

Date: August 1, 2025

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

Dear Sir/Madam,

Subject: Business Responsibility And Sustainability Report for the financial year 2024-2025

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, please find enclosed herewith the Business Responsibility and Sustainability Report ('BRSR') of the Company for the financial year 2024-25, along with an Independent Reasonable Assurance Report on the BRSR Core Indicators issued by M/s. SGS India Private Limited.

The BRSR also forms an integral part of the Annual Report of the Company for the financial year 2024-25, which is available on the website of the Company & may be accessed by using the link:
https://www.infoedge.in/pdfs/Report_filings/InfoEdge_Annual_Report_2025.pdf

We request you to kindly take the above on record.

Thanking you,

Yours faithfully,
For **Info Edge (India) Limited**

Jaya Bhatia
Company Secretary & Compliance Officer

Encl.: as above

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	Ground Floor, 12A, 94 Meghdoot Building, Nehru Place, New Delhi- 110019, India
5.	Corporate address	B-8, Sector-132, Noida- 201304, 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	FY25 (April 1, 2024 to March 31, 2025)
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	₹1,295.84 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)	Standalone basis
14.	Name of assessment or assurance provider	SGS India Private Limited
15.	Type of assessment or assurance obtained	Reasonable Assurance

II. Products/Services

16. 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%

17. 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

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

Location	Number of plants	Number of offices
National	Not Applicable	113
International	Not Applicable	6

19. Markets served by the entity:**a. Number of locations**

Locations	Number
National (No. of States and Union Territory)	21 States and 4 Union Territory (Uttar Pradesh, Gujarat, Maharashtra, Karnataka, Madhya Pradesh, Odisha, Kerala, Haryana, Tamil Nadu, Uttarakhand, Assam, Telangana, Rajasthan, Punjab, Jharkhand, West Bengal, Bihar, Chhattisgarh, Andhra Pradesh, Himachal Pradesh, Goa, Jammu & Kashmir, Delhi, Chandigarh and Puducherry)
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 6.30%.

c. A brief on types of customers:

Info Edge provides recruitment classifieds services through its online platform and related services, such as job listings, job application tracking systems, hiring campaigns, and other services. The Company provides services to job-seekers as well as corporate customers, including employers and recruitment consultants and works with customers across segments viz. Recruitment (primarily through Naukri wherein customers are both recruiters and job-aspirants), matchmaking (through Jeevansathi wherein customers are prospective matches/brides/grooms), Real estate (through 99acres wherein customers are brokers, builders and owners) and Education (through Shiksha wherein customers are students, colleges and universities).

The Company's Recruitment, Real Estate, and Education verticals primarily operate on a Business-to-Business-to-Customer (B2B2C) model, whereas, the Matrimony vertical follows a Business-to-Customer (B2C) model, specialising in matchmaking services.

IV. Employees**20. 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)	5,984	3,694	61.73%	2,290	38.27%
2.	Other than Permanent (E)*	564	309	54.79%	255	45.21%
3.	Total employees (D + E)	6,548	4,003	61.13%	2,545	38.87%
WORKERS**						
4.	Permanent (F)					
5.	Other than Permanent (G)			Not Applicable		
6.	Total workers (F + G)					

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

** Given the nature of its operations, the Company categorises its entire workforce as 'Employees' and does not classify any personnel as 'Workers'.

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)	8	6	75%	2	25%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	8	6	75%	2	25%

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)					
5.	Other than Permanent (G)					Not Applicable
6.	Total workers (F + G)					

* 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 8 (Eight) employees with disabilities.

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	10	2	20
Key Management Personnel (KMP)**	5	1	20

* The Board of Directors of the Company includes 4 (Four) Executive Directors who are designated as KMP.

** As on March 31, 2025, KMPs includes Mr. Sanjeev Bikhchandani (Founder & Executive Vice-Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Chintan Thakkar (Whole-time Director & Chief Financial Officer), Mr. Pawan Goyal (Whole-time Director & CBO- Naukri) who are also Board Members and Ms. Jaya Bhatia (Company Secretary & Compliance Officer).

22. Turnover rate for permanent employees and workers:

Particulars	FY25			FY24			FY23		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	27.00	32.00	30.00	22.84	29.53	26.19	30.10	37.53	33.08
Permanent Workers	Not Applicable								

V. Holding, Subsidiary and Associate Companies (including joint ventures)

23. (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%	Yes
2.	Diphda Internet Services Limited	Subsidiary	100.00%	Yes
3.	Interactive Visual Solutions Private Limited	Subsidiary	100.00%	Yes
4.	Jeevansathi Internet Services Private Limited	Subsidiary	100.00%	Yes
5.	MakeSense Technologies Limited	Subsidiary	50.01%	No
6.	Naukri Internet Services Limited	Subsidiary	100.00%	Yes
7.	NewInc Internet Services Private Limited	Subsidiary	100.00%	Yes
8.	Smartweb Internet Services Limited	Subsidiary	100.00%	Yes
9.	Startup Internet Services Limited	Subsidiary	100.00%	Yes
10.	Startup Investments (Holding) Limited	Subsidiary	100.00%	Yes
11.	Redstart Labs (India) Limited	Subsidiary	100.00%	Yes
12.	Zwayam Digital Private Limited	Subsidiary	100.00%	Yes
13.	Axilly Labs Private Limited	Subsidiary	100.00%	Yes
14.	Aisle Network Private Limited	Subsidiary	96.31%	No
15.	Sunrise Mentors Private Limited	Subsidiary	54.64%	No
16.	NoPaperForms Solutions Private Limited	Associate	47.93%	No
17.	Agstack Technologies Private Limited	Associate	43.44%	No
18.	Printo Document Services Private Limited	Associate	32.80%	No
19.	Shop Kirana E Trading Private Limited	Associate	26.14%	No

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)*
20.	Terralytics Analysis Private Limited	Associate	23.03%	No
21.	Metis Eduventures Private Limited	Associate	25.88%	No
22.	Llama Logisol Private Limited	Associate	22.56%	No
23.	LQ Global Services Private Limited	Associate	23.07%	No
24.	Sploot Private Limited	Associate	29.65%	No

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

** All holding percentages in the investee companies given above are computed on fully converted and diluted basis. The percentage holdings are held directly or indirectly through its subsidiaries. It may be noted that the actual economic interest in these investee companies may or may not result into equivalent percentage shareholding on account of the terms of the agreements with them and ESOP Pool (if any).

The Company has set up Alternative Investment Funds (AIFs) namely Info Edge Venture Fund, Info Edge Capital, Capital 2B and Karkardooma Trust to invest in technology and technology-enabled entities. Smartweb Internet Services Ltd., a wholly owned subsidiary of the Company, acts as an Investment Manager/Sponsor to the said AIFs.

Note: The Company has impaired certain investments over the years as have been reported in the financial results from time to time.

VI. CSR Details

24. (i) Whether CSR is applicable as per Section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹): 26,536.13 Million

(iii) Net worth (in ₹): 67,893.29 Million

VII. Transparency and Disclosures Compliances

25. 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 redressal policy)	FY25			FY24		
		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	Yes, the CSR team visits NGO partners and the ultimate beneficiaries to discuss any issues and take corrective actions if needed.	Nil	Nil	-	Nil	Nil	-
Investors (Other than shareholders)	Yes https://www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes https://www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf	Nil	Nil	-	3	Nil	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redressal policy)	FY25			FY24		
		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
Employees and workers	Yes	12	2 [^]	Sexual Harassment complaints have been considered	4	Nil	Sexual Harassment complaints have been considered
Customers ^{#*}	Yes https://w5.naukri.com/grievances-form/	5	4	-	1	1	-
Value Chain Partners	Yes https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf	Nil	Nil	-	Nil	Nil	-
Other ^{**} (Whistle Blower Mechanism)	Yes https://www.infoedge.in/pdfs/Whistle-Blower-Policy.pdf	3	Nil	-	2	Nil	-

* Legal cases filed before any court of law have been considered.

[#] Out of total of 5 (Five) cases filed during the financial year under review, 2 (Two) cases were filed by B2C consumers and 3 (Three) cases were filed by B2B consumers. Further, 1 (One) case filed by B2B consumer was resolved during FY25.

^{**} The Company has received 3 (Three) complaints which were resolved during FY25. Further, additional 16 (Sixteen) complaints (not in the nature of whistle blower complaint) were received by the Company and/or M/s. Thought Arbitrage Consulting which were resolved.

[^] The pending 2 (Two) complaints were resolved subsequent to close of the financial year under review.

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

S. No.	Material identified issue	Indicate whether risk or opportunity	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.	Governance: Cybersecurity and Data Privacy	Risk	Inadequate prevention, detection and remediation of data security threats can lead to legal liabilities, customer dissatisfaction, reputational damage and loss of market share. Therefore, information security practices and implementation of cutting-edge cybersecurity standards across operations is pertinent for the Company.	The Company has implemented a range of measures to mitigate cybersecurity and data privacy risks, such as <ul style="list-style-type: none"> - Data Encryption - Network Protection - Internal & third Party Assessment - Security Monitoring - Industry Standards Compliance 	Negative: <ul style="list-style-type: none"> - Regulatory penalties e.g. from India's Digital Personal Data Protection Act. - Legal expenses and loss of customer trust: Data breaches can lead to reduced sales, customer churn, and reputational damage, negatively impacting the profitability.

