



BSE Limited

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Mumbai – 400001
Security Code: 532628

Exchange Plaza, 5th Floor, Plot No. C-1,
Block G, Bandra Kurla Complex,
Mumbai – 400051
Scrip code: 3IINFOLTD

Sub: Business Responsibility and Sustainability Report (“BRSR”) for FY 2025-26

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we wish to inform you that, we have filed the Business Responsibility and Sustainability Report ("BRSR") for FY 2025-26 vide BSE acknowledgment vide no. 0608260053126171527 and NSE application no. 182984, however it is not reflecting under the corporate announcement tab.

Accordingly, in the interest of uniformity and ease of reference for shareholders, we are accordingly re-uploading the BRSR (PDF format) for FY 2025-26 under the Corporate Announcements section on both the stock exchanges.

The said Report is also available on the Company's website at <https://www.3i-infotech.com/wp-content/uploads/2026/08/BRSR-2025-26.pdf>

You are requested to take the same on record.

Yours faithfully,

For **3i Infotech Limited**

VARIKA

RASTOGI

Varika Rastogi

Company Secretary & Compliance Officer

Encl: As Above

Digitally signed by VARIKA RASTOGI
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BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

(Business Responsibility and Sustainability Reporting (“BRSR”) is the practice of companies disclosing information about their environmental, social, and governance (“ESG”) performance. It goes beyond financial reporting to provide stakeholders with a comprehensive view of a company’s non-financial impacts and contributions to sustainable development. BRSR covers topics such as environmental impact, social responsibility, and governance practices, aiming to promote transparency and accountability.)

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

Sr. No.	Particulars	FY 2025-26
1	Corporate Identity Number (“CIN”) of the Listed Entity	L67120MH1993PLC074411
2	Name of the Listed Entity	3i Infotech Limited
3	Year of incorporation	1993
4	Registered office address	Tower # 5, International Infotech Park, Vashi Station Complex, Vashi, Navi Mumbai- 400703
5	Corporate address	Tower 2, 6 th Floor, E Wing, Seawoods Grand Central, Next to Seawoods Darave Railway Station, Nerul Node, Seawoods Darave, Navi Mumbai- 400706
6	E-mail	investors@3i-infotech.com
7	Telephone	91-22-7178 9600/ 91-22-7123 8000
8	Website	www.3i-infotech.com
9	Financial year for which reporting is being done	April 1, 2025 to March 31, 2026
10	Name of the Stock Exchange(s) where shares are listed	National Stock Exchange of India Limited, BSE Limited
11	Paid-up Capital	₹ 2,07,40,37,670/-
12	Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mrs. Varika Rastogi, Company Secretary and Compliance Officer Ph: +91-22-7178 9600/ 91-22-7123 8000 Email ID: compliance@3i-infotech.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 assurance provider	Not Applicable
15	Type of assurance obtained	Not Applicable

II. Products/Services

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

Sr. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	3i Infotech provides IT consulting services and software solutions to its customers across multiple industry verticals.		100%

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

Sr. No.	Product/Service	NIC Code	% of total Turnover Contributed
1	Application, Automation, Analytics	62011	40%
2	Business Process Services	63999	6%
3	Infrastructure Management Services	62013	37%
4	Other Information Service Activities	63999	17%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	0	7	7
International*	0	1**	1

* 4 International locations are represented by subsidiaries of 3i Infotech Limited.

** The Company has physical presence in Sharjah, UAE through its branch.

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)*	5
International (No. of Countries)**	0

*National: The Company operates across five states in India through its offices and website.

**International: The Company has operational presence in three countries through its subsidiaries.

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

24.13%

c. A brief on types of customers

We serve a diverse global customer base across multiple industries. Our clientele primarily includes enterprises in Banking, Financial Services and Insurance (BFSI), along with customers in healthcare, manufacturing, E-commerce, education, telecom, media & entertainment, Energy, and government sectors. We have a strong presence in the BFSI segment, which constitutes a significant portion of our customer base.

IV. Employees

20. Details as at the end of financial year:

a. Employees and workers (including differently abled):

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1	Permanent (D)	1,640	1,323	80.7%	317	19.3%
2	Other than Permanent (E)	40	26	65.0%	14	35.0%
3	Total employees (D + E)	1,680	1,349	80.3%	331	19.7%
WORKERS*						
4	Permanent (F)	Not Applicable				
5	Other than Permanent (G)					
6	Total workers (F + G)					

b. Differently abled Employees and workers:

Sr. No.	Particulars	Total	Male		Female	
		(A)	No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1	Permanent (D)	0	0	-	0	-
2	Other than Permanent (E)	0	0	-	0	-
3	Total differently abled employees (D + E)	0	0	-	0	-



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

*The Company does not have any staff in 'Workers' category.

21. Participation/Inclusion/Representation of women

Particular	Total	No. and percentage of Females	
	(A)	No. (B)	% (B / A)
Board of Directors	6	1	16.7%
Key Management Personnel	3	1	33.3%

22. Turnover rate for permanent employees and workers

Particular	FY 2025-26			FY 2024-25			FY 2023-24 *		
	(Turnover rate in current FY)			(Turnover rate in previous FY)			(Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	45.6%	35.5%	43.6%	31.2%	37.9%	32.7%	37.5%	52.9%	41.2%
Permanent Workers**	Not Applicable								

*To calculate the turnover, we have considered both permanent and other than permanent employees.

**The Company does not have any staff in 'Workers' category.

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

23. (a) Names of holding / subsidiary / associate companies / joint ventures

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
Foreign Subsidiaries				
1	3i Infotech Holdings Private Limited	Subsidiary	100%	No
2	3i Infotech Asia Pacific Pte Limited	Subsidiary	100%	No
3	3i Infotech Saudi Arabia LLC	Subsidiary	100%	No
4	3i Infotech (UK) Limited	Subsidiary	100%	No
5	3i Infotech Inc.	Step-Down Subsidiary	100%	No
6	3i Infotech (Middle East) FZ LLC	Step-Down Subsidiary	100%	No
7	3i Infotech Software Solutions LLC	Step-Down Subsidiary	100%	No
8	3i Infotech (Thailand) Limited	Step-Down Subsidiary	100%	No
9	3i Infotech SDN BHD	Step-Down Subsidiary	100%	No
10	NuRe Digital SDN BHD	Step-Down Subsidiary	100%	No
11	3i Infotech (Cyprus) Limited (formerly known as Black-Barret Holdings Limited)	Step Down Subsidiary	100%	No
12	3i Infotech (South Africa) (Pty) Limited	Step Down Subsidiary	100%	No
13	3i Infotech (Canada) Inc	Step Down Subsidiary	100%	No

