to alleviate poverty. 100% of direct beneficiaries of BYST programs are from vulnerable and marginalized communities. | |
| 16. | Sudeva | 170 students reside at the Sudeva academy of whom around 52% are on full need-based scholarships. The infrastructure grant is bound to benefit the residential students for many years to come. | |
| 17. | International Foundation for Research and Education- Ongoing project | Grant supported construction of residences in new Ashoka campus. It is bound to have disproportionate long term impact. Each year around 40% students are on financial aid including 22% on full need-based scholarship. | |
| 18. | Reimagining Higher Education Foundation | Grant supported construction of Plaksha university campus along with activities at Centre for Entrepreneurship. It is bound to have disproportionate long term impact. They have about 60% students on financial aid and 55% of total are from tier 2 & 3 towns. | |

PRINCIPLE 9: BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER**ESSENTIAL INDICATORS****1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.**

We are committed to delivering best customer experience to our customers. As a service provider, we receive customer queries, complaints, requests and feedbacks from time to time through various communication channels which are easily available on our websites. These complaints and feedbacks are duly attended to and addressed to the consumer's satisfaction.

2. Turnover of products and/or services as a percentage of turnover from all products/services that carry information about:

Not applicable, owing to the nature of our business operations.

| | As a % to total turnover |
|-------------------------------------------------------------|--------------------------|
| Environmental and social parameters relevant to the product | |
| Safe and responsible usage | Not Applicable |
| Recycling and/or safe disposal | |

3. Number of consumer complaints in respect of the following:

| | FY23 | | | FY22 | | |
|--------------------------------|--------------------------|-----------------------------------|---------|--------------------------|-----------------------------------|---------|
| | Received during the year | Pending resolution at end of year | Remarks | Received during the year | Pending resolution at end of year | Remarks |
| Data privacy | Nil | Nil | - | Nil | Nil | - |
| Advertising | Nil | Nil | - | Nil | Nil | - |
| Cyber-security | Nil | Nil | - | Nil | Nil | - |
| Delivery of essential services | Nil | Nil | - | Nil | Nil | - |
| Restrictive trade practices | Nil | Nil | - | Nil | Nil | - |
| Unfair trade practices | Nil | Nil | - | Nil | Nil | - |
| Other | 7 | 5 | - | 5 | 5 | - |

4. Details of instances of product recalls on account of safety issues.

Not applicable, owing to the nature of our business operations.

| | Number | Reasons for recall |
|-------------------|----------------|--------------------|
| Voluntary recalls | | |
| Forced recalls | Not Applicable | |

5. Does the entity have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web link of the policy.

Yes, the Company has a policy on cybersecurity and data privacy namely IT security policy which is being communicated to all concerned stakeholders. It has measures to address concerns and risks associated with cybersecurity in order to ensure protection of customers and employees data as well as mitigation of any violations of privacy. The said policy is available on the intranet of Info Edge.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on the safety of products/services.

There were no such incidents recorded in the financial year.

LEADERSHIP INDICATORS**1. Channels/platforms where information on products and services of the entity can be accessed (provide weblink, if available).**

Complete information on the services provided by the Company can be accessed at: <https://www.infoedge.in/>

2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.

The Company enables its customers to make informed decisions about different products extended by various business units of the Company. This is done by providing them with accurate and transparent information. The product features and price/charges are informed to the customers before the transaction. Product information is also available on the respective business portals of the Company.

3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.

To ensure consumers are informed about any potential disruptions or discontinuation of essential services, Info Edge has implemented robust mechanisms for communication. These mechanisms include both internal and external channels, allowing for effective information exchange between members of the organization and interested parties. Clear guidelines have been established, specifying whom to communicate with and what information to convey, ensuring timely and relevant updates are provided. The communication procedures cover both internal communications within the organization and external communications with clients, partners, the community, the media and other relevant stakeholders. Additionally, Info Edge has established procedures to receive, track and respond to inquiries from interested parties, ensuring prompt and satisfactory resolution.

4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief.

Not Applicable, as the Company does not manufacture any products. Therefore, owing to the nature of the business, this question is not applicable to the Company. In the case of services consumed through our websites we do not confine our communications to what is a base minimum requirement of the law.

Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity, or the entity as a whole? (Yes/No) Yes

5. Provide the following information relating to data breaches:

a. Number of instances of data breaches along-with impact.

No instances of data breaches for the reporting year.

b. Percentage of data breaches involving personally identifiable information of customers.

Not Applicable, as there were no incidences of data breach in the current reporting year.