[illegible]

S. No.	Material identified issue	Indicate whether risk or opportunity	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)
5.	Environmental: Energy Management and clean technology implementation	Opportunity Risk	Data center operations and office facilities in the sector are energy-intensive, leading to high energy consumption and associated costs. Investment in energy-efficient technologies and renewable energy sources can lead to reduced energy costs & operational efficiencies.	The Company is committed to reduction and optimal utilisation of energy using automated energy monitoring solution named as 'Zenatix', energy efficient illumination fixtures, power factor rationalisation and addition of VFDs in the HVAC system. The Company's dedication to clean tech investment is exemplified by the successful installation and commissioning of 50 kW & 100 kW rooftop solar power plant.	Positive: - Energy efficiency and cost savings in the longer run, leading to more profitability. Negative: - Cost of transition to newer technologies in the short term.
6.	Environmental, Social and Governance: Supply Chain Sustainability	Opportunity Risk	A streamlined and accountable supply chain enhances business agility, fostering improved supplier collaboration, enhanced quality control, minimised inventory and overhead costs, and strengthened risk management, while supply chain disruptions, ethical concerns, and resource scarcity can impact operations and reputation.	The Company has implemented a Sustainable Supply Chain policy to ensure that its supply chain partners comply with statutory requirements related to taxation, labour laws, and the environment. To uphold compliance, the Company conducts thorough due diligence during partner selection, outlines expectations in contractual agreements, and maintains comprehensive documentation.	Positive: - Potential cost savings through efficient sourcing, resource efficiencies, and supply chain resilience. Negative: - Non-compliant suppliers can lead to operational disruptions. - Initial investment in implementing supply chain traceability and transparency systems, supplier engagement and capacity building & certifications and audits. - Reputational damage.

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.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
c. Web Link of the Policies, if available	<p>P1:</p> <p>1. Whistleblower Policy- https://www.infoedge.in/pdfs/Whistle-Blower-Policy.pdf</p> <p>2. Code of Ethics & Conduct- https://www.infoedge.in/pdfs/code-of-ethics.pdf</p> <p>3. Anti-Bribery and Anti-corruption policy- https://www.infoedge.in/pdfs/anti-bribery-and-anti-corruption-policy.pdf</p> <p>P2:</p> <p>1. Sustainable Supply Chain Policy- https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf</p> <p>2. Supplier Code of Conduct- https://www.infoedge.in/pdfs/supplier-code-of-conduct.pdf</p> <p>P3:</p> <p>1. Code of Ethics & Conduct- https://www.infoedge.in/pdfs/code-of-ethics.pdf</p> <p>2. Health and Safety Policy- https://www.infoedge.in/pdfs/health-and-safety-policy.pdf</p> <p>P4:</p> <p>1. CSR Policy- https://www.infoedge.in/pdfs/CSR-Policy.pdf</p> <p>2. Policy for Redressal of Investor Grievances- https://www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf</p> <p>P5:</p> <p>1. Human Rights Policy- https://www.infoedge.in/pdfs/human-rights-policy.pdf</p> <p>2. Code of Conduct for Prevention of Sexual Harassment- Available on i-connect, Info Edge Intranet</p> <p>3. Supplier Code of Conduct- https://www.infoedge.in/pdfs/supplier-code-of-conduct.pdf</p> <p>4. Sustainable Supply Chain Policy- https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf</p> <p>P6:</p> <p>1. ESG Policy- https://www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf</p> <p>P7:</p> <p>1. Code of Ethics & Conduct - https://www.infoedge.in/pdfs/code-of-ethics.pdf</p> <p>2. Procurement Policy- https://www.infoedge.in/pdfs/procurement-policy.pdf</p> <p>P8:</p> <p>1. CSR policy- https://www.infoedge.in/pdfs/CSR-Policy.pdf</p> <p>2. ESG policy- https://www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf</p> <p>P9:</p> <p>1. IT Security Policy- Available on i-connect, Info Edge Intranet</p>								
2. Whether the entity has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.	-	-	-	-	-	-	-	-	ISO 27001:2013, Information Security Management System Certain portions of the business (based on applicability) are also compliant with Payment Card Industry Data Security Standards and undergo assessment on annual basis. SOC2 Type2 Security Compliance certification for subsidiaries (Naukri and Zwayam). PCI-DSS compliant to avoid any financial risk for subsidiaries (Naukri and Jeevansathi).
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.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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Governance, Leadership, and oversight

7. Statement by director responsible for the business responsibility report, highlighting ESG -related challenges, targets, and achievements	Info Edge is a mission-driven Company dedicated to building a mindful, inclusive, and ethical business. As a leader in recruitment, matrimony, real estate, and education, we integrate advanced technology with strong social responsibility and governance practices. The Board of Directors prioritises Environmental, Social, and Governance (ESG) issues, with a special focus on advancing social and governance initiatives as core elements of our sustainability agenda. We have made significant progress in enhancing our social impact and corporate governance frameworks, reflecting our commitment to creating enduring value for all stakeholders. Info Edge remains committed to embedding these principles deeply within its operations to drive meaningful impact and foster a sustainable and responsible business.			
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies)	Business Responsibility and Sustainability Reporting Committee ('BRSR Committee') is responsible for implementation and oversight of the Business Responsibility policy(ies) and for decision making on sustainability-related issues.			
	Name	DIN	Designation	Category
	Mr. Chintan Thakkar	00678173	Chairman	Executive Director
	Mr. Sanjeev Bikhchandani	00065640	Member	Executive Director
	Mr. Hitesh Oberoi	01189953	Member	Executive Director
	Mr. Pawan Goyal	07614990	Member	Executive Director
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.	Yes, please refer answer to Q.8.			

10. Details of Review of NGRBCs by the Company:

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																		Any other- Need based
Compliance with statutory requirements of relevance to the principles, and rectification of any non-compliances																		Any other- Need based

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.	P1	P2	P3	P4	P5	P6	P7	P8	P9
	No	No	No	No	No	No	No	No	No

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

Disclosure 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)									
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

Not Applicable

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 [^]	1	All	100%
Key Managerial Personnel [^]	2	All	100%
Employees other than Board of Directors and KMPs*	16 Topics (132 Batches)	All	100%
Workers		Not Applicable	

[^] Awareness programmes for Board of Directors and KMPs include familiarisation with the principles of BRSR. As part of familiarisation programmes and discussions during meetings, specific sessions are organised for Board of Directors to provide an in-depth perspective and insights regarding business and IT industry, innovation, ESG, CSR, technology, compliance and governance, code of conduct, code for insider trading and prevention of sexual harassment. In addition, session on latest developments in corporate laws was also organised for Board of Directors and KMPs.

* The Company conducts various training and awareness programmes for its employees which are accessible to employees on voluntary basis, except POSH which is a mandatory training. These programmes include Infoedge Operating System (Training on Infoedge Mission, Vision, Values, Leadership Principles and Workplace Ethics), Time Management, 7 habits of Highly Effective People, Catalyst (A program for First Time Managers), Embark (For onboarding freshers, GETs and interns), Lens (Interviewing Upskilling Capability Building Program), Prevention of Sexual Harassment at Workplace (POSH) (Compliance Training), I-Converse (Communication Skills Training) and I-DiCE (Leadership Development Program). Apart from the above, the Company's learning and development efforts gained momentum through the Company's LEAD (Learning and Engagement for Accelerated Development) framework, covering enterprise programmes, function-specific learning, selfpaced options and peer learning initiatives. Signature programmes like iRISE, iLead, APEX and IGNITE continued to build leadership capability, while new initiatives such as DRISM fostered customer-centric design thinking. Senior HR leaders were certified under the Hogan Assessment, strengthening talent decision-making capabilities.

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 the financial year in the following format (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					
Particulars	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	At the Company, we uphold the principles of integrity, ethics, and transparency throughout our business operations. Guided by these values, our Directors, Key Management Personnel (KMPs), and employees take full responsibility for their actions and comply with relevant policies and statutory requirements. Consequently, we have maintained a record of zero incidents leading to no fines, penalties, punishments, awards, compounding fees, or settlement amounts being imposed on either the Company or its Directors/KMPs.				

Non-Monetary					
Particulars	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (in ₹)	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment	At the Company, we believe in integrity, ethics and transparency. Our Directors, KMPs, employees are self-bound and accountable for their performance that also reflects in the Company's performance.				
Punishment	With the strong moral base, we operate on, no case of non-monetary implication in terms of imprisonment or punishment have occurred.				

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.

Not Applicable.

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.

Yes, 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. The Company maintains a zero-tolerance approach towards bribery and corruption, which is consistently demonstrated in its daily conduct. For example, it strictly prohibits employees from accepting gifts and require them to surrender any such gifts to the HR department.

It also ensures 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.

Particulars	FY25	FY24
Directors	Nil	Nil
KMPs	Nil	Nil
Employees*	Nil	Nil
Workers	NA	NA

* Cases which are not directly connected with the conduct of the Company's business or if connected, are not charged or convicted yet, are excluded.

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

Particulars	FY25		FY24	
	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 FY25.