Sr. No.	Name of the holding / subsidiary / associate companies / joint ventures (A)	Indicate whether holding / subsidiary / associate / joint venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the business responsibility initiatives of the listed entity? (Yes/No)
14	3i Infotech Nigeria Limited	Step Down Subsidiary	100%	No
15	3i Infotech Netherlands B.V	Step Down Subsidiary	100%	No
16	3i Infotech (Africa) Limited	Step Down Subsidiary	100%	No
	Indian Subsidiaries			
17	3i Infotech Consultancy Services Limited (Under scheme of merger)	Subsidiary	100%	No
18	3i Infotech Digital BPS Limited (formerly known as 3i Infotech BPO Limited) (Under scheme of merger)	Subsidiary	100%	No
19	NuRe EdgeTech Private Limited (Under scheme of merger)	Subsidiary	100%	No
20	NuRe FutureTech Private Limited	Subsidiary	100%	No
21	NuRe CampusLabs Private Limited	Subsidiary	100%	No
22	NuRe MediaTech Limited	Subsidiary	51%	No
23	NuRe Bharat Netwrok Limited	Step Down Subsidiary	51%	No
24	Versares Digital Technology Services Private Limited (Under scheme of merger)	Step Down Subsidiary	100%	No
25	Professional Access Software Development Private Limited	Step Down Subsidiary	100%	No

Note: During FY 2025–26, three step-down subsidiaries [namely 3i Infotech (Western Europe) Group Limited, 3i Infotech (Western Europe) Holdings Limited, and Rhyme Systems Limited] were dissolved with effect from April 1, 2025. Additionally, one direct subsidiary, NuRe Infotech Solutions Pte. Limited, was struck off with effect from September 1, 2025.

VI. CSR Details

24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

No

a. Turnover (in ₹)	3,24,62,32,571.65
b. Net worth (in ₹)	2,38,53,24,265.63

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) *	FY 2025-26			FY 2024-25		
		Current Financial Year			Previous Financial Year		
		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	0	0	Nil	0	0	Nil
Investors (other than shareholders)	Yes	0	0	Nil	0	0	Nil
Shareholders	Yes	3	0	Nil	3	0	Nil
Employees and workers	Yes	3	0	Nil	2	0	Nil



Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) *	FY 2025-26			FY 2024-25		
		Current Financial Year			Previous Financial Year		
		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
Customers	Yes	0	0	Nil	0	0	Nil
Value Chain Partners	Yes	0	0	Nil	0	0	Nil

* Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)

Stakeholder group from whom complaint is received	Web Link for Grievance Policy
Communities	Not Available
Investors (other than shareholders)	https://www.3i-infotech.com/investors/
Shareholders	https://www.3i-infotech.com/investors/
Employees and workers	Available on the Internal Knowledge Management Portal of the Company
Customers	https://www.3i-infotech.com/grievance-redressal/
Value Chain Partners	https://www.3i-infotech.com/grievance-redressal/

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

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

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Strategic and Business Decision	R	This risk arises from poor decision making, misaligned investments, and inefficient resource allocation, which can negatively affect the Company's long-term success and sustainability. Additionally, delays, insufficient team capabilities, and inadequate oversight can lead to increased costs and errors in project execution.	Ensured timely approval and alignment of the annual strategic plan with the Board, followed by the development of a comprehensive execution roadmap with clearly defined milestones and timelines. Performance will be closely monitored through structured monthly reviews and a robust reporting framework to enable timely identification of gaps and implementation of corrective actions. In addition, continuous evaluation of industry trends and competitor activities will support strategic refinements as needed. The organisational structure and internal processes will also be regularly assessed and optimised to effectively support the achievement of strategic objectives.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
2	Competition and Market Saturation	R	Intense competition and market saturation pose major challenges, driving pricing pressure, reduced market share, and limited growth opportunities. With most customers already served, companies must constantly innovate or enter new markets to stay competitive and profitable.	To enhance competitiveness, the focus has been on strengthening brand positioning through clear and differentiated messaging, alongside continuous monitoring of market trends and competitor activities. Insights from new hires are being actively leveraged, while emerging technologies are benchmarked in collaboration with the I-Tech team. A centralised platform, supported by advanced analytical tools, is being utilised to systematically collect, analyse, and derive actionable intelligence.	Negative
3	Intellectual Property Infringement	R	Inadequate protection or infringement of intellectual property rights can lead to legal disputes, financial losses, and damage to the Company's competitive advantage and reputation.	3i Infotech has implemented structured procedures to effectively manage intellectual property, supported by employee training programs and periodic evaluations to ensure ongoing compliance.	Negative
4	Regulatory Compliance	R	Non-compliance with new legislation in certain jurisdictions can lead to penalties, damage to one's reputation, and potential criminal consequences.	By implementing a comprehensive monitoring system, 3i Infotech can strengthen oversight of global compliance requirements and ensure consistent adherence across operations. Furthermore, engaging external consulting firms will support the regular updating of Compliance Obligation Registers, ensuring alignment with the latest regulatory developments.	Negative
5	Third-Party Risk	R	Inadequate management of third-party risks can result in service disruptions, data breaches, and potential legal and financial liabilities for the Company.	3i Infotech conducts comprehensive due diligence on third-party vendors and has established contingency plans to effectively manage potential disruptions. Clear Service Level Agreements (SLAs) are defined to set performance expectations and security standards. In addition, regular audits and performance assessments are undertaken to proactively monitor and mitigate associated risks.	Negative



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
6	Key Management Personnel (KMP) and Senior Management Risk	R	The sudden exit of key management personnel without a ready successor can disrupt leadership, hinder decision making, and weaken stakeholder confidence. This risk is amplified by SEBI's LODR mandate to fill such roles within three months, with noncompliance leading to penalties and reputational damage. Additionally, a KMP lacking a strong supporting team can further stall operations, worsen inefficiencies, and impact long-term organisational stability.	A structured succession plan, supported by a centralised talent repository, has been developed to ensure the timely filling of critical roles. The approach focuses on retaining key talent through targeted engagement and development initiatives, while establishing replacement plans and role benchmarks to maintain leadership continuity.	Negative
7	Human Resource Management	R	Challenges in hiring top talent, poor lifecycle management, high employee turnover, and skill gaps, which can lead to vacancies, decreased productivity, increased costs, project delays, and reduced organisational agility, hindering growth and competitiveness.	Hiring channels have been strengthened through strategic subscriptions to premium job portals and talent platforms. Referral programmes and internal job postings have been enhanced, while compensation structures have been aligned with market benchmarks to attract and retain top talent. Investments in learning platforms such as Coursera and Udemy have supported continuous upskilling, complemented by structured development plans tailored to individual needs. The ESOP policy has been revamped to recognise and reward high performers, with a strong emphasis on leadership development. Additionally, proactive hiring initiatives focus on building robust talent pipelines and revitalising the Management Trainee programme to ensure a sustainable talent pool for future growth.	Negative
8	Cyber Security	R	Improper access controls, nonstandardised security protocols, and unsecured mobile communication platforms increase cybersecurity risks, leading to potential data breaches, regulatory non-compliance, and legal or reputational damage	VAPT testing is conducted on software systems to identify and address potential vulnerabilities. In addition, robust security measures have been implemented, including Role-Based Access Control (RBAC), restrictions on Bluetooth and USB usage, controlled external email access, and the disabling of Wi-Fi access on company-issued mobile devices. Email traffic is further monitored through a secure gateway to ensure data protection and mitigate cybersecurity risks.	Negative

Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
9	Data Privacy	R	Data privacy risks arises from unauthorised access to sensitive information due to weak security, data breaches, or mishandling, and are heightened when third-party vendors lack proper protocols, potentially leading to legal penalties and loss of client trust.	Security is strengthened through the implementation of encryption protocols, multi-factor authentication, and secure data storage practices. This is complemented by ensuring vendor compliance, upgrading servers to maintain data integrity, establishing a comprehensive privacy policy, conducting employee training programmes, and adhering to applicable legal and regulatory requirements.	Negative
10	Geo-Political Risk	R	Country risk involves potential financial losses due to political, economic, or social instability, impacting businesses with international operations. It includes threats like asset expropriation, trade restrictions, or currency devaluation, which can disrupt markets and erode investor confidence. For IT companies, outsourcing to foreign countries adds exposure to such risks, especially amid policy changes or economic uncertainty in the host nation.	Expert consultants have been appointed in each country to oversee local compliance requirements. Regular assessments are conducted to evaluate business practices, and investments have been strategically diversified across multiple markets to mitigate risk.	Negative
11	Financial Risk	R	Poor financial risk management can result in unexpected losses, cashflow problems, and, in severe cases, insolvency or bankruptcy of the Company.	The Company adopts structured financial risk management practices, including robust budgetary controls, continuous cost monitoring, and periodic financial reviews, to effectively identify and mitigate potential financial risks.	Negative
12	Diversity	O	The organisation is dedicated to fostering an inclusive workplace culture, ensuring that all underrepresented communities have equitable access to upskilling opportunities and empower individuals from diverse backgrounds to create a more robust workforce.		Positive
13	Responsible AI	O	As automation and artificial intelligence continue to advance, the transformation of existing technologies and services becomes increasingly inevitable. In this dynamic landscape, staying ahead of the curve is essential for sustained relevance.		Positive
14	Community development	O	Community development eradicates illiteracy, including IT illiteracy, through education, empowering rural populations with essential skills and economic opportunities. Health education and healthcare provision improve well-being and productivity. Assisting the less fortunate promotes inclusivity and social cohesion, fostering a more equitable and prosperous community.		Positive



Sr. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
15	Corporate Governance & Business Ethics	O	Having strong governance is crucial as it can impact a Company's reputation, decision-making processes, risk management, and long-term sustainability. It helps create a culture of integrity, transparency, and accountability.		Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Sr. No	Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
1.	Policy and management processes									
a	Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/ No/NA)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
b	Has the policy been approved by the Board? (Yes/ No/NA)	Yes	No	No	Yes	Yes	Yes	No	Yes	No
c	Web Link of the Policies, if available	https://www.3i-infotech.com/investors/								
2	Whether the entity has translated the policy into procedures. (Yes / No/ NA)	Yes	No	Yes	Yes	Yes	Yes	No	Yes	Yes
3	Do the enlisted policies extend to your value chain partners? (Yes/No/NA)	Yes	No	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, Trustee) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.		ISO 9001: 2015, ISO 20000: 2018, ISO 27001: 2022, CMMi level 5							ISO 9001: 2015, ISO 20000: 2018, ISO 27001: 2022, CMMi level 5
5	Specific commitments, goals and targets set by the entity with defined timelines, if any.	Although we have not established specific commitments, goals, or timelines for all policies we have put in place mechanisms to track key performance indicators, including - Customer Net Promoter Score (NPS), - Shareholder complaints, - Employee satisfaction surveys, - Resource consumption surveys such as: - Water, - Paper, and - Electricity								
6	Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	Not Applicable								

Notes:

- All policies are framed as per applicable law and as per industry standards. While there may not be formal consultation with all stakeholders, the relevant policies have evolved over a period of time by taking inputs from concerned internal stakeholders.

2. Wherever applicable, policy conforms to relevant national/international standards. All policies are framed based on applicable laws, business needs and industry practices / standards.
3. Policies are approved by respective functional heads. Wherever mandated by the applicable laws, rules and regulations, the policy has been approved by the Board and / or CEO.
4. The implementation of the policies is overseen by Board / Committee / Director / official wherever mandated by the applicable laws, rules and regulations in force. Implementation of policies is carried out by respective functional heads and is reviewed by the Management.
5. All 3i Infotech policies are uploaded on the Internal Knowledge Management Portal of the Company for the information of and implementation by the internal stakeholders / employees. Access of the same is available to all its employees. Wherever applicable, policies have been formally uploaded on the Company website and / or communicated to all relevant stakeholders.
6. The Company's Internal Audit function is responsible for periodically reviewing the policies.
7. The Company does not have separate policy for advocacy.
8. The Company does not have a separate policy for environment protection. However, this principle is one of the thrust areas in the Corporate Social Responsibility (CSR) policy of the Company.
9. The Company has formulated a CSR policy in compliance with Section 135 of the Companies Act, 2013 read with the Companies (Corporate Social Responsibility Policy) Rules, 2014 ("**CSR Rules**") and has also constituted a CSR Committee to ensure that implementation and monitoring of the CSR policy is in compliance with CSR objectives and policy of the Company. However, due to accumulated losses from past years, the Company has not been able to spend any amount on CSR activities.
10. At 3i Infotech, we constantly strive to provide best services to our clients. We are committed to have an effective service management system by means of timely and quality deliveries. We always strive for continual improvement by following process-based approach in our business operations. 3i Infotech has received ISO 9001:2015, ISO 20000:2018, ISO 27001:2022; CMMi level 5. These certifications are an emblem of our capabilities to provide quality services that satisfy our customers.

Governance, leadership and oversight

- 7 **Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)**

In line with our commitment to responsible and sustainable business practices, we have further strengthened our focus on key ESG priorities during the year, identified through active engagement with our stakeholders. Our diverse and highly experienced Board, along with the management, continues to provide strategic oversight and guidance for our ESG initiatives. We have reinforced our Comprehensive Code of Conduct and Business Ethics, fostered a strong risk-aware culture, and accelerated our digital transformation efforts.

Additionally, we have introduced innovative products, significantly enhanced investments in cybersecurity and information security, and implemented improved employee welfare policies. We continue to closely monitor resource consumption and have established ambitious targets to reduce electricity, fuel, and paper usage, alongside adopting broader sustainable practices across our operations.

