infoedge

Date: July 31, 2026

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 FY26

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 FY26, along with the Independent Reasonable Assurance Report on the BRSR Core Indicators issued by M/s. SGS India Private Limited.

The BRSR forms an integral part of the Annual Report of the Company for FY26, 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_2026.pdf

We request you to kindly take the above on record.

Thanking you,

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

Jaya Bhatia

Digitally signed by Jaya Bhatia
Date: 2026.07.31 20:52:19 +05'30'

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-110 019, India
5. Corporate address	B-8, Sector-132, Noida, Uttar Pradesh-201 304, India
6. E-mail	investors@naukri.com
7. Telephone	+91-120-4841100, +91-120-3082000
8. Website	www.infoedge.in
9. Financial year for which reporting is being done	FY26 (April 1, 2025 to March 31, 2026)
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	₹1,296.84 Million
12. Name and contact details of the person who may be contacted in case of any queries on the BRSR report	Name: Ms. Jaya Bhatia Designation: Company Secretary & Compliance Officer 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 portals	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	Total
National	Not Applicable	113	113
International	Not Applicable	7	7

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States and Union Territories)	21 States and 3 Union Territories (Andhra Pradesh, Assam, Bihar, Chhattisgarh, Delhi, Goa, Gujarat, Haryana, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Odisha, Puducherry, Punjab, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh, Uttarakhand and West Bengal)
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 6.43%.

c. A brief on types of customers:

Info Edge operates across four operating verticals, Recruitment, Real Estate, Matchmaking, and Education, each holding strong market position at different stages of maturity in sectors being reshaped by digital transformation. The Company delivers online classifieds and related services through market-leading platforms in each vertical.

In Recruitment, led by Naukri, the Company serves corporate clients including enterprises, GCCs, and recruitment consultants, as well as jobseekers, connecting them across the entire recruitment value chain, spanning enterprise hiring solutions, specialised recruitment platforms, AI-powered recruitment products, talent sourcing automation, jobseeker services, and skill assessment solutions, complemented by Job Hai in the value segment. In Real Estate, 99acres serves brokers, builders, and owners. In Matchmaking, Jeevansathi and Aisle serve prospective matches, brides and grooms. In Education, Shiksha serves students, colleges, and universities.

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)	5,878	3,697	62.90%	2,181	37.10%
2.	Other than Permanent (E)*	390	182	46.67%	208	53.33%
3.	**Total employees (D+E)**	**6,268**	**3,879**	**61.89%**	**2,389**	**38.11%**
		WORKERS**				
4.	Permanent (F)	Not Applicable				
5.	Other than Permanent (G)					
6.	**Total workers (F+G)**					

*'Other than permanent' employees include interns, freelancers, retainers and third-party contractors.

**Given the nature of its operations, the Company categorizes its entire workforce as 'Employees' and does not classify any personnel as 'Workers'. Hence, the information pertaining to 'Workers' is not disclosed anywhere in this Report.

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)	87	52	59.77%	35	40.23%
2.	Other than Permanent (E)	-	-	-	-	-
3.	**Total employees (D+E)**	**87**	**52**	**59.77%**	**35**	**40.23%**
		DIFFERENTLY ABLED WORKERS**				
4.	Permanent (F)	Not Applicable				
5.	Other than Permanent (G)					
6.	**Total workers (F+G)**					

Note: 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 87 (Eighty Seven) employees with disabilities in FY26.

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

21. Participation/Inclusion/Representation of women:

Particulars	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors*	7	1	14.29
Key Management Personnel (KMP)**	5	1	20.00

* The Board of Directors of the Company includes 3 (Three) Executive Directors who are designated as KMP.

**As on March 31, 2026, KMPs includes Mr. Sanjeev Bikhchandani (Founder & Executive Vice-Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Pawan Goyal (Whole-time Director & CBO-Naukri) who are also Board Members and Mr. Ambarish Raghuvanshi (Interim Chief Financial Officer) and Ms. Jaya Bhatia (Company Secretary & Compliance Officer). Mr. Pawan Goyal shall cease as Whole-time Director and CBO-Naukri, KMP of the Company with effect from the close of business hours on May 31, 2026.