8. Number of days of accounts payables ((Accounts payable *365)/Cost of goods/services procured) in the following format:

Particulars	FY25	FY24
Number of days of accounts payables	62.87	84.04

9. Open-ness of business

Provide details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties, in the following format:

Parameter	Metrics	FY25	FY24
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	Nil	Nil
	b. Number of trading houses where purchases are made from	Nil	Nil
	c. Purchases from Top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	a. Sales to dealer/distributers as % of total sales	9.91%	9.26%
	b. Number of dealers/distributers to whom sales are made	34,800	30,200
	c. Sales to top 10 dealer/distributers as % of total sales to dealers/ distributers	3.64%	4.07%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	15.35%	14.78%
	b. Sales (Sales to related parties/Total Sales)	2.81%	2.12%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	12.07%	12.56%

LEADERSHIP INDICATORS

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

Recognising the need to equip our suppliers with the knowledge and tools necessary for effective ESG implementation, we conducted dedicated capacity building sessions focused on ESG principles and SEBI BRSR compliance expectations. These sessions aimed to:

- Enhance suppliers' understanding of ESG risks and opportunities,
- Familiarise them with the BRSR framework, reporting structure, and key performance indicators, and
- Promote the adoption of sustainable practices in their day-to-day operations.

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 prioritises 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, it recognises the significance of avoiding conflicts of interest while respecting the rights and choices of its employees. The Code of Ethics & Conduct applies to all employees, the Board of Directors, wholly owned subsidiaries. It provides detailed guidance on identifying and addressing various conflict-of-interest scenarios, emphasises disclosure methods and outlines the consequences of non-compliance. The Code of Ethics & Conduct can be accessed at the Company's website: <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 https://www.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>.

Also, the Company believes in the conduct of its affairs in a fair, accountable and transparent manner and is committed to creating a culture of 'Right Doing' and avoid any potential or actual conflicts of interest. In view of the same, the Company has in place a Related Party Transactions Policy. A copy of the said Policy is uploaded on the website of the Company at <https://www.infoedge.in/pdfs/Related-Party-Transaction-Policy.pdf>.

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

ESSENTIAL INDICATORS

1. 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.

Particulars	Current FY	Previous FY	Details of improvements in environmental and social impacts
R&D	-	-	-
Capex	-	-	-

Note: The Company views technology, including artificial intelligence, as a potent driver for advancing sustainability. Given the nature of its services, it has directed the R&D and capital expenditures towards improving its Information Technology efficiencies. Over the previous years, the Company has made substantial investments to bolster its capital assets, particularly in upgrading its IT infrastructure including software, communication networks, and equipment to enhance its digital capabilities, leveraging artificial intelligence where applicable. Furthermore, the Company is actively implementing measures to promote environmental sustainability across its operations.

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

Since the Company is a service entity and being an internet company, it is relatively less resource intensive in terms of material inputs. However, as a responsible corporate citizen, it has 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. The Company has also endeavored to reduce the environmental impact of its 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?

While the Company has not captured data for sustainably sourced inputs in the current financial year, it plans to put in place mechanisms for measurement.

3. 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)	Given the service-centric nature of the Company's operations, the reliance on material resources is relatively low, rendering product recycling not relevant to the organisation's activities. The waste generation at the Company's office facilities remains minimal. However, the Company has established robust procedures to ensure the proper disposal of e-waste through authorised vendor channels. Furthermore, the Company engages third-party agencies, duly authorised by the district authority, to manage the collection and disposal of other waste streams, such as wastepaper and paper products, in a responsible manner.
E-waste	
Hazardous waste	
Other waste	

4. 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.

Given the service-oriented nature of the Company's business operations, Extended Producer Responsibility (EPR) is not applicable. As the Company does not engage in the manufacturing of any physical products, the requirement to submit an EPR plan to Pollution Control Boards does not pertain to the Organisation's activities.

LEADERSHIP INDICATORS

1. 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:

Given the inherent nature of the Company's service-oriented business model, the environmental footprint associated with its operations is relatively modest. Thus, the Company has not undertaken any Life Cycle Perspective/Assessments (LCA) for its services during the current financial year.

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.

Not Applicable, as the Company has 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).

Given the service-centric nature of the Company's operations, the reliance on material resources is relatively low and rendering product recycling not relevant to the organisation's activities. The waste generation at the Company's office facilities remains minimal. However, the Company has established robust procedures to ensure the proper disposal of e-waste and battery waste through authorised vendor channels as per government norms. Furthermore, the Company engages third-party agencies, duly authorised by the district authority, to manage the collection and disposal of other waste streams, such as wastepaper and paper products, in a responsible manner.

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

Given the service-centric nature of the Company's operations, the reliance on material resources is relatively low and rendering product recycling not relevant to the organisation's activities. The waste generation at the Company's office facilities remains minimal. However, the Company has established robust procedures to ensure the proper disposal of e-waste and battery waste through authorised vendor channels as per government norms. Furthermore, the Company engages third-party agencies, duly authorised by the district authority, to manage the collection and disposal of other waste streams, such as wastepaper and paper products, in a responsible manner.

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

As the Company does not manufacture any tangible products, there are no physical products or packaging materials that require reclamation or end-of-life management. The Company's operations are focused on the provision of services, which do not generate physical products or packaging that would need to be reclaimed.

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	% of employees covered by										
	Total (A)	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	3,694	3,694	100%	3,694	100%	0	0%	3,694	100%	2,339	63%
Female	2,290	2,290	100%	2,290	100%	2,290	100%	0	0%	1,867	82%
Total	5,984	5,984	100%	5,984	100%	2,290	100%	3,694	100%	4,206	70%
Other than Permanent employees*											
Male	309	0	0%	0	0%	0	0%	0	0%	0	0%
Female	255	0	0%	0	0%	0	0%	0	0%	0	0%
Total	564	0	0%	0	0%	0	0%	0	0%	0	0%

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

b. Details of measures for the well-being of workers:

Not Applicable.

c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent):

Particulars	FY25	FY24
Cost incurred on well-being measures as a % of total revenue of the company	0.04	0.03

2. Details of retirement benefits.

Benefits	FY25			FY24		
	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.)
Provident Fund	100%		Yes	100%		Yes
Gratuity	100%	Not Applicable	Yes	100%	Not Applicable	Yes
ESI	5%		Yes	4%		Yes

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, the Company's premises and offices are fully accessible to differently abled employees and workers, in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. The Company acknowledges the unique needs of its diverse workforce, particularly its differently abled employees, and has made consistent efforts to enhance the accessibility of its infrastructure across all office locations. Furthermore, the Company has implemented special measures within its premises to cultivate a more inclusive and considerate environment that caters to the needs of 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.

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. The Human Rights Policy of the Company is available on the website of the Company at <https://www.infoedge.in/pdfs/human-rights-policy.pdf>.

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

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	91%	Not Applicable	
Female	98%	86%		
Total	99%	89%		

Note: Parental leave includes maternity, paternity and adoption leave.

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.

Particulars	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	NA
Other than permanent Workers	NA
Permanent employees	<p>Yes, the Company has an employee grievances redressal mechanism in place to receive and resolve grievances for all categories of employees. This includes the following:</p> <ul style="list-style-type: none"> Designated email channels through which associates can submit their grievances and concerns. The option to raise grievances directly with their managers or the HR department. The Company conducts surveys utilising barcodes and other methods to gather feedback. <p>A dedicated email address (BRSR@infoedge.com) that allows associates to report issues to the BRSR Committee.</p>
Other than permanent employees	

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

Category	FY25			FY24		
	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						
Male	3,694	Nil	-	3,517	Nil	-
Female	2,290	Nil	-	2,195	Nil	-
Total	5,984	Nil	-	5,712	Nil	-
Total Permanent Workers						
Male						
Female						
Total						

8. Details of training given to employees and workers:

Category	FY25					FY24				
	Total (A)	On health and safety measure		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	3,694	2,327	62.99%	253	6.85%	3,708	-	-	-	-
Female	2,290	1,852	80.87%	176	7.69%	2,421	-	-	-	-
Total	5,984	4,179	69.84%	429	7.17%	6,129	6,129			
Workers										
Male										
Female	Not Applicable									
Total										

Note:

The Company has undertaken the following training initiatives for its employees:

- **Health and Safety Policy Awareness:** The Company has provided comprehensive awareness training to all employees regarding the organisation's Health and Safety policy, ensuring they are well-versed in the relevant guidelines and protocols.
- **Fire Safety Drills:** The Company regularly conducts fire safety drills as per the applicable norms to ensure its employees are prepared and can respond effectively in the event of an emergency.

The Company's learning and development efforts gained momentum through the Company's LEAD (Learning and Engagement for Accelerated Development) framework, covering enterprise programmes, function-specific learning, self-paced options and peer learning initiatives. Signature programmes like iRISE, iLead, APEX and IGNITE continued to build leadership capability, while new initiatives such as DRISM fostered customer-centric design thinking. Senior HR leaders were certified under the Hogan Assessment, strengthening talent decision-making capabilities.

Additionally, the data presented reflects the overall participation by permanent and non-permanent employees in various skill upgradation training programs and on Health and safety measures offered by the Company during the previous (FY24) financial years.

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

Category	FY25			FY24		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,694	3,154	85.38%	3,517	2,893	82.26%
Female	2,290	1,398	61.05%	2,195	1,746	79.94%
Total*	5,984	4,552	76.07%	5,712	4,639	81.17%
Workers						
Male						
Female						
Total						

Note: The details of performance and career development reviews of employees are considered which have taken place during the financial year i.e. from April 1, 2024 to March 31, 2025.