- 8 **Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**

Mr. Raj Ahuja, Group Chief Executive Officer

- 9 **Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No/ NA).**

Yes

If Yes please provide details

The Board of Directors has designated Mr. Raj Ahuja, Group Chief Executive Officer, as the person responsible for the Business Responsibility and Sustainability Report, as well as for the implementation and oversight of the Business Responsibility Policy.



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								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Board of Directors								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Board of Directors								
Subject for Review		Frequency (Annually / Half yearly / Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
a.	Performance against above policies and follow up action	Quarterly								
b.	Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Quarterly								
Subject for Review		Frequency (Annually / Half yearly /Quarterly/ Any other-please specify)								
		P1	P2	P3	P4	P5	P6	P7	P8	P9
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.	No	Yes	No	No	No	No	No	No	Yes
			Intertek, MQAS							Intertek, MQAS
12	If answer to question (1) above is "No" i.e. not all Principles are covered by a policy, reasons to be stated: 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)	P1	P2	P3	P4	P5	P6	P7	P8	P9
		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.

(This principle focuses on the importance of ethical conduct and transparency in business operations. Companies should follow ethical business practices and adhere to high standards of integrity. They should also be transparent about their activities, operations, and financial reporting, as well as be accountable for their actions)

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	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Sustainable Growth Model in the interest of all stakeholders	100%
Key Managerial Personnel	1	Business, strategy, risk, update of laws, Principles of Corporate Governance	100%

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Employees other than BOD and KMPs	18	Business Etiquette; Essential Skills - Communication, Problem Solving, Team Building, Decision Making; Other managerial skills; Gen AI and Excel Sessions	66.7%
Workers	NA		

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

Monetary					
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹) (For Monetary Cases only)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	NA				
Settlement					
Compounding fee					

Non-Monetary				
Particular	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	NA			
Punishment				

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

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
NA	

4. Does the entity have anti-corruption or anti-bribery policy? (Yes/ No)

Yes

If Yes, provide details in brief

The Company's reputation for honesty, integrity, and ethical conduct is integral to its financial performance and the cultivation of a positive and trustworthy work environment. Adherence to applicable anti-corruption laws—including the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act 2010, and the Indian Prevention of Corruption Act, 1988 (PCA)—is mandatory. These regulations are binding on the Company, its employees, and all third-party representatives.

If Yes, Provide a web link to the policy, if available -Web link anti-corruption or anti bribery policy is place

The Company's Anti-Corruption and Anti-Bribery Policy is available on the Internal Knowledge Management Portal.

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

Particular	FY 2025-26	FY 2024-25
Directors	0	0
KMPs	0	0
Employees	0	1
Workers	NA	NA


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

Case Details	FY 2025-26		FY 2024-25	
	Number	Remark	Number	Remark
Number of complaints received in relation to issues of Conflict of Interest of the Directors	0	-	0	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	0	-	0	-

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

8. Number of days of accounts payables in the following format:

Particular	FY 2025-26	FY 2024-25
Number of days of accounts payables	94	109

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	FY 2025-26	FY 2024-25
Concentration of Purchases	a. Purchases from trading houses as % of total purchases	0%	0%
	b. Number of trading houses where purchases are made from	-	-
	c. Purchases from top 10 trading houses as % of total purchases from trading houses	0%	0%
Concentration of Sales	a. Sales to dealers / distributors as % of total sales	0%	0%
	b. Number of dealers / distributors to whom sales are made	-	-
	c. Sales to top 10 dealers / distributors as % of total sales to dealers / distributors	0%	0%
Share of RPTs in	a. Purchases (Purchases with related parties / Total Purchases)	45.4%	55.3%
	b. Sales (Sales to related parties / Total Sales)	27.5%	32.6%
	c. Loans & advances (Loans & advances given to related parties / Total loans & advances)	100%	100%
	d. Investments	99.9%	99.9%

Leadership Indicators
2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No)

Yes

If Yes, provide details of the same.

The Company has established a Code of Conduct for its Board of Directors and Senior Management, providing clear guidelines for the identification, avoidance, and disclosure of potential conflicts of interest. On an annual basis, members of the Board and Senior Management are required to disclose their interests in external entities. Additionally, the Company ensures that all necessary statutory approvals are obtained prior to entering into any transactions with such entities. The complete Code of Conduct is available at: <https://www.3i-infotech.com/wp-content/uploads/downloads/2016/03/Code-of-Conduct-for-Board-and-Senior-Management.pdf>

PRINCIPLE 2 Businesses should provide goods and services in a manner that is sustainable and safe.

(This principle highlights the importance of sustainable and safe production practices. Companies should strive to minimise the environmental impact of their activities and ensure that their products and services are safe for consumers and the environment.)

Essential Indicator

- 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.

Sr. No.	Particular	FY 2025-26	FY 2024-25	Details of improvements in environmental and social impacts
1	R&D	0%	0%	-
2	Capex	0%	0%	-

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

No

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

0%

*While we do not have dedicated procedures for sustainable sourcing, our standard supplier selection process does take sustainability-related factors into account.

- 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)	NA
(b)	E-waste	
(c)	Hazardous waste	
(d)	other waste	

Since the Company is not in the product manufacturing segment, product reclaim is not applicable.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No)*

No

- If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards?

Not Applicable

- If not, provide steps taken to address the same

Not Applicable

*While our company was rebranded in 2021, we have a legacy spanning over 30 years. As our operations do not involve the manufacturing or handling of products subject to Extended Producer Responsibility (EPR) regulations, EPR does not currently apply to us. However, we continue to uphold our commitment to regulatory compliance and sustainable business practices.

Leadership Indicators

- Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? (Yes/No)*

Not Applicable

If yes, provide details in the following format?

NIC Code	Name of Product / Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No)	If yes, provide the web-link.
Not Applicable						

*3i Infotech Limited operates under a service-based model, with no engagement in manufacturing or the production of physical products. Therefore, Life Cycle Assessment (LCA) is not applicable to our services and has not been conducted.



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.

Sr. No.	Name of Product/Service	Description of the risk/concern	Action Taken
Not Applicable			

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).

Sr. No.	Indicate input material	Recycled or re-used input material to total material (In % to Total Material considering the Value)	
		FY 2025-26	FY 2024-25
NA			

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

Sr. No.	Particular	FY 2025-2026			FY 2024-2025		
		Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)	Re-Used (In MT)	Recycled (In MT)	Safely Disposed (In MT)
1	Plastics (including packaging)	As the Company's operations do not involve the production or distribution of physical goods, the reuse of products and packaging materials is not applicable to its business activities. Nevertheless, the Company remains committed to upholding sustainable principles and environmentally responsible practices.					
2	E waste						
3	Hazardous waste						
4	Other waste						

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

Sr. No.	Indicate product category	Reclaimed products and their packaging materials (as % of total products sold in respective category)
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As the Company's operations do not involve the sale of physical products requiring post-consumer collection or reclamation, product reclaim obligations are not applicable to its current business model. Nevertheless, the Company remains committed to upholding responsible and sustainable operational practices.