22. Turnover rate for permanent employees and workers:

Particulars	FY26			FY25			FY24		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees (%)	28.00	30.00	30.00	27.00	32.00	30.00	22.84	29.53	26.19
Permanent Workers	Not Applicable								

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

23. (a) Names of holding/subsidiary/associate companies/joint ventures as on March 31, 2026:

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.	Naukri Internet Services Limited	Subsidiary	100.00%	Yes
6.	NewInc Internet Services Private Limited	Subsidiary	100.00%	Yes
7.	Smartweb Internet Services Limited	Subsidiary	100.00%	Yes
8.	Startup Internet Services Limited	Subsidiary	100.00%	Yes
9.	Startup Investments (Holding) Limited	Subsidiary	100.00%	Yes
10.	Redstart Labs (India) Limited	Subsidiary	100.00%	Yes
11.	Zwayam Digital Private Limited	Subsidiary	100.00%	Yes
12.	Axilly Labs Private Limited	Subsidiary	100.00%	Yes
13.	Aisle Network Private Limited	Subsidiary	100.00%	Yes
14.	Sunrise Mentors Private Limited	Subsidiary	54.64%	No
15.	NoPaperForms Solutions Limited	Associate	47.90%	No
16.	Akshamaala Solutions Private Limited	Associate	20.25%	No
17.	Shop Kirana E Trading Private Limited	Associate	26.14%	No
18.	Terralytics Analysis Private Limited	Associate	23.03%	No
19.	Metis Eduventures Private Limited	Associate	25.88%	No
20.	Llama Logisol Private Limited	Associate	22.55%	No
21.	Sploot Private Limited	Associate	31.90%	No

*The management of all associate and subsidiary companies (except wholly-owned subsidiaries) is independent of the Company and the Company has no control over the operations of the said companies, 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, Karkardooma Trust, B8 Trust and A88 Trust to invest in technology and technology-enabled entities. Smartweb Internet Services Limited, 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 for FY26 (in ₹):** 30,520.29 Million

(iii) **Net worth for FY26 (in ₹):** 73,534.08 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)	FY26			FY25		
		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 www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf	Nil	Nil	-	Nil	Nil	-
Shareholders	Yes www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf	2	Nil	-	Nil	Nil	-
Employees and workers	Yes	4	Nil	Sexual Harassment complaints have been considered	12	2^	Sexual Harassment complaints have been considered
Customers#*	Yes w5.naukri.com/grievances-form	8	6	-	5	4	-
Value Chain Partners	Yes www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf	Nil	Nil	-	Nil	Nil	-
Other** (Whistle Blower Mechanism)	Yes www.infoedge.in/pdfs/Whistle-Blower-Policy.pdf	2	Nil	-	3	Nil	-

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

#Out of total of 8 (Eight) cases filed during the financial year under review, 4 (Four) cases were filed by B2C consumer and 4 (Four) cases were filed by B2B consumers. Further, 1 (One) case filed by B2C consumer and 1 (One) case filed by B2B consumer were resolved during the year.

**The Company had received 2 (Two) whistle blower complaints which were resolved during the year. Further, additional 33 (Thirty-Three) complaints (not in the nature of whistle blower complaint) were received through the whistle blower mechanism by M/s. Thought Arbitrage were resolved.

^The pending 2 (Two) complaints were resolved subsequent to close of FY25.

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

S. 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.	**Governance:** Cybersecurity and Data Privacy	Opportunity & Risk	Increasing the data protection enables the Company delivery of secure, compliant, and resilient digital services to clients. This commitment not only safeguards sensitive information but also enhances the Company's reputation, strengthens stakeholder trust, and supports sustained competitiveness in the marketplace. 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 - Data Encryption - Network Protection - Internal & third Party Assessment - Security Monitoring - Industry Standards Compliance	**Positive:** • Investment in information security help reduce the likelihood of security incidents and strengthen the organization's ability to attract privacy-conscious customers, thereby supporting revenue growth and fostering long-term client loyalty. **Negative:** • Regulatory penalties e.g. under India's the Digital Personal Data Protection Act, 2023. • Legal expenses and loss of customer trust: Data breaches can lead to reduced sales, customer churn, and reputational damage, negatively impacting the profitability.
2.	**Social:** Human Capital Development	Opportunity & Risk	Despite the high turnover rate in the internet software & service sector, the potential to enhance productivity, innovation, and operational efficiency through investment in employee training and development remains significant. This approach allows the sector to address skill gaps, reduce turnover costs, and cultivate a more skilled and engaged workforce. It is important to manage the talent pool, foster employee engagement and ensure employee retention.	Info Edge promotes employee well-being through mental health apps, health camps, training sessions, and benefits like medical insurance, crèche facilities, and parental leave. It also invests in upskilling programs and foster an inclusive workplace to encourage innovation and a safe working environment. It has put in place employee friendly policies to provide an inclusive workplace that promotes innovation and fosters development of original ideas.	**Positive:** • A healthy work environment positively impacts the physical and mental health of employees, increasing productivity. This in turn affects the Company's ability to cater to customer requirements and grow revenues. • Reduced employee turnover costs. • Enhanced employer reputation. **Negative:** • High cost of talent acquisition and training, which may affect the business in terms of growth in profit. • Reputational damage.