* The Company undertakes performance and career development reviews of permanent employees only.

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?

Yes. The Company has formulated a dedicated Health and Safety policy that articulates its vigilant approach to identifying and mitigating workplace risks and hazards. This policy also outlines the Company's additional efforts to provide measures that safeguard the best interests of all its employees & commitment to the health and well-being of its people at the core of its business strategy.

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

The Company's approach to identify work-related hazards and assess risks involves the following processes:

- On a routine basis, the Company prioritises the well-being of its employees and assesses inherent workplace safety risks as needed. This allows the Company to identify and address safety concerns in a proactive manner.
- For non-routine situations, the Company's approach involves a more tailored assessment of the specific risks and incorporation of necessary safety requirements relevant to each scenario.

While the Company is working towards establishing a comprehensive health and safety management system, it remains steadfastly committed to the well-being of its employees. More information on health and safety management system is available on the website of the Company at www.infoedge.in.

c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Yes/No)

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, the Company has made provisions to ensure that medical and healthcare services are accessible to all its employees.

The Company recognises that the overall well-being of its employees is highly imperative to the growth aspirations of the organisation. Accordingly, the Company's endeavour to promote employee wellness extends beyond the confines of its infrastructure and operations. These include:

- Medical Rooms in Corporate Offices: The Company provides general health and safety facilities such as medical rooms in corporate offices for its employees.
- First Aid Kits and Over-the-Counter Medicines: The Company makes available first aid kits and over-the-counter medicines in selected facilities for immediate medical attention.
- Wellness Initiatives/Campaigns: The Company takes various wellness initiatives such as Health Check-ups, Dental Camps, Eye Camps, Nutrition Consultation, Pulmonary function test, Bone Mineral Density, Genitourinary, Skin & Hair wellness and Mental Health awareness.

The Company's wellness horizon includes: Wellness Initiatives, Amaha: self-care app designed to support mental and emotional well-being, Wellness Campaigns, On-site OPD consultations by cardiologist and gynecologist, Visit App: Visit Health, a healthcare platform available as a mobile application, Testimonial, Corporate Tie-ups, Wellness Challenges and Future plans.

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

Safety incident/number	Category*	FY25	FY24
Lost Time Injury Frequency Rate (LTIFR) (per one-million-person hour worked)	Employees	Nil	Nil
	Workers	NA	NA
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	NA	NA
No. of fatalities	Employees	Nil	Nil
	Workers	NA	NA
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	NA	NA

* Employees including the contract workforce

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

The Company prioritises the well-being and safety of its employees as a paramount concern. To this end, the organisation has implemented comprehensive measures to ensure a safe and healthy workplace for its workforce.

These initiatives include:

- Regular internal and independent reviews to verify compliance with the Company's established health and safety policy. This encompasses the conduct of routine emergency mock drills, testing of fire and safety infrastructure, and scheduled thermography of electrical equipment.
- Equipping the Company's corporate office with dedicated medical rooms and stocking selected facilities with first-aid kits and over-the-counter medicines to address general health and safety needs of the employees.
- Fostering employee involvement and soliciting their valuable feedback and consultation to enhance the Company's health and safety practices, recognising their crucial role in identifying areas for improvement.

The Company is committed to consistently providing a safe and healthy work environment for its employees, and it continuously evaluates and refines its occupational health and safety measures to maintain the highest standards of workplace well-being.

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

Particulars	FY25			FY24		
	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	Nil	Nil
Health & safety	Nil	Nil	Nil	Nil	Nil	Nil

14. Assessments for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	Nil
Working conditions	Nil

Note: The Company promotes mental well-being through the 'icare' program, in partnership with 'Innerhour,' offering webinars, mobile apps for anxiety, stress, and depression management, and on-demand therapy. The Company prioritises health and safety of its employees through regular awareness sessions, trainings, drills and communications. Employees also undergo training on prevention of sexual harassment, while managers receive specialised training to address such incidents. Furthermore, the Company implements measures to ensure good air quality within office premises, underscoring its commitment to employee health and well-being.

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 FY25.

LEADERSHIP INDICATORS

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Yes/No) (B) Workers (Yes/No).

(A) Employees	Yes
(B) Workers	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 has implemented robust measures to ensure that its value chain partners comply with the deduction and deposition of statutory dues, in line with the Company's Sustainable Supply Chain Policy and Procurement Policy which is available on the website of the Company at - <https://www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf>. Specifically, the Company has:

- Mandated that all value chain partners adhere to relevant statutory requirements covering taxation, labour regulations, and environmental regulations.
- Conducted rigorous due diligence during the partner selection process to verify compliance capabilities.
- Included clear contractual agreements that outline the compliance expectations for value chain partners.
- Maintained comprehensive documentation and records to promote transparency and accountability.

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:

Particulars	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	
	FY25	FY24	FY25	FY24
Employees*	Nil	Nil	NA	NA
Workers	NA	NA	NA	NA

* 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)

Yes

5. Details on assessment of value chain partners:

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	0%
Working conditions	0%

The Company did not conduct any formal assessments of its value chain partners' health and safety practices or working conditions during the financial year. However, the Company's focus on these aspects is embedded in its engagement with the value chain partners. The agreements explicitly outline the Company's expectations for maintaining suitable working conditions at the partners' respective workplaces. By incorporating these clear requirements into the contracts, the Company aims to encourage its value chain partners to prioritise 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 FY25.

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.

The Company has a structured process for identifying its key stakeholder groups. The Company considers any individual, group, or institution that contributes value as a core stakeholder. Currently, the Company has identified specific stakeholder groups that have a direct influence on its 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. Recognising the importance of these diverse stakeholder groups, the Company actively engages with them to ensure a positive impact on its 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.

Stakeholder group	Whether identified as vulnerable & marginalised 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	<ul style="list-style-type: none"> a. Periodical Employees' Surveys such as the HR Survey called "ispeak", IT services related survey, Administration Services related survey etc. b. Digital and broadcast communications including emails, chatbots, notice board, pamphlets, and intranet updates. c. Learning and development activities, training programs, and interactive sessions. d. 'Inside Edge', the Company newsletter covering organisational news, business updates, initiatives, and events. 	Ongoing engagement as required	<ul style="list-style-type: none"> • Career Management and Growth Prospects; • Learning opportunities; • Compensation structure; • Building a safety culture and inculcating safe work practices among employees; • Improving Diversity and Inclusion; and • To uphold the rights of all the employees and protect them from any kind of discrimination.
Business Associate/Supplier	No	<ul style="list-style-type: none"> a. Virtual and in-person/physical meetings to ensure continuous interaction with vendors. b. Capacity building session for suppliers. 	Need basis	<ul style="list-style-type: none"> • Fair Business Practices; • Credit worthiness; • To enhance suppliers' understanding of ESG risks and opportunities; • Promote the adoption of sustainable practices; and • Stronger Partnership.
Community	Yes	<ul style="list-style-type: none"> a. CSR initiatives focused on Health, Education, Women and Children (underprivileged) empowerment. b. Training and empowerment sessions for people with disabilities, including rehabilitation services and sustainable livelihood programs. 	Ongoing engagement as required	<ul style="list-style-type: none"> • To contribute to the needs of community by way of giving back to society; and • To contribute to sustainable development.

Stakeholder group	Whether identified as vulnerable & marginalised 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
Shareholders/ Investor	No	a. Annual General Meetings. b. Investor/Analyst Meets and Investor Calls, with Company presentations, transcripts and voice recordings available on the Company's portal. c. Newspaper publications, stock exchange disclosures, quarterly emails to shareholders, annual reports, etc. d. Press releases	Quarterly/ Half-yearly/ Annually/ Need basis	<ul style="list-style-type: none"> Educating the investor community and shareholders about InfoEdge's value creation model and business strategy for the long term; To understand the issues of investors/shareholders; To make them aware about the growth of the Company; and To build transparency with the existing and potential investors.
Customers (B2B)/ Consumers (B2C)	No	a. Company's website b. Social media engagement c. Grievance handling and feedback mechanisms through dedicated portals d. Direct customer calls via toll-free numbers e. Electronic communication channels	Ongoing engagement as per customer needs and service	<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	No	a. Participation in conferences and seminars b. Surveys and consultative sessions c. Calls and meetings d. Due diligence e. Press releases f. Media interviews	Need based, as deemed necessary by either party	<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

- 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 prioritising critical stakeholder groups on a regular basis. The 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 and expectations of its stakeholders.

- 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 its stakeholder groups inform the Company's identification and prioritisation of key material issues. By incorporating their perspectives, the Company ensures that the approach aligns with the interests and expectations of its stakeholders, thereby fostering a more sustainable and responsible business model.

- Provide details of instances of engagement with, and actions are taken to, address the concerns of vulnerable/marginalised stakeholder groups.**

The Company carries out continuous interaction and engagement with all internal & external stakeholders including the disadvantaged, vulnerable and marginalised stakeholders in accordance with the CSR Policy of the Company, for more information please refer the CSR Policy of the Company at - <https://www.infoedge.in/pdfs/CSR-Policy.pdf>.