PRINCIPLE 3 Businesses should respect and promote the well-being of all employees, including those in their value chains.

(This principle emphasises the importance of employee well-being. Companies should provide safe and healthy working conditions, fair wages, and opportunities for career development to all employees in their value chains, including suppliers, contractors, and temporary workers.)

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	1,323	1,286	97.2%	1,287	97.3%	-	-	1,323	100%	0	-
Female	317	307	96.9%	307	96.9%	317	100%	-	-	0	-
Total	1,640	1,593	97.1%	1,594	97.2%	317	100%	1,323	100%	0	-

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)
Other than permanent employees											
Male	26	4	15.4%	15	57.7%	-	-	26	100%	0	-
Female	14	2	14.3%	9	64.3%	14	100%	-	-	0	-
Total	40	6	15.0%	24	60.0%	14	100%	26	100%	0	-

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

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)
	Not Applicable										

*The Company does not have any staff in 'Workers' category.

1. c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent) in the following format

	FY 2025-26	FY 2024-25
Cost incurred on well-being measures as a % of total revenue of the Company	0.4%	0.7%

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2025-26			FY 2024-25		
	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/NA)	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/NA)
PF	100%	NA	Yes	100%	NA	Yes
Gratuity	100%	NA	Yes	100%	NA	Yes
ESI	2.7%	NA	Yes	1.6%	NA	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?

No

If not, whether any steps are being taken by the entity in this regard.

The Company's head office is equipped with ramps and lift facilities to ensure accessibility for differently abled employees and workers. Efforts are underway to extend these accessibility features across all locations, fostering an inclusive environment throughout the organisation.

Additionally, the Company is progressively working towards the provision of wheelchairs and stretchers at locations where such facilities are not yet available. It remains committed to developing appropriate infrastructure, wherever feasible, to enable differently-abled employees to access common facilities—including physical spaces, information, and communication technologies—without barriers.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016?

Yes

If so, provide a web-link to the policy.

The policy is applicable to all employees of 3i Infotech Limited and its subsidiaries and is designed to promote inclusivity and equal opportunity across the organisation. It is accessible on the Company's Internal Knowledge Management Portal.



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%	81.3%	Not Applicable	
Female	22.2%	26.7%		
Total	80.0%	63.8%		

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

Category	Yes/No	If Yes, then give details of the mechanism in brief
Permanent Workers	Yes	- Employees are encouraged to report any concerns, grievances, or issues to the designated Single Point of Contact (SPOC) of the Grievance Committee assigned to their respective location. The relevant contact details, reporting mechanism, and escalation process are clearly outlined in the Policy document to ensure a structured, transparent, and accessible grievance redressal process for all employees. - The Committee will engage with the relevant stakeholders to review the complaint and facilitate resolution of the grievance. - A formal grievance report will be prepared and shared with the complainant, HR Business Partner (HRBP), and Senior Management.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

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

Category	FY 2025-26			FY 2024-25		
	Total employees/workers in respective category (A)	No. of employees/workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees/workers in respective category (C.)	No. of employees/workers in respective category, who are part of association(s) or Union(D)	% (D/C)
Total Permanent employees	1,640	0	-	1,389	0	-
Male	1,323	0	-	1,114	0	-
Female	317	0	-	275	0	-

8. Details of training given to employees and workers:

Category	FY 2025-26					FY 2024-25				
	Total (A)	On Health and Safety Measures		On Skill Upgradation		Total (D)	On Health and Safety Measures		On Skill Upgradation	
		Number (B)	% (B / A)	Number (C)	% (C / A)		Number (E)	% (E / D)	Number (F)	% (C / D)
Employees										
Male	1,323	828	62.6%	873	66.0%	1,114	731	65.6%	422	37.9%
Female	317	206	65.0%	183	57.7%	275	115	41.8%	116	42.2%
Total	1,640	1,034	63.1%	1,056	64.4%	1,389	846	60.9%	538	38.7%

Note - Disclosure is provided for permanent employees.

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

Category	FY 2025-26			FY 2024-25		
	Total (A)	No. (B)	% (B / A)	Total (D)	No. (E)	% (E / D)
Employees						
Male	1,323	667	50.4%	1,114	363	32.6%
Female	317	165	52.1%	275	118	42.9%
Total	1,640	832	50.7%	1,389	481	34.6%

Note - Disclosure is provided for permanent employees.

10. Health and safety management system
a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No)

Yes

If Yes, the Coverage such systems?

The Company ensures the availability of first aid kits, wheelchairs, and stretchers, conducts regular evacuation drills, and provides training on the proper use of fire and safety equipment. It also maintains high standards of workplace hygiene. Additionally, regular inspections and periodic reviews are undertaken to continuously strengthen and enhance safety protocols.

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

No. Given the nature of the Company's operations as an IT business, a formal system for identifying and recording work-related hazards or injuries has not been established.

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

NA

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

Yes

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

Safety Incident/Number	Category*	FY 2025-26	FY 2024-25
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	0	0
	Workers	0	0
Total recordable work-related injuries	Employees	0	0
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High-consequence work-related injury or ill health (excluding fatalities)	Employees	0	0
	Workers	0	0

*Including in the contract workforce

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

The Company regularly conducts fire drills and provides comprehensive safety training to all employees, while maintaining high standards of workplace cleanliness and safety. A dedicated team oversees round-the-clock electrical maintenance, supported by an annual maintenance contract, to ensure the safe and efficient functioning of electrical systems.

First aid kits are readily available across all locations, and emergency contact numbers are prominently displayed throughout office premises. Additionally, routine housekeeping, periodic pest control, and the upkeep of clean workstations and cafeteria facilities are systematically managed to promote a safe, hygienic, and healthy work environment.


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

Particulars	FY 2025-26			FY 2024-25		
	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	0	0	-	0	0	-
Health & Safety	0	0	-	0	0	-

14. Assessment for the year:

Particulars	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

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.

No safety-related incidents, significant risks, or concerns have been identified or reported based on the assessments of health and safety practices and working conditions.

Leadership Indicators
1. Does the entity extend any life insurance or any compensatory package in the event of death of

(A) Employees (Y/N)	Yes
(B) Workers (Y/N)	Yes

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

To ensure proper deduction and timely remittance of statutory dues by value chain partners, the Company conducts periodic reviews of relevant documentation provided by contractors. This verification covers obligations such as Income Tax, ESIC, Provident Fund, Professional Tax, GST, and other applicable levies, ensuring they are accurately deducted and deposited within prescribed timelines. Through this process, the Company ensures that value chain partners consistently comply with statutory requirements and fulfil their obligations to both employees and the relevant authorities.