S. 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)
3.	**Social:** Customer satisfaction	Opportunity & Risk	Customer satisfaction is essential for any business's success, as it drives brand loyalty, repeat business, and positive word-of-mouth.	-	**Positive:** • Increased customer retention, positive brand reputation, and potential revenue growth through satisfied customers • Prioritized customer service, and prompt redressal of customer concerns.
4.	**Social:** Community Development	Opportunity	Engaging in community development initiatives can lead to social license to operate, brand loyalty, and access to new markets.	-	**Positive:** • Enhanced brand reputation and stakeholder trust contribute to enhanced brand value and long term sustainability of the business • Benefit to large number of individuals from vulnerable and marginalised communities.
5.	**Environmental:** Energy Management and clean technology implementation	Opportunity & Risk	Investment in energy-efficient technologies and renewable energy sources can lead to reduced energy costs & operational efficiencies. Data centre operations and office facilities in the sector are energy-intensive, leading to high energy consumption and associated costs.	The Company is committed to reduction and optimal utilization of energy using automated energy monitoring solution named as 'Zenatix', energy efficient illumination fixtures, power factor rationalization 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 250 kW rooftop solar power plant.	**Positive:** • Energy efficiency and cost savings in the longer run, leading to increased profitability and sustainable growth. **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, minimized 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.

<table>
<tr><th>Disclosure Questions</th><th>P1</th><th>P2</th><th>P3</th><th>P4</th><th>P5</th><th>P6</th><th>P7</th><th>P8</th><th>P9</th></tr>
<tr><td colspan="10">Policy and management processes</td></tr>
<tr><td>1. a. Whether your entity’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>b. Has the policy been approved by the Board? (Yes/No)</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td><td>Yes</td></tr>
<tr><td>c. Web Link of the Policies, if available</td><td colspan="4">P1: Businesses should conduct and govern themselves with Integrity, and in a manner that is Ethical, Transparent and Accountable.</td><td colspan="5">1. Whistleblower Policy-www.infoedge.in/pdfs/Whistle-Blower-Policy.pdf
2. Code of Ethics & Conduct-www.infoedge.in/pdfs/code-of-ethics.pdf
3. Anti-Bribery and Anti-Corruption Policy-www.infoedge.in/pdfs/anti-bribery-and-anti-corruption-policy.pdf
4. Code of Conduct to Regulate, Monitor and Report Trading by Insiders-www.infoedge.in/pdfs/Code-of-Conduct-To-Regulate-Monitor-&-Report-Trading-By-Insiders.pdf
5. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information-www.infoedge.in/pdfs/Code-of-Practices-and-Procedures-for-fair-Disclosures-of-Unpublished.pdf
6. Gift Policy-Available on i-connect, Info Edge Intranet
7. Policy for Redressal of Investor Grievances-www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf
8. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf
9. Policy for Personal Investments and Engagement by Executive Leadership with Other Entities-www.infoedge.in/pdfs/Policy_for_Personal_Investments_and_Engagment_by_Executive_Leadership_with_other_Entities.pdf</td></tr>
<tr><td></td><td colspan="4">P2: Businesses should provide goods and services in a manner that is sustainable and safe.</td><td colspan="5">1. Sustainable Supply Chain Policy-www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf
2. Supplier Code of Conduct-www.infoedge.in/pdfs/supplier-code-of-conduct.pdf
3. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf
4. IT Security Policy-Available on i-connect, Info Edge Intranet</td></tr>
</table>