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	FY25			FY24		
	Total (A)	No. of employees/workers covered (B)	% (B/A)	Total (C)	No. of employees/workers covered (D)	% (D/C)
Employees						
Permanent	5,984	4,179	69.84%	5,712	2,202	38.55%
Other than permanent	564	419	74.29%	417	-	-
Total employees	6,548	4,598	70.22%	6,129	2,202	35.93%
Workers						
Permanent						
Other than permanent						
Total Workers			Not Applicable			

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

Category	FY25					FY24				
	Total (A)	% of employees covered by			Total (D)	% of employees covered by				
		Equal to minimum wage	More than minimum wage			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										
Male	3,694	0	0%	3,694	100%	3,517	0	0%	3,517	100%
Female	2,290	0	0%	2,290	100%	2,195	0	0%	2,195	100%
Other than Permanent										
Male	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Female	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Workers										
Permanent										
Male										
Female										
Other than Permanent										
Male										
Female										

3. Details of remuneration/salary/wages

- a. Median remuneration/wages:

Particulars	Male		Female	
	Number	Median remuneration/salary/wages of respective category	Number	Median remuneration/salary/wages of respective category
Board of Directors (BoD)*	8	19,116,650	2	3,037,500
Key Managerial Personnel (KMP)**	4	37,629,207	1	10,014,434
Employees other than BoD and KMP	3,690	1,170,564	2,289	736,996
Workers	NA	NA	NA	NA

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

** As on March 31, 2025, KMPs include Mr. Sanjeev Bikhchandani (Founder & Executive Vice-Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Chintan Thakkar (Whole-time Director & Chief Financial Officer), Mr. Pawan Goyal (Whole-time Director & Chief Business Officer- Naukri) who are also Board Members and Ms. Jaya Bhatia (Company Secretary & Compliance Officer).

- b. Gross wages paid to females as % of total wages paid by the entity:

Particulars	FY25	FY24
Gross wages paid to females as % of total wages	25.19%	26.38%

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, the Company is committed to upholding and respecting the human rights of all its stakeholders. To address this, the Company has established the following:

- **BRSR Committee:** The BRSR Committee serves as the focal point for addressing any human rights impacts or issues caused or contributed to by the Company's business operations.
- **Internal Complaints Committee:** This committee addresses and resolves all employee complaints and grievances related to sexual harassment.
- **Preventive Measures:** The Company takes proactive steps to ensure there are no human rights violations throughout its operations, supply chain, business connections, and the communities in which it operates.

The Company's dedication to human rights is a key priority, and the BRSR Committee and Internal Complaints Committee provide dedicated oversight and mechanisms to identify, address, and resolve any human rights-related concerns or impacts within the Company's sphere of influence.

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

The Company has robust internal mechanisms in place to address and redress grievances related to human rights issues:

- **Empowerment of Employees and Contractual Staff:** Employees and contractual staff are empowered to report any incidents of discrimination and harassment.
- **Grievance Redressal Mechanism:** The Company has a comprehensive grievance mechanism to promptly and effectively address all concerns related to issues such as child labour or other human rights violations.
- **Internal Complaints Committee:** The Company has constituted an Internal Complaints Committee that specifically addresses complaints of sexual harassment raised by all employees.
- **Whistleblower Framework:** An effective whistleblower framework, managed by an independent external ombudsman, is in place to enable all individuals associated with the Company to report concerns without fear of retaliation. This framework ensures anonymity and confidentiality.
- **Redressal Policies:** The Company has in place Workforce Redressal Guidelines to foster a culture grounded in high ethical standards and respectful behavior among all the employees. Further, the Company also has in place a Disciplinary Policy which ensures that the issues of violation are managed and dealt in a fair and consistent manner.
- **Engagement with Business Partners:** The Company encourages its business partners to adhere to applicable policies and codes of conduct, and refrains from dealing with any supplier or contractor involved in human rights violations, such as the use of forced or child labour.

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

Particulars	FY25			FY24		
	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	12	2*	All the complaints stand resolved as on the date of this report.	4	0	
Discrimination at workplace	0	0		0	0	
Child labour	0	0		0	0	
Forced labour/Involuntary labour	0	0		0	0	
Wages	0	0		0	0	
Other Human Rights related Issues	0	0		0	0	

* The pending 2 (Two) complaints were resolved subsequent to close of the year under review.

7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, in the following format:

Particulars	FY25	FY24
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	12	4
Complaints on POSH as a % of female employees/workers	0.48%	0.17%
Complaints on POSH upheld*	9	4

* Out of total of 12 (Twelve) complaints received during the year under review, 10 (Ten) complaints were resolved during the year, of which 9 (Nine) complaints were upheld.

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

- **Culture of Openness and Non-Retaliation:** The Company actively strives to foster a culture where employees can raise and report their concerns without any fear of retaliation. This is reinforced through the Code of Ethics and Conduct, which explicitly emphasises the Company's stance against any adverse consequences for complainants.
- **Regular Compliance Trainings:** The Company conducts regular training sessions on compliance, where the conditions of non-retaliation are reiterated and communicated to all employees.
- **Internal Complaints Committee:** An appropriate complaint mechanism in the form of 'Internal Complaints Committee' has been created in the Company for time-bound redressal of the complaint made by the victim. An independent person (not an employee of Info Edge) is also part of the Internal Complaints Committee.
- **Disciplinary Actions:** The Company has strict policies in place, and any individual found to be engaging in conduct that results in adverse consequences for a complainant is subject to disciplinary actions as per the Policy.

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

Yes, the Company has firmly established that the protection and promotion of human rights are integral components of its business agreements and contractual arrangements. Notably, the Company's Supplier Code of Conduct clearly delineates the explicit expectations for its business partners to align their practices with the organisation's human rights policy. Furthermore, the Company maintains a steadfast stance of refraining from engaging in any business relationships with partners or potential partners found to be involved in human rights abuses, irrespective of the region of operation.

10. Assessments of the year

Particulars	% of your plants and offices that were assessed (by the entity or statutory authorities or third parties)
Child labour	The Company remains committed to upholding high standards of labour practices and workplace policies but has not undertaken any formal evaluation or audits related to the specified areas within its organisational premises during the reporting period.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	The Company will continue to monitor the need for such assessments and may consider implementing them in the future, should the nature of its business operations or industry dynamics warrant a more comprehensive evaluation of these aspects. For now, the Company's focus remains on maintaining a strong culture of compliance, ethics, and respect for its employees and stakeholders.
Wages	
Others – please specify	

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

Not applicable, as no assessments were carried out during FY25 for the given parameters.

LEADERSHIP INDICATORS

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

The Company closely monitors, reviews and updates its policies and processes regularly to ensure the Company has no human rights issues.

Further, during FY25, the Company has formulated a Standard Operating Procedure ('SOP') on Termination, to establish a formal process for the intimation or the termination of employment due to misconduct, violations of Company's policies, ethical breaches, or violations of the Prevention of Sexual Harassment (POSH) Act. The SOP aims to ensure consistency, transparency, and adherence to legal and organisational standards.

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 in compliance with the requirements of the Rights of Persons with Disabilities Act, 2016.

4. **Details on assessment of value chain partners:**

Particulars	% of value chain partners (by value of business done with such partners) that were assessed
Sexual harassment	The Company's value chain partners have not been formally evaluated on these aspects, and the Company does not have data on the percentage of partners assessed on these criteria.
Discrimination at workplace	
Child labour	While the Company remains committed to upholding high standards of labour practices and human rights throughout its value chain, the need for such comprehensive assessments has not been prioritised during the reporting period.
Forced/involuntary labour	
Wages	The Company will continue to monitor the situation and may consider implementing formal evaluations of its value chain partners in the future. To further strengthen transparency across the supply chain, the Company initiated a formal process to request critical suppliers to disclose their sustainability-related policies, practices, and performance metrics. This information helps in assessing the ESG maturity and alignment of the supply chain partners with the Company's sustainability goals. Through these steps, the Company aim to build a more resilient, responsible, and future-ready supply chain ecosystem that contributes meaningfully to the corporate sustainability agenda.
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 FY25.

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

ESSENTIAL INDICATORS

1. Details of total energy consumption (in GJ) and energy intensity:

Parameter	FY25	FY24
From renewable sources		
Total electricity consumption (A)	692.68	236.81
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	692.68	236.81
From non-renewable sources		
Total electricity consumption (D)	22,628.48	20,717.28
Total fuel consumption (E)	2,205.85	1,793.75
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	24,834.33	22,511.03
Total energy consumed (A+B+C+D+E+F)	25,527.01	22,747.84
Energy intensity per rupee of turnover (GJ/₹Million) (Total energy consumed/Revenue from operations)	0.96	0.96
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (GJ/Million \$) (Total energy consumed/Revenue from operations adjusted for PPP)	19.87	21.86
Energy intensity in terms of physical output	-	-
Energy intensity – Per Employees	4.04	3.71

* PPP Conversion factor is taken as 20.66 as per International Monetary Fund implied PPP conversion rate (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No). If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

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? (Yes/No) 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, given the nature of business and being an IT sector Company.

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

Parameter	FY25	FY24
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	70,464.59	54,769.0
(iii) Third party water	-	-
(iv) Seawater/desalinated water	-	-
(v) Others (packaged drinking water)	1,801.49	1436.8
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	72,266.08	56,205.8
Total volume of water consumption (in kilolitres)	14,092.92	56,205.8
Water intensity per rupee of turnover (KL/₹Million) (Total water consumption/Revenue from operations)	0.53	2.30
Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/Million \$) (Total water consumption/Revenue from operations adjusted for PPP)	10.97	52.64
Water intensity in terms of physical output	-	-
Water intensity – Per Employees	2.23	9.17

* PPP Conversion factor is taken as 20.66 as per International Monetary Fund implied PPP conversion rate (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

4. Provide the following details related to water discharged:

As per the nature of the Company and the fact that it does not manufacture any products. The Company does not have any material water discharge, however, it is in line with the government norms.