3. Provide the number of employees/workers having suffered high consequence work- related injury / ill-health / fatalities (as reported in Question 11 of Essential Indicators above), who have been/ are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

Particular	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	
	FY 2025-26	FY 2024-25	FY 2025-26	FY 2024-25
Employees	Not Applicable			
Workers				

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/ NA)

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	100%
Working Conditions	100%

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders.

(This principle highlights the importance of stakeholder engagement. Companies should consider the interests and perspectives of all stakeholders, including shareholders, employees, customers, suppliers, and the communities in which they operate. They should also be responsive to stakeholder concerns and feedback.)

Essential Indicators

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

Effective stakeholder management begins with the systematic identification of both internal and external stakeholders. Internal stakeholders comprise individuals within the organisation with whom the Company engages regularly, allowing for greater accessibility and influence. In contrast, external stakeholders include parties outside the organisation with whom the Company maintains business relationships, albeit with comparatively limited direct control.

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	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website, Other- Please Specify)	Frequency of engagement (Annually, Half-yearly, Quarterly, others- Please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholder	No	Website, email communications, stock exchange linked disclosures, annual report, press releases	Quarterly, Annually and Event Basis	Financial Results, Annual Report and Investor related information
Customers	No	Website, email campaigns, webinars, events, social media, customer marketing collaterals	Monthly as needed	Handling product or service feedback, resolving problems, improving customer satisfaction, collecting improvement suggestions, and discussing new offerings.
Vendors	No	Email, Vendor Portals, Meetings	Quarterly	Ensuring delivery quality, adhering to the code of conduct, fulfilling the Company's environmental, social, and governance standards, and addressing compliance and regulatory requirements.
Employees	No	Internal emails, newsletters, internal campaigns, employee communication creatives	Monthly as needed	Employee satisfaction, professional growth, workplace concerns, input on policies and procedures, and training requirements.
Regulatory Bodies	No	Official Letters, Reports	Quarterly	Following relevant laws and regulations, fulfilling reporting obligations, complying with industry standards, managing legal issues, and accurately documenting activities.
Community	No	Social media, website, campaign communication, community outreach content	As Needed	Corporate social responsibility, community growth, environmental sustainability, and job opportunities for the local population.

Leadership Indicators

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

The process for consultation between stakeholders and the Board on economic, environmental, and social matters begins with the development of a structured stakeholder engagement plan. This plan outlines the frequency of interactions, identifies relevant representatives from both the Company and stakeholder groups across business segments, and defines the modes of engagement, including questionnaires, interviews, periodic meetings, and mailers. It also specifies the decisions and approvals required from designated decision-makers.



Following the consultation process, stakeholder feedback is systematically compiled and presented to the Board, ensuring consistent, accurate, and meaningful engagement. This bi-directional communication approach facilitates the collection of feedback, suggestions, and grievances, while also providing updates on actions taken in response to stakeholder concerns. Additionally, insights gathered through external communication channels, campaigns, digital platforms, events, and brand listening mechanisms are periodically shared with relevant internal stakeholders for review and appropriate action.

The Company remains committed to ensuring that all stakeholders, irrespective of race, gender, culture, or language, have access to open and inclusive channels to express their views and concerns.

2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes/No).

Yes

If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.

The satisfaction and performance of stakeholders are critical to the organisation's success and therefore require continuous monitoring. Periodic assessments—through methods such as public surveys, audits, and evaluations—are conducted to gauge stakeholder perceptions and expectations. Where necessary, corrective actions are implemented to address gaps and achieve desired outcomes, while stakeholders are regularly updated on the status of commitments made to them.

Additionally, inputs received through stakeholder engagement across digital platforms, campaigns, events, and other communication channels enable the Company to better understand stakeholder expectations on social and environmental matters. These insights support the refinement of messaging, enhance awareness initiatives, and strengthen communication around responsible business practices.

PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS.

(This principle focuses on the importance of human rights. Companies should respect and promote human rights, including the rights to freedom of expression, association, and privacy. They should also prevent and address human rights violations in their operations and value chains.)

Essential Indicators

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

Benefits	FY 2025-26			FY 2024-25		
	Total (A)	No. of employees/ workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	1,640	828	50.5%	1,389	1,041	75.0%
Other than permanent	40	40	100%	76	76	100%
Total Employees	1,680	868	51.7%	1,465	1,117	76.3%
Workers*						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

* The Company does not have any staff in the 'Workers' category.

2. Details of minimum wages paid to employees and workers

Category	FY 2025-26					FY 2024-25				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	No. (F)
Employees										
Permanent										
Male	1,323	2	0.2%	1,321	99.9%	1,114	2	0.2%	1,112	99.9%
Female	317	0	-	317	100%	275	0	0%	275	100%
Total	1,640	2	0.1%	1,638	99.9%	1,389	2	0.1%	1,387	99.9%

Note -

- The Company does not have any staff in the 'worker' category.
- Minimum wages act is not applicable to other than permanent employees.

3. Details of remuneration/salary/wages

a. Median remuneration / wages:

Particular	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BOD)	0	NA	0	NA
Key Managerial Personnel	2	1,90,99,998	1	60,78,672
Employees other than BOD and KMP	1,321	7,71,756	316	7,39,080
Workers	Not Applicable			

b. Gross wages paid to females as % of total wages paid by the entity, in the following format:

Particular	FY 2025-26	FY 2024-25
Gross wages paid to females as % of total wages	15.4%	18.0%

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

* Employees have the option to approach the Grievance Redressal Committee or their respective Business HRs to address any grievances. Additionally, the Whistle Blower Policy is implemented to offer employees a secure and confidential avenue to report any unethical behaviour or violations, further strengthening our commitment to fostering an ethical and supportive workplace.

The Whistle Blower Policy can be accessed at the following link:

<https://www.3i-infotech.com/wp-content/uploads/2026/05/Whistle-Blower-Policy.pdf>

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

Business HRs act as the primary point of contact for addressing employee concerns, in alignment with the Company's commitment to upholding human rights and fostering a safe and respectful work environment. The Company has established a structured process enabling employees to reach out to their respective Business HRs through multiple communication channels, including verbal, telephonic, and email, ensuring timely resolution of concerns.

Employees are actively encouraged to utilise this grievance redressal mechanism, reinforcing the Company's dedication to maintaining a secure and respectful workplace. In addition, a formal Grievance Redressal Framework has been implemented, incorporating a transparent helpdesk ticketing system and a defined escalation process to ensure efficient handling of grievances. Complaints may also be raised through the whistleblower mechanism, further strengthening the Company's commitment to accountability and ethical practices.