	P3: Businesses should respect and promote the well-being of all employees, including those in their value chains.	1. Code of Ethics & Conduct-www.infoedge.in/pdfs/code-of-ethics.pdf 2. Health and Safety Policy-www.infoedge.in/pdfs/health-and-safety-policy.pdf 3. HR Policy-Available on i-connect, Info Edge Intranet 4. Human Rights Policy-www.infoedge.in/pdfs/human-rights-policy.pdf 5. Code of Conduct for Prevention of Sexual Harassment-Available on i-connect, Info Edge Intranet 6. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf 7. Workforce Redressal Guidelines-Available on i-connect, Info Edge Intranet
	P4: Businesses should respect the interests of and be responsive to all their stakeholders.	1. Corporate Social Responsibility Policy-www.infoedge.in/pdfs/CSR-Policy.pdf 2. Code of Ethics & Conduct-www.infoedge.in/pdfs/code-of-ethics.pdf 3. Code of Practices and Procedures for Fair Disclosure of Unpublished Price Sensitive Information-www.infoedge.in/pdfs/Code-of-Practices-and-Procedures-for-fair-Disclosures-of-Unpublished.pdf 4. Policy for Redressal of Investor Grievances-www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf 5. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf 6. Dividend Distribution Policy-www.infoedge.in/pdfs/Dividend-Policy.pdf
	P5: Businesses should respect and promote human rights.	1. Human Rights Policy-www.infoedge.in/pdfs/human-rights-policy.pdf 2. Code of Conduct for Prevention of Sexual Harassment-Available on i-connect, Info Edge Intranet 3. Supplier Code of Conduct-www.infoedge.in/pdfs/supplier-code-of-conduct.pdf 4. Sustainable Supply Chain Policy-www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf 5. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf

	P6: Businesses should respect and make efforts to protect and restore the environment.	1. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf 2. Health and Safety Policy-www.infoedge.in/pdfs/health-and-safety-policy.pdf 3. Sustainable Supply Chain Policy-www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf
	P7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.	1. Code of Ethics & Conduct-www.infoedge.in/pdfs/code-of-ethics.pdf 2. Procurement Policy-www.infoedge.in/pdfs/procurement-policy.pdf 3. Policy for Redressal of Investor Grievances-www.infoedge.in/pdfs/Policy-on-Redressal-of-Investor-Grievances.pdf 4. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf
	P8: Businesses should promote inclusive growth and equitable development.	1. Corporate Social Responsibility Policy-www.infoedge.in/pdfs/CSR-Policy.pdf 2. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf
	P9: Businesses should engage with and provide value to their consumers in a responsible manner.	1. IT Security Policy-Available on i-connect, Info Edge Intranet 2. Environmental, Social and Governance Policy-www.infoedge.in/pdfs/environmental-social-and-governance-policy.pdf

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
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 45001: 2018	ISO 45001: 2018	ISO 45001: 2018	ISO 45001: 2018	-	ISO 45001: 2018	ISO 45001: 2018	ISO 27001:2022: 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.
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. With a strong presence in recruitment, matchmaking, real estate, and education, we integrate advanced technology with strong social responsibility and governance practices. The Company 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." -Business Responsibility and Sustainability Reporting Committee
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') of the Board, is responsible for implementation and oversight of the Business Responsibility policy(ies) and for decision making on sustainability-related issues. The composition of the BRSR Committee as on March 31, 2026, is as follows:

Name	DIN	Designation	Category
Mr. Sanjeev Bikhchandani	00065640	Chairman	Executive Director
Mr. Hitesh Oberoi	01189953	Member	Executive Director
Mr. Pawan Goyal*	07614990	Member	Executive Director

*Shall cease as Member of BRSR Committee w.e.f. close of business hours of May 31, 2026

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. above. Further, for additional information on the BRSR Committee, please refer the Corporate Governance Report forming part of this Annual Report.