Parameter	FY25	FY24
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(ii) To Groundwater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iii) To Seawater		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(iv) Sent to third-parties		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
(v) Others		
- No treatment	56,371.68*	-
- With treatment – please specify level of treatment	-	-
Total water discharged (in kilolitres)	56,371.68	-

* Water discharge has been estimated assuming 80% of the total water withdrawal is discharged, as per the recommended standard in the absence of direct discharge measurement.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

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

Not applicable, given the nature of business and being an IT sector Company.

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

Parameter	Unit	FY25*	FY24*
NOx	Tonnes	0.3628	0.0350
SOx	Tonnes	0.0842	0.0073
Particulate matter (PM)	Tonnes	0.2669	0.0148
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others- Carbon Monoxide (CO)	Tonnes	0.2555	0.0231

* Air emissions from stacks associated with DG sets have been estimated for the whole year based on sample stack emissions reports. The calculation is based on the following approach: Average emissions (gm/kWh) * kWh (from annual DG set electricity generation data) to arrive at yearly 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.

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

Parameter	Unit	FY25	FY24			
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	981.07	4,555.52			
			tCO ₂	CH ₄ - tCO ₂ e	N ₂ O - tCO ₂ e	HFCs - tCO ₂ e
			121.55	0.46	0.26	4,433.25
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	4,569.70	4,120.44			
			tCO ₂	CH ₄ - tCO ₂ e	N ₂ O - tCO ₂ e	HFCs - tCO ₂ e
			4,120.44	-	-	-
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (tCO₂e/₹ Million) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO ₂ e/₹ Million	0.21	0.36			
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (tCO₂e/Million \$) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO ₂ e/Million \$	4.32	8.34			
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-			
Total Scope 1 and Scope 2 emission intensity	No. of Employees	0.88	1.42			

* PPP Conversion factor is taken as 20.66 as per International Monetary Fund implied PPP conversion rate (<https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC>)

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

8. Does the entity have any project related to reducing greenhouse gas emission? If Yes, then provide details.

The Company is dedicated to incorporating sustainable and environmental friendly practices across its operations. While the nature of the Company's businesses has limited direct environmental impact, it continuously strive to improve resource efficiency and reduce its carbon footprint.

Some of the key initiatives undertaken by the Company include:

1. Installation of 250 kW Rooftop Solar Power Plants to harness renewable energy.
2. Corporate Office is Indian Green Building Council (IGBC) Silver Certified Green Existing Building for the enhanced performance in Site & Facility Management, Water Efficiency, Energy Efficiency, Health & Comfort and Innovation & Design categories. Further, the offices located at Chennai & Hyderabad office are 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.
3. Optimisation of Water Consumption by Installation of arrestors and streamline the annual water tank cleaning process.
4. Addition of Variable Frequency Drives (VFDs) in the Company's HVAC (Heating, Ventilation, and Air Conditioning) system, which helps to reduce the electrical energy consumption.
5. Implementation of 'Laser Egg', a device for instant air quality monitor indicating parameters like AQI, PM2.5 etc.
6. Implementation of a solution to have good quality air inside offices with lower values of PM 2.5 than the limits prescribed by WHO & Indian Standards guidelines on Ambient Air.
7. Adoption of an Automated Energy Monitoring solution named as 'Zenatix' which enables monitoring of the energy consumption of the electrical devices.

8. Establishing Planned Preventive Maintenance schedules for electro-mechanical equipment to maintain efficiency.
9. Regular monitoring of temperature inside the buildings and controlling the air-conditioning system.
10. Rationalisation of usage of electrical equipments, including air-conditioning systems, office illumination & beverage dispensers.
11. Usage of energy-efficient illumination fixtures.
12. Power factor & Sanction Load rationalisation.

By consistently investing in these sustainable solutions and innovative technologies, the Company aims to minimise the environmental impact of its operations and contribute to a more resource-efficient future. The Company remains committed to further strengthening its environmental performance under the guidance of the Board of Directors.

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

Parameter	FY25	FY24
Total Waste generated (in metric tonnes)		
Plastic waste (A)	-	-
E-waste (B)	3.83	6.61
Bio-medical waste (C)	-	-
Construction and demolition waste (D)	-	-
Battery waste (E)	6.46	0.95
Radioactive waste (F)	-	-
Other Hazardous waste. Please specify, if any. (G)	-	-
Other Non-hazardous waste generated (H)	-	-
Total (A+B+C+D+E+F+G+H)	10.29	7.56
Waste intensity per rupee of turnover (MT/ ₹ Million) (Total waste generated/Revenue from operations)	0.0004	0.0003
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity * (PPP) (MT/\$ Million) (Total waste generated/Revenue from operations adjusted for PPP)	0.0080	0.0072
Waste intensity in terms of physical output	-	-
Waste intensity – Per Employee	0.0016	0.0012
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 by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

* PPP Conversion factor is taken as 20.66 as per International Monetary Fund implied PPP conversion rate (<https://www.imf.org/external/datamapper/PPPEX@WEQ/OEMDC>)

[#] The Company does not undertake any recycling, reusing or recovery of waste onsite. E-waste and battery waste is disposed of with authorised recyclers in accordance with government norms. Further, non-hazardous waste is not tracked and is disposed of through the government-approved authorised agency.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

10. 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 service Company, Info Edge does not engage in manufacturing processes that involve the use of hazardous and toxic chemicals. However, the Company recognises the significance of being mindful of its environmental impact and has, therefore, embraced the principles of the 3R's: reduce, reuse, and recycle.

The Company's operations primarily take place in office settings, resulting in waste generated from office processes. The waste generated within the Company's offices mainly consists of paper, plastics, municipal solid waste, and e-waste. The Company handles potentially hazardous waste, such as e-waste and used oil from diesel generator sets, in a responsible manner. These materials are disposed off through government-approved vendors and recyclers to ensure compliance with environmental regulations.

By adhering to proper waste management practices and working with authorised partners, the Company aims to minimise its environmental impact and promote sustainable practices within its operations. The Company remains committed to being a responsible corporate citizen and continuously evaluates opportunities to enhance its environmental stewardship efforts.

11. 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:

Not Applicable, as none of the Company's offices are in/around ecologically sensitive areas.

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

Not Applicable, given the nature of business and being an IT sector Company.

13. 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 (Yes/No). If not, provide details of all such non-compliances:

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. 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 none of the Company's operations lie in areas of water stress.

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (Yes/No) If yes, name of the external agency.

Yes, Reasonable Assurance has been carried out by SGS India Private Limited.

2. Please provide details of total Scope 3 emissions & its intensity:

Parameter	Unit	FY25*	FY24*
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		
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? (Yes/No) If yes, name of the external agency.

No.

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

Not Applicable, since the Company does not operate in ecologically sensitive areas.

4. 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:

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
1.	Installation of a 250 kW Rooftop Solar Power Plant	Info Edge has installed a 250 kW rooftop solar power plant at its corporate office to harness renewable energy and reduce its carbon footprint. This initiative aligns with the Company's commitment to sustainability and renewable energy adoption.	The rooftop solar power plant has enabled Info Edge to generate 65.78 MWh of its own electricity requirements from clean, renewable solar energy. This has resulted in reducing grid consumption by 1.1% and lowering greenhouse gas emissions associated with power consumption by 47.10 tCO ₂ e.
2.	IGBC Silver and Gold Certifications for corporate office	Info Edge's corporate office has been recognised with the prestigious IGBC (Indian Green Building Council) Silver and Gold Certifications.	The IGBC certifications demonstrate Info Edge's commitment to sustainable design, construction, and operation of its office spaces. These certifications have helped the Company showcase its leadership in green building practices and its efforts to minimise the environmental impact of its operations. These certifications acknowledge the enhanced performance of the buildings in areas like site management, water efficiency, energy efficiency, and indoor environment.
3.	Installed water arrestors and streamlined tank cleaning	Info Edge has implemented water-saving measures by installing water arrestors and streamlining the annual tank cleaning process at its corporate office.	The installation of water arrestors and the streamlined tank cleaning process have contributed to the Company's overall water efficiency and conservation efforts.
4.	Addition of Variable Frequency Drives (VFDs) in HVAC systems	VFDs allow for more efficient regulation of motor speeds, leading to reduced energy consumption.	The implementation of VFDs in the HVAC systems has enabled Info Edge to achieve energy savings by optimising the operation of these systems. This initiative has contributed to the Company's overall energy efficiency and sustainability goals.
5.	Implementation of air quality monitoring solutions	Info Edge has deployed air quality monitoring solutions, such as 'Laser Egg', to ensure that the indoor air quality in its corporate offices meets regulatory standards and provides a comfortable and healthy work environment for its employees.	The air quality monitoring system helps Info Edge to continuously track and maintain the indoor air quality within the desired parameters, ensuring a safe and productive work environment for its employees.
6.	Implementation of a solution to have good quality air inside offices	Info Edge uses Honeywell Electronic Air Cleaners (EACs) equipped with high-efficiency filtration systems that effectively capture airborne particles, ensuring cleaner and healthier indoor air quality.	EACs help maintain optimal indoor air quality within recommended limits consistently throughout the year.
7.	Adoption of an Automated Energy Monitoring system	Info Edge has implemented an Automated Energy Monitoring system called 'Zenatix' to track and optimise the energy usage of its electrical equipment and facilities.	The Automated Energy Monitoring system has provided Info Edge with real-time data and insights into its energy consumption patterns, enabling the Company to identify opportunities for further energy optimisation and efficiency improvements.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
8	Planned Preventive Maintenance schedules for electro-mechanical equipment	Info Edge has established Planned Preventive Maintenance (PPM) schedules for its electro-mechanical equipment, such as HVAC systems, elevators, and other critical infrastructure. This ensures that the equipment is maintained at optimal efficiency levels.	The implementation of PPM schedules has helped Info Edge maintain the efficiency and reliability of its electro-mechanical equipment, reducing energy consumption and prolonging the lifespan of these assets.
9	Regular monitoring of temperature inside the buildings and controlling the air-conditioning system	Indoor office temperature is monitored at regular intervals to ensure a consistently comfortable and productive work environment.	Maintains a thermally comfortable workspace, enhances employee well-being, and supports overall productivity by preventing temperature-related discomfort.
10	Rationalisation of usage of electrical equipments, including air-conditioning systems, office illumination & beverage dispensers	Info Edge has implemented regular monitoring and control measures to rationalise the usage of air-conditioning, lighting, and other electrical appliances in its corporate office. This includes adjusting setpoints, schedules, and usage patterns based on occupancy and operational requirements.	The rationalisation of usage for these energy-intensive systems has led to significant energy savings and reduced the Company's overall energy consumption and environmental impact.
11	Usage of energy-efficient illumination fixtures	Info Edge has replaced conventional lighting fixtures with energy-efficient LED illumination solutions and implemented power factor improvement measures to enhance the overall energy efficiency of its facilities.	The deployment of energy-efficient lighting and power factor improvement initiatives have enabled Info Edge to reduce its electricity consumption and improve the overall energy efficiency of its operations.
12	Power factor & Sanction Load rationalisation	Info Edge monitors power factor through Automatic Power Factor Correction (APFC) panels and conducts sanctioned load analysis to assess the maximum electrical demand requirements & ensuring efficient energy usage.	Improved energy efficiency, optimised electrical load management, reduced penalty charges from utility providers, and enhanced system reliability.

5. Does the entity have a business continuity and disaster management plan?

The Company has a robust and adaptable risk management framework, featuring an extensive register delineating identified risks, their impacts, and the accompanying mitigation strategies. These detailed mitigation plans for each risk category are integrated into the Management Discussion & Analysis section of the Annual Report.

6. 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.

As a service-oriented company, the Company's business activities have a minimal environmental impact. However, the Company remains committed to further reducing its environmental footprint by continually seeking opportunities to optimise resource consumption throughout its operations.

The Company acknowledges the potential environmental risks and actively engages in relevant initiatives to address any concerns. Additionally, the Company ensures compliance with all applicable environmental regulations pertaining to its premises and operations.

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

The Company did not conduct any formal assessments of the environmental impacts of its value chain partners during the financial year. However, the Company's Supply Chain Policy includes requirements related to environmental compliance that all partners must adhere to. The Company remains committed to promoting environmental stewardship across its value chain and encourages its partners to align with these sustainability-focused provisions.

8. How many Green Credits have been generated or procured:

- By the listed entity: Nil
- By the top ten (in terms of value of purchases and sales, respectively) value chain partners: Not tracked for FY25

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 has not received any adverse orders from regulatory authorities related to anti-competitive conduct.

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 the public domain? (Yes/No)	Frequency of review by Board (Annually/ half yearly/ quarterly/others – please specify)	Web-link, if available
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As member of industry associations, the Company contributes to policy discussions as necessary concerning matters that are likely to impact its business activities, including but not limited to policies related to IT, data protection, telecom, startups etc.

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.

Not applicable to the Company's operations.

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

Not applicable to the Company's operations.

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

As the Company's regular business operations have minimal direct interactions with surrounding communities, the issue of mechanisms to receive and redress grievances is not directly applicable to its core activities.

However, through the Company's dedicated Corporate Social Responsibility (CSR) initiatives, it actively engages with and provides support to the communities it serves. The Company's CSR programs aim to positively impact the lives of individuals within these communities by addressing their fundamental needs, such as healthcare, nutrition, hygiene, and education. By focusing on these critical areas, the organisation strives to make a meaningful contribution to the overall well-being and development of the communities where its CSR projects are implemented.

The Company has a formal grievance redressal mechanism for its stakeholders and the CSR efforts involve close collaboration and communication with the communities to understand their needs and priorities. This approach helps ensure that the CSR initiatives are aligned with the communities' well-being and development goals.

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

Particulars	FY25	FY24
Directly sourced from MSMEs/small producers	17.56%	9.28%
Directly from within India	98.44%	98.65%

5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent/on contract basis) in the following locations, as % of total wage cost

Location	FY25	FY24
Rural	0.00	0.00
Semi-urban	0.02	0.02
Urban	75.41	76.86
Metropolitan	24.57	23.12

Note: The wages paid to permanent employees has only been considered in the above data.

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):

Not Applicable.

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

S. No.	State	Aspirational District	Amount spent (in ₹ Million)
1	Haryana	Mewat	2.16

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

Yes

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

Since the Company's procurement activities are limited, the Company does not currently capture this data.

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

Since the procurement activities are limited, the Company currently does not capture data on the percentage of total procurement (by value) that comes from marginalised and vulnerable groups.

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

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

6. Details of beneficiaries of CSR projects:

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalised groups
1	Alohomora Education Foundation	2,520	100%
2	Bhartiya Yuva Shakti Trust	64	18%
3	Creatnet Education	887,575	97%
4	Development Management Foundation- Scholarships	8	100%
5	Development Management Foundation- Tech	56	80%
6	Foster & Forge Foundation	1,530	100%
7	Foundation for Improving the Quality of Life	930,000	10%
8	Foundation of Arts for Social Change in India	500	100%
9	International Foundation for Research and Education- ICfE	1,164	Refer Note 1
10	Jayaprakash Narayan Memorial Trust	315	100%
11	Khan Academy India	80,000	100%
12	Language and Learning Foundation	945	100%
13	LIFI Learning Education Foundation	122	100%
14	Literacy India- Gyantantra	401	100%
15	Literacy India- Sampurna Shiksha	188	100%
16	Magic Bus India Foundation	238	100%
17	Milaan-Be the Change	10,500	100%
18	Network of Quality Education Foundation- ASoSE	1,373	100%
19	Pratham Books	20,000	100%
20	Reimagining Higher Education Foundation- Center for Entrepreneurship	500	Refer Note 2
21	SankalpTaru Foundation	8	75%
22	Sarthak Education Trust- Early Intervention Centers	240	100%
23	Shally Education Foundation (Saarthi)	3,085	100%
24	Simple Education Foundation	1,012	100%
25	Social Outreach Foundation	57	100%
26	Swami Sivananda Memorial Institute- Pathways to Progress	521	100%
27	Swami Sivananda Memorial Institute- Science Lab	307	100%
28	SwaTaleem Foundation	1,049	99%
29	The Umoya Foundation	8	100%
30	Trust for Retailers & Retail Associates of India- Infrastructure	1,100	100%
31	Trust for Retailers & Retail Associates of India- Project Pankh	200	100%

Note 1: 54% of females were supported; 19% were from low income families.

Note 2: 60% students are on financial aid, 30% are women students, 55% are from Tier 2/3/4 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.

Info Edge is committed to delivering the best customer experience. As a service provider, it receives customer queries, complaints, requests, and feedback through various communication channels readily available on its websites. It has customer engagement and grievance redressal mechanisms in place to promptly attend to and address these inputs from its customers, including:

- Dedicated customer service portals on websites to log complaints, queries, and feedback, with prompt initial responses.
- Toll-free helpline numbers staffed by trained representatives to provide direct assistance and escalate issues.
- Electronic communication channels like email, chat, and social media monitored for timely responses.

The customer service teams analyse feedback to identify improvement areas, update processes, and enhance employee training. Periodic surveys and focus groups also help gauge customer needs and co-create solutions, ensuring a continuously improving customer experience. The Company's dedicated teams ensure all complaints and feedback are duly received, investigated, and resolved to the satisfaction of the consumer.

By maintaining open lines of communication and a customer-centric approach, it continuously strives to improve its services and address any concerns raised in a timely and effective manner.

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

Particulars	As a percentage to total turnover
Environmental and social parameters relevant to the product	Not Applicable, owing to the nature of the Company's business
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY25			FY24		
	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	Nil	Nil
Advertising	Nil	Nil	Nil	Nil	Nil	Nil
Cyber-security	Nil	Nil	Nil	Nil	Nil	Nil
Delivery of essential services	Nil	Nil	Nil	Nil	Nil	Nil
Restrictive trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Unfair trade practices	Nil	Nil	Nil	Nil	Nil	Nil
Others*#	5	4	Nil	1	1	Nil

* The Legal cases filed before any court of law/authority have been considered.