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

Particulars	FY 2025-26			FY 2024-25		
	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	0	0	-	0	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	-

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

Particulars	FY 2025-26	FY 2024-25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	0	0
Complaints on POSH as a % of female employees / workers	0%	0%
Complaints on POSH upheld	0	0

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

In cases of discrimination and harassment, the identity of the complainant is maintained with strict confidentiality to safeguard against retaliation or further adverse actions. Matters pertaining to POSH and related grievances are handled with the highest level of confidentiality for both the complainant and any associated witnesses. The Company ensures that all investigations are conducted in a fair, impartial, and transparent manner, while providing the complainant with a full and adequate opportunity to present their case.

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

Yes

Human rights requirements form a part of the Company's business agreements and contracts as and where relevant.

10. Assessments for the year:

Name of the Assessment	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100%
Forced/involuntary labour	100%
Sexual harassment	100%
Discrimination at workplace	100%
Wages	100%
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

Leadership Indicators

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

As part of the Company's Human Resource Framework, the principles of fairness, transparency, and impartiality have been systematically integrated into various employee lifecycle processes to ensure the effective and unbiased handling of grievances and complaints related to human rights. The Company has established structured grievance redressal mechanisms and defined escalation procedures to facilitate timely resolution of concerns while ensuring equal opportunity to all parties involved. These processes are designed to promote accountability, safeguard employee rights, and strengthen a respectful, inclusive, and ethical workplace environment across the organisation.

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

In alignment with the Company's Human Resource Framework, the principles of natural justice have been institutionalised across employee lifecycle processes, ensuring robust due diligence in the effective and equitable resolution of human rights concerns throughout the organisation.

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/No)

Yes

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment.

(This principle emphasizes the importance of environmental stewardship. Companies should minimise their impact on the environment, conserve natural resources, and promote environmental sustainability. They should also take steps to restore and rehabilitate degraded ecosystems.)

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2025-26 (in Giga Joules)	FY 2024-25 (in Giga Joules)
From renewable sources		
Total electricity consumption (A)	0	0
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
Total energy consumed from renewable sources (A+B+C)	0	0
From non-renewable sources		
Total electricity consumption (D)	6,071.6	6,534.0
Total fuel consumption (E)	132.0	138.4
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	6203.6	6,672.4
Total energy consumed (A+B+C+D+E+F)	6203.6	6,672.4
Energy intensity per rupee of turnover [Total energy consumed (in GJ) / Revenue from operations (in rupees)]	0.0000019	0.0000018
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total energy consumed (in GJ)/ Revenue from operations in rupees adjusted for PPP]	0.0000389	0.0000378
Energy intensity in terms of physical output [Total energy consumed (in GJ) / <mention the physical output details>]	NA	NA
Energy intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency?		No
If yes, name of the external agency.		-

Note: The revenue from operations has been adjusted for Purchasing Power Parity (PPP) using the latest PPP conversion factor published by the International Monetary Fund (IMF) for India for the year 2026, which is 20.34.

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)

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



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

Parameter	FY 2025-26	FY 2024-25
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	0	0
(iii) Third party water	17,491	17,020.6
(iv) Seawater / desalinated water	0	0
(v) Others – <Rainwater>	0	0
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	17,491	17,020.6
Total volume of water consumption (in kilolitres)	17,491	17,020.6
Water intensity per rupee of turnover [Total water consumption (in KL) / Revenue from operations (in rupees)]	0.0000054	0.0000047
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total water consumption (in KL) / Revenue from operations in rupees adjusted for PPP]	0.0001096	0.0000964
Water intensity in terms of physical output [Total water consumption (in KL) / <mention the physical output details>]	NA	NA
Water intensity (optional) – the relevant metric may be selected by the entity	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Yes/No)		No
If yes, name of the external agency.	-	

Note: As per CGWA guidelines, the estimated water consumption for all offices is based on an assumption of 45 litres per person per day and is included in Third party water.

4. Provide the following details related to water discharged:

Parameter	FY 2025-26	FY 2024-25
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(ii) To Groundwater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iii) To Seawater		
No treatment	0	0
With treatment – please specify level of treatment	0	0
(iv) Sent to third-parties*		
No treatment	17,491.0	17,020.6
With treatment – please specify level of treatment	0	0
(v) Others		
No treatment	0	0
With treatment – please specify level of treatment	0	0
Total water discharged (in kilolitres)	17,491.0	17,020.6
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)		No
If yes, name of the external agency.	-	

*Water consumption at office locations is discharged into community sewage.

5. Has the entity implemented a mechanism for Zero Liquid Discharge?

No

If yes, provide details of its coverage and implementation.

Not Applicable

6. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format*:

Parameter	Please specify unit	FY 2025-26	FY 2024-25
NOx	-	NA	NA
SOx	-	NA	NA
Particulate matter (PM)	-	NA	NA
Persistent organic pollutants (POP)	-	NA	NA
Volatile organic compounds (VOC)	-	NA	NA
Hazardous air pollutants (HAP)	-	NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.		-	

*Our operations do not have any continuous sources of air emissions. Diesel generator (DG) sets are used only during power outages, making emissions of pollutants (excluding greenhouse gases) insignificant.

7. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2025-26	FY 2024-25
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	785.5	768.1
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	1,197.5	1,319.5
Total Scope 1 and Scope 2 emissions per rupee of turnover [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations (in rupees)]	MTCO ₂ e / Revenue from operations (in rupees)	0.0000006	0.0000006
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / Revenue from operations in rupees adjusted for PPP]	MTCO ₂ e / Revenue from operations in adjusted PPP (in rupees)	0.0000124	0.0000118
Total Scope 1 and Scope 2 emission intensity in terms of physical output [Total Scope 1 and Scope 2 GHG emissions (in MTCO ₂ e) / <mention the physical output details>]		NA	NA
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity		NA	NA
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)			No
If yes, name of the external agency.			

Note: Source of emission factors used - EPA's GHG Emission Factors Hub, CEA's CDM - CO₂ Baseline Database User Guide Version 21 has been used for the purpose of GHG Emissions calculations.

8. Does the entity have any project related to reducing Green House Gas emission? (Yes/ No)

Yes

If Yes, then provide details.

The Company uses LED lighting, implements energy-saving measures, and encourages public transport to reduce greenhouse gas emissions.