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

	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								

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)	Not Applicable								
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)									

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^	4	All	100%
Key Managerial Personnel^	10	All	100%
Employees other than Board of Directors and KMPs*	117	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 ethics and conduct, code for insider trading and prevention of sexual harassment (POSH). In addition, sessions on latest developments in corporate laws were also organised for Board of Directors and KMPs on the subjects like Minimum information to be disclosed for related party transactions as per Industry Standards notified by SEBI, Importance of effective communication between Statutory Auditors and 'those charged with governance' in pursuance of NFRA Circular, Whistle Blower Mechanism and Framework, and BRSR and its Principles. Also, quarterly trainings on prevention of insider trading regulations for Designated Persons including KMPs and annual training on Information Security and POSH have been conducted for all employees including 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, self-paced options and peer learning initiatives. Signature programmes like iRISE, iLead, continued to build leadership capability, while new initiatives such as AIverse-Executive GenAI Studio, StoryCraft, Value Craft, Central Brown Bags, AIverse Podcasts, BYOA, Meta Day, How to give feedback, How to manage Crucial Conversations, Stakeholder Management, Managerial Capability Building, Selling Skills, Customer Service Essentials fostered effective working and communication. 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, Settlement, Compounding Fee	The Company upholds the principles of integrity, ethics, and transparency throughout its business operations. Guided by these values, the Directors, Key Managerial Personnel (KMPs), and employees take full responsibility for their actions and comply with relevant policies and statutory requirements. Consequently, the Company has maintained a record of zero incidents leading to no fines, penalties, punishments, awards, compounding fees, or settlement amounts imposed by regulators/law enforcement agencies/judicial institutions on either the Company or its Directors/KMPs.				

Non-Monetary				
Particulars	NGRBC Principle	Name of the regulatory/enforcement agencies/judicial institutions	Brief of the case	Has an appeal been preferred? (Yes/No)
Imprisonment Punishment	The Company believes in integrity, ethics and transparency. The Directors, KMPs, employees are self-bound and accountable for their performance that also reflects in the Company's performance. With the strong moral base, the Company operates on, no cases 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 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 in place an Anti-Bribery and Anti-Corruption ('ABAC') Policy, which provides a comprehensive framework covering standards of behaviour, awareness, monitoring and reporting. The policy 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 & all internal and external stakeholders are expected to operate within its framework. The Company maintains a zero-tolerance approach towards bribery and corruption and has established robust measures to prevent and address such practices.

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 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	FY26	FY25
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	FY26		FY25	
	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 FY26.

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

Particulars	FY26	FY25
Number of days of accounts payables	81.64	62.87

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:

Parameter	Metrics	FY26	FY25
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 dealers/distributors as % of total sales	10.04%	9.91%
	b. Number of dealers/distributors to whom sales are made	31,887	34,800
	c. Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	2.41%	3.64%
Share of RPTs in	a. Purchases (Purchases with related parties/Total Purchases)	13.53%	15.35%
	b. Sales (Sales to related parties/Total Sales)	2.19%	2.81%
	c. Loans & advances (Loans & advances given to related parties/ Total loans & advances)	-	-
	d. Investments (Investments in related parties/Total Investments made)	10.86%	12.07%

LEADERSHIP INDICATORS

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

To strengthen responsible sourcing practices, the Company has implemented a Sustainable Supply Chain Policy and Supplier Code of Conduct for its value chain partners aimed at promoting sustainability across the supply chain and upholding robust environmental and social responsibility standards. Although no formal training was provided to value chain partners during the current financial year, the partners have access to the Sustainable Supply Chain Policy, which aligns with the principles outlined in the NGRBC.

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

Yes, the Company prioritizes the establishment of a positive and ethical work environment through its Conflict of Interest clause within the Code of Ethics & Conduct. With a commitment to integrity and business sustainability, it recognizes the significance of avoiding conflicts of interest while respecting the rights and choices of its employees. It provides detailed guidance on identifying and addressing various conflict of interest scenarios, emphasizes disclosure methods and outlines the consequences of non-compliance. The Board of Directors are required to abide by the Code of Ethics & Conduct. The Code of Ethics & Conduct can be accessed at the Company's website at: 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 engagement and investment by 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 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 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 www.infoedge.in/pdfs/Related-Party-Transaction-Policy.pdf

The Company receives an annual declaration and changes, as applicable, from time to time, from its Board of Directors on their concern and interest in other entities, and ensures requisite approvals as required under the applicable laws are taken prior to entering into transactions with such persons/entities. Also, the Directors and Senior Management Personnel provides annual affirmation on compliance with the Code of Ethics & Conduct. Further, the Directors abstain from participating in agenda items at the Board/Committee meetings in which they are interested or deemed to be interested.