Out of total of 5 (Five) cases filed during the financial year under review, 2 (Two) cases were filed by B2C consumers and 3 (Three) cases were filed by B2B consumers. Further, 1 (One) case filed by B2B consumer was resolved during the year.

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

Particulars	Number	Reasons for recall
Voluntary recalls	Not Applicable, owing to the nature of the Company's business	
Forced recalls		

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 to the policy.

Yes, Info Edge has a comprehensive IT Security Policy that addresses cyber security and data privacy risks. This policy is communicated to all relevant stakeholders and outlines measures to ensure protection of customer and employee data, as well as mitigate any potential violations of privacy.

The IT Security Policy is available on the Company's intranet.

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 FY25.

7. Provide the following information relating to data breaches:

a. Number of instances of data breaches	0
b. Percentage of data breaches involving personally identifiable information of customers	NA
c. Impact, if any, of the data breaches	NA

LEADERSHIP INDICATORS

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

The complete information on the services provided by the Company can be accessed through the following web link:
<https://www.infoedge.in/>

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

The Company prioritises informing and educating its customers about the safe and responsible usage of its products and services. To achieve this, it takes the following steps:

- Providing accurate and transparent information: The Company ensures that its customers are made aware of the features, pricing, and charges related to its various product offerings before any transaction takes place.
- Disseminating product information on its business portals: Detailed product information is readily available on the respective websites of the business units, enabling customers to access comprehensive details.
- Promoting informed decision-making: By furnishing its customers with accurate and comprehensive information, it empowers them to make well-informed decisions about the products and services they choose to utilise.

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

The Company has implemented robust mechanisms to inform its customers about any potential disruptions or discontinuation of its essential services.

These mechanisms include both internal and external communication channels, which allow for effective information exchange between the organisation and interested parties. The Company has clear guidelines in place that specify whom to communicate with and what information to convey, ensuring timely and relevant updates are provided.

The communication procedures cover:

- Internal communications within the organisation
- External communications with clients, partners, the community, media, and other stakeholders.

Additionally, the Company has established procedures to receive, track, and respond to inquiries from interested parties, ensuring prompt and satisfactory resolution of any concerns or issues.

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.

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 its websites, the Company exceeds mere legal obligations in its communications, ensuring comprehensive engagement.

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. The Company undertakes a range of customer-centric initiatives, including proactive engagement with customers to gather ground-level feedback, systematic monitoring of customer concerns, and regular assessment of customer satisfaction levels. These practices enable the Company to enhance service delivery and strengthen long-term customer relationships.

INDEPENDENT ASSURANCE STATEMENT

Independent Reasonable Assurance Statement to Info Edge (India) Limited on its BRSR for FY 2024-25

The Board of Directors,
Info Edge (India) Limited,
GF 12A, 94, Meghdoot, Nehru Place New Delhi - 110019

NATURE OF THE ASSURANCE

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Info Edge (India) Limited (the 'Company' or 'Info Edge') to conduct an independent assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Report') pertaining to the reporting period of April 1, 2024 to March 31, 2025. SGS India has conducted a Reasonable level of Assurance for BRSR core parameters. This assurance engagement was conducted in accordance with "International Standard on Assurance Engagements (ISAE) 3000 (Revised) and ISAE 3410".

REPORTING FRAMEWORK

The Report has been prepared following the:

- 1) BRSR Core-Framework for assurance and ESG disclosures for value chain (SEBI vide Circular No. SEBI/HO/CFD/CFD- SEC-2/P/CIR/2023/122) dated July 12, 2023
- 2) BRSR reporting guidelines (Annexure II) as per SEBI Circular No. SEBI/HO/CFD/CMD-2/P/CIR/2021/562 dated May 10, 2021, and incorporated Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/2023/120 dated July 11, 2023, and as amended from time to time
- 3) Greenhouse Gas Protocol standard
- 4) Industry Standards on Reporting of BRSR Core (SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177) dated December 20, 2024

INTENDED USERS OF THIS ASSURANCE STATEMENT

This Assurance Statement is provided with the intention of informing all Info Edge (India) Limited's Stakeholders.

RESPONSIBILITIES

The information in the report and its presentation are the responsibility of the directors/governing body and management of the Company. SGS India has not been involved in the preparation of any of the material included in the report.

Our responsibility is to express an opinion on the text, data, and statements within the defined scope of assurance, aiming to inform the management of the Company, and in alignment with the agreed terms of reference. We do not accept or assume any responsibility beyond this specific scope. The Statement shall not be used for interpreting the overall performance of the Company, except for the aspects explicitly mentioned within the scope.

ASSURANCE STANDARD

SGS has conducted an engagement in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (revised) and ISAE 3410 (Assurance Engagements other than Audits or Reviews of Historical Financial Information). Our evidence-gathering procedures were designed to obtain a 'Reasonable' level of assurance, which is a high level of assurance in accordance with ISAE 3000 (revised) standard but is not absolute certainty. It involves obtaining sufficient appropriate evidence to support the conclusion that the information presented in the report is fairly stated and is free from material misstatements.

STATEMENT OF INDEPENDENCE AND COMPETENCE

The SGS Group of companies is the world leader in inspection, testing and assurance, operating in more than 140 countries and providing services including management systems and service certification; quality, environmental, social and ethical auditing and training; environmental, social and sustainability report assurance. SGS India affirms its independence from Info Edge (India) Limited, being free from bias and conflicts of interest with the organisation, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 26000, ISO 20121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, WFP, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance.

SCOPE OF ASSURANCE

The assurance process involved assessing the quality, accuracy, and reliability of BRSR Core Indicators (KPIs) within the report for the period April 1, 2024 to March 31, 2025. The reporting scope and boundaries include 59 offices, and one Head Office spread across different states in India.

ASSURANCE METHODOLOGY

The assurance comprised a combination of desktop review, interaction with the key personnel engaged in the process of developing the report, on-site visits, and remote verification of data. Specifically, SGS India undertook the following activities:

- Assessment of the suitability of the applicable criteria in terms of its comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core KPIs and assessing the internal control mechanisms in place to ensure data quality.
- Application of analytical procedures and verification of documents on a sample basis for the compilation and reporting of the KPIs.

- Assessing the aggregation process of data at the Head Office level.
- Critical review of the report regarding the plausibility and consistency of qualitative and quantitative information related to the KPIs.
- Strategy and other related linkages expressed in the Report.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.
- Waste-related disclosures except e-waste and Battery waste

LIMITATIONS

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data review outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusion".
- The assurance engagement considers an uncertainty of $\pm 5\%$ based on the materiality threshold for Assumption/estimation/measurement errors and omissions.
- The Company's statements that describe the expression of opinion, belief, aspiration, expectation, aim to future intention provided by the Company, and assertions related to Intellectual Property Rights and other competitive issues.

SGS India verified data on a sample basis; the responsibility for the authenticity of the data entirely lies with the Company. The assurance scope excluded forward-looking statements, product- or service-related information, external information sources and expert opinions. SGS India has not been involved in the evaluation or assessment of any financial data/performance of the company. Our opinion on financial indicators is based on the third-party audited financial reports of the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

FINDINGS AND CONCLUSIONS

Based on the procedures we have performed and the evidence we have obtained, we are satisfied that the information presented by the Company in its report, on the Core Indicators (Annexure A) is complete, accurate, reliable, has been fairly stated in all material respects, and is prepared in line with the BRSR requirements.

For and on behalf of SGS India Private Limited

Ashwini K. Mavinkurve,

Head – ESG & Sustainability Services,
SGS India

Abhijit Joshi

Technical reviewer– ESG &
Sustainability Services, SGS India

Muskan Jain

Lead Verifier – ESG & Sustainability
Services, SGS India

Team Members: Mr. Harishanker Tiwari

ANNEXURE A

The list of BRSR Core Indicators that were verified within this assurance engagement is given below:

S.No.	BRSR Core Attribute	BRSR Core Indicator
1	Greenhouse gas (GHG) footprint	<ul style="list-style-type: none"> Total Scope 1 emissions Total Scope 2 emissions GHG Emission Intensity (Scope 1 +2)
2	Water footprint	<ul style="list-style-type: none"> Total water consumption Water consumption intensity Water Discharge by destination and levels of Treatment
3	Energy footprint	<ul style="list-style-type: none"> Total energy consumed % of energy consumed from renewable sources Energy intensity
4	Embracing circularity	<ul style="list-style-type: none"> Plastic waste E-waste Battery waste Other hazardous waste Other non-hazardous waste Total waste generated Waste intensity Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations For each category of waste generated, total waste disposed by nature of disposal method
5	Employee well-being and safety	<ul style="list-style-type: none"> Spending on measures towards well-being of employees as a % of total revenue of the Company Details of safety related incidents for employees
6	Enabling gender diversity in business	<ul style="list-style-type: none"> Gross wages paid to females as % of wages paid Complaints on Prevention of Sexual Harassment
7	Enabling inclusive development	<ul style="list-style-type: none"> Input material sourced from MSMEs/small producers as % of total purchases Wages paid to persons employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	<ul style="list-style-type: none"> Instances involving loss/breach of data of customers as a percentage of total data breaches or cyber security events Number of days of accounts payable
9	Open-ness of business	<ul style="list-style-type: none"> Concentration of purchases & sales done with trading houses, dealers, and related parties Loans and advances & investments with related parties