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

Parameter	FY 2025-26	FY 2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	0	0
E-waste (B)	0	1.6
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0



Parameter	FY 2025-26	FY 2024-25
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	0	0
Other Non-hazardous waste generated (H)*. Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	3.6	6
Total (A+B + C + D + E + F + G + H)	3.6	7.6
Waste intensity per rupee of turnover [Total waste generated (in MT) / Revenue from operations (in rupees)]	0.000000001	0.000000002
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) Total waste generated (in MT) / Revenue from operations in rupees adjusted for PPP	0.000000002	0.000000004
Waste intensity in terms of physical output Total waste generated (in MT) / <mention the physical output details>	NA	NA
Waste intensity (optional) – the relevant metric may be selected by the entity	NA	NA

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

Category of waste	FY 2025-26	FY 2024-25
(i) Recycled	0	0
(ii) Re-used	0	0
(iii) Other recovery operations	0	0
Total	0	0

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

Category of waste	FY 2025-26	FY 2024-25
(i) Incineration	0	0
(ii) Landfilling	0	0
(iii) Other disposal operations	3.6	7.6
Total	3.6	7.6
Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N)	No	
If yes, name of the external agency.	-	

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

Upon completion of the retention period, a list of obsolete, unused, or non-functional assets is compiled and submitted to the relevant Business Head and Chief Financial Officer (CFO) for approval. Following approval, quotations are obtained from scrap vendors and evaluated through a comparative analysis. Final approval is then secured from the CFO's office, after which an invoice is issued to the selected vendor. Upon receipt of payment or advance, a gate pass is generated and the assets are duly removed from the premises.

Additionally, waste bins are monitored on a daily basis to ensure effective waste management prior to the handover of waste to municipal authorities.

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 in the following format:

Sr. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval/clearance are being complied with? (Y/N)	If no, the reasons thereof and corrective action taken, if any.
The Company does not have any operation/entity in ecologically sensitive area.				

12. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Environmental Impact Assessment has not been conducted for any of the project.					

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 thereunder (Y/N/NA).

Yes

If not, provide details of all such non-compliances, in the following format:

Specify the law/regulation/ guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable			

Leadership Indicators

3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.

NA

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 outcome of such initiatives, as per the following format:

Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative	Corrective action taken, if any
Previously, drinking water was provided to employees and visitors in plastic bottles through a third-party vendor. This practice has since been discontinued, and drinking water is now served in glass bottles as part of the Company's sustainability initiatives. At the Vashi office, a common area garden has been developed by the building authority, where recycled wastewater is utilised for irrigation and sprinkling purposes.			

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.

NA

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

NA

PRINCIPLE 7 Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

(This principle highlights the importance of responsible advocacy. Companies should engage in policy advocacy in a responsible and transparent manner, and avoid engaging in activities that could undermine the public interest or the democratic process.)

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.

3



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

Sr. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National/ International)
1	BCCI - Bombay Chamber of Commerce & Industry	State
2	NASSCOM - National Association of Software and Service Companies	National
3	Electronics And Computer Software Export Promotion Council	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.

Name of authority	Brief of the case	Corrective action taken
The Company has not received any adverse orders from any regulatory authority in relation to anti-competitive conduct.		

PRINCIPLE 8 Businesses should promote inclusive growth and equitable development.

(This principle emphasises the importance of promoting inclusive and equitable economic development. Companies should create economic opportunities for all, including disadvantaged and marginalised groups. They should also contribute to the development of local communities and support social and economic empowerment.)

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
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In alignment with the Company's business model and operational scope, no new initiatives were undertaken during FY 2025–26 that required a Social Impact Assessment (SIA). Accordingly, no SIA was conducted during the reporting period.

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

Sr. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
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In line with the Company's operational scope, no new projects were initiated during FY 2025–26 that required rehabilitation and resettlement. Accordingly, no rehabilitation and resettlement activities were undertaken during the reporting period.

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

The Company operates a fully digital business model and does not own or manage facilities that directly impact local communities. Any concerns raised by stakeholders are addressed through the Company's established Corporate Grievance Redressal Mechanism.

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

Particular	FY 2025-26	FY 2024-25
Directly sourced from MSMEs/ small producers	20.7%	3%
Directly from within India	100%	97%

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

Particular	FY 2025-26	FY 2024-25
Rural	0%	0%
Semi-urban	0%	0%
Urban	0%	0%
Metropolitan	100%	100%

(Place to be categorised as per RBI Classification System - rural / semi-urban / urban/metropolitan)

PRINCIPLE 9 Businesses should engage with and provide value to their consumers in a responsible manner.

(This principle highlights the importance of responsible consumer engagement. Companies should provide safe, high-quality products and services, and ensure that they are marketed and sold ethically and responsibly. They should also be transparent about their products and services, and provide consumers with the information they need to make informed choices.)

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company has established a structured grievance redressal mechanism to address customer concerns in a timely and transparent manner. Customers may raise complaints through multiple channels, including email, the website grievance portal, account managers, and service delivery teams. All complaints are systematically tracked, reviewed, and resolved within defined timelines, with escalation mechanisms in place to address critical issues effectively.

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

Particular	As a percentage to total turnover
Environmental and social parameters relevant to the product	NA
Safe and responsible usage	NA
Recycling and/or safe disposal	NA

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

Particular	FY 2025-26		Remarks	FY 2024-25		Remarks
	Received during the year	Pending resolution at the end of year		Received during the year	Pending resolution at the end of year	
Data privacy	0	0	-	0	0	-
Advertising	0	0	-	0	0	-
Cyber-security	0	0	-	0	0	-
Delivery of essential services	0	0	-	0	0	-
Restrictive Trade Practices	0	0	-	0	0	-
Unfair Trade Practices	0	0	-	0	0	-
Other						

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

Particular	Number	Reason for recall
Voluntary recalls	NA	-
Forced recalls	NA	-

Note: Not applicable because we are a services-based company and our products usually don't need recalls.

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No)

Yes

If available, provide a web link of the policy

<https://www.3i-infotech.com/privacy-policy/>

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 safety of products / services.

Not Applicable

7. Provide the following information relating to data breaches

a. Number of instances of data breaches along-with impact	0
b. Percentage of data breaches involving personally identifiable information of customers	0%

c. Impact, if any, of the data breaches

No incident of any data breach has taken place in FY 2025-26.



Leadership Indicator

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

Information regarding the Company's products and services can be accessed on its official website - <https://www.3i-infotech.com/>

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

To promote the safe and responsible use of our products and services, the Company conducts workshops for clients, demonstrating the effective utilisation of various Microsoft productivity suites.

In addition, regular meetings and training sessions are organised with clients, to ensure they are well-informed and equipped to use the Company's offerings in a secure and responsible manner.

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

The Company has established a robust Business Continuity Plan (BCP) to effectively manage potential risks of disruption or discontinuation of critical services. This plan is proactively communicated to customers in advance to ensure transparency and preparedness.

For instance, the Company operates global command centres across two locations, each designed to serve as a backup for the other in the event of an emergency. Additionally, regular consultations with delivery heads are conducted to ensure that appropriate contingency measures are in place and that clients are promptly informed of any potential risks or service disruptions.

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/NA)**

NA

- a. **If yes, provide details in brief.**

NA

- b. **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