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 and as a part of its commitment to sustainable supply chain management and follow best Environmental, Social & Governance (ESG) practices for its supply chain infrastructure, 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. Further, all the suppliers are required to abide by the Supplier Code of Conduct which states the Company's expectations from the suppliers with respect to their compliances and business commitments towards environmental, social and governance best practices. The Company has also formulated 'Procurement Policy' to ensure that the purchase decisions are socially and environmentally responsible and are also fair and equitable. 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 and battery 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 policies: www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf, www.infoedge.in/pdfs/supplier-code-of-conduct.pdf and www.infoedge.in/pdfs/procurement-policy.pdf

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

The Company has not captured data for sustainably sourced inputs in the current financial year. However, all the suppliers are expected to abide by the Procurement Policy, Sustainable Supply Chain Policy and the Supplier Code of Conduct.

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 organization'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 authorized vendor channels as per government norms. Furthermore, the Company engages third-party agencies, duly authorized 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 Company'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).

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 rendering product recycling not relevant to the Company'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 authorized vendor channels as per government norms. Furthermore, the Company engages third-party agencies, duly authorized 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 rendering product recycling not relevant to the Company'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 authorized vendor channels as per government norms. Furthermore, the Company engages third-party agencies, duly authorized 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	Total	% of employees covered by									
		Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day care facilities	
	(A)	Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	3,697	3,697	100%	3,697	100%	0	0%	3,697	100%	3,697	100%
Female	2,181	2,181	100%	2,181	100%	2,181	100%	0	0%	2,181	100%
Total	**5,878**	**5,878**	**100%**	**5,878**	**100%**	**2,181**	**100%**	**3,697**	**100%**	**5,878**	**100%**
Other than Permanent employees*											
Male	182	0	0%	0	0%	0	0%	0	0%	0	0%
Female	208	0	0%	0	0%	0	0%	0	0%	0	0%
Total	**390**	**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) in the following format –**

Particulars	FY26	FY25
Cost incurred on well-being measures as a % of total revenue of the Company	0.04	0.04

2. **Details of retirement benefits:**

Benefits	FY26			FY25		
	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%	Not Applicable	Yes	100%	Not Applicable	Yes
Gratuity	100%		Yes	100%		Yes
ESI	2%		Yes	5%		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, 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 to enable them to discharge their duties safely, effectively and with dignity in the organisation.

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

Yes, the Company has a Human Rights Policy in alignment with the requirements of the Rights of Persons with Disabilities Act, 2016. The Policy reaffirms the Company's commitment to providing equal opportunities to persons with disabilities in relation to employment and workplace accessibility, while fostering an inclusive and non-discriminatory work environment. The Human Rights Policy of the Company is available on the website of the Company at 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	99%	85%	Not Applicable	
Female	94%	76%		
Total	**97%**	**82%**		

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	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: • Designated e-mail 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.
Other than permanent employees	

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

Category	FY26			FY25		
	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	3,697	Nil	-	3,694	Nil	-
Female	2,181	Nil	-	2,290	Nil	-
Total	**5,878**	**Nil**	**-**	**5,984**	**Nil**	**-**
Total Permanent Workers						
Male	Not Applicable					
Female						
Total						

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

Category	FY26					FY25				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	3,697	3,697	100%	50	1.35%	3,694	2,327	62.99%	253	6.85%
Female	2,181	2,181	100%	48	2.20%	2,290	1,852	80.87%	176	7.69%
Total	**5,878**	**5,878**	**100%**	**98**	**1.67%**	**5,984**	**4,179**	**69.84%**	**429**	**7.17%**
Workers										
Male	Not Applicable									
Female										
Total										

Note:

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

- Health and Safety related Awareness: The Company has enhanced awareness amongst the employees through webinars on health areas like PCOD/PCOS, healthy heart, cancer, anxiety, overthinking, yoga, well-being and mindfulness and understanding AQI & protecting Lungs, and augmenting awareness of insurance policy coverage, balanced nutrition and road safety practices through informative communication. The Company also provides mandatory training on Prevention of Sexual Harassment (POSH) to all its employees. The Company has also extended first aid training to the Fire Marshals and contract staff. Also, on the data security front, the Company has provided mandatory Phishing Awareness Training.
- 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, continued to build leadership capability, while new initiatives such as AIverse-Executive GenAI Studio, StoryCraft, Value Craft, Central Brown Bags, AIverse Podcasts, BYOA, Meta Day, How to give feedback, How to manage Crucial Conversations, Stakeholder Management, Managerial Capability Building, Selling Skills, Customer Service Essentials fostered effective working and communication. Senior HR leaders were certified under the Hogan Assessment, strengthening talent decision-making capabilities.

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

Category	FY26			FY25		
	Total (A)	No. (B)	% (B/A)	Total (C)	No. (D)	% (D/C)
Employees						
Male	3,697	3,528	95.43%	3,694	3,154	85.38%
Female	2,181	2,086	95.64%	2,290	1,398	61.05%
Total*	**5,878**	**5,614**	**95.51%**	**5,984**	**4,552**	**76.07%**
Workers						
Male	Not Applicable					
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, 2025 to March 31, 2026.

*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, 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.

During FY26, the health and safety management system of the Corporate Office situated at Noida has secured ISO 45001:2018 certification– the International Standard for Occupational Health and Safety management systems.

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 assessing risks, involves the following processes:

- On a routine basis, the Company prioritizes 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 policies is available on the website of the Company.

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 the Company does 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 Room in Corporate Office: The Company provides general health and safety facilities such as medical room in corporate office 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 also facilitates internal communication for blood donation requirements to employees and their relatives during medical emergencies.

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:

Safety Incident/Number	Category*	FY26	FY25
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 prioritizes the well-being and safety of its employees as a paramount concern. To this end, the organization 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, digital monitoring of indoor air quality and scheduled thermography of electrical equipment.
- Equipping the Company's corporate office with dedicated medical room and stocking selected facilities with first-aid kits and over-the-counter medicines to address general health and safety needs of the employees.
- Ensuring a safe and secure workplace by implementing strict physical access controls to restrict entry to authorized personnel, and maintaining 24x7 CCTV surveillance to detect and deter suspicious activities.
- Implementation of RoundGlass Living, well-being app of the Company, to power the well-being goal. This app brings together mindfulness, movement, nutrition, and rest, in one place, with short calming practices, an employee can use to pause or reset.
- The Company promotes quality mental healthcare through the 'icare' program, in partnership with 'Amaha Health,' offering webinars, mobile apps for anxiety, stress, overthinking and depression management, on-demand therapy, personalised self-care tools including relief chatbot and clinically validated self-help activities.
- 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.
- Enhancing awareness amongst the employees through webinars on health areas like PCOD/PCOS, healthy heart, cancer, anxiety, overthinking, yoga, well-being and mindfulness and understanding AQI & protecting Lungs, and augmenting awareness of insurance policy coverage, balanced nutrition and road safety practices through informative communication.

During FY26, the health and safety management system of the Corporate Office situated at Noida has secured ISO 45001:2018 certification– the International Standard for Occupational Health and Safety management systems.

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	FY26			FY25		
	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

The Company encourages employees to highlight any issues noticed towards working conditions and health & safety concerns at all its locations. The Company conducts internal surveys on infrastructure & facilities services and anonymous survey on employee satisfaction to create a better workplace.

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	100%
Working conditions	100%

Note: Majorly all the locations have safety and good working conditions infrastructure related equipment which are periodically assessed, either by the Company or by building management team. Also, during FY26, the health and safety management system of the Corporate Office situated at Noida has secured ISO 45001:2018 certification– the International Standard for Occupational Health and Safety management systems.

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

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

LEADERSHIP INDICATORS

1. **Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (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, Supplier Code of Conduct and Procurement Policy which are available on the website of the Company at- www.infoedge.in/pdfs/sustainable-supply-chain-policy.pdf, www.infoedge.in/pdfs/supplier-code-of-conduct.pdf and www.infoedge.in/pdfs/procurement-policy.pdf respectively. 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	
	FY26	FY25	FY26	FY25
Employees*	Nil	Nil	Nil	Nil
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 prioritize the well-being and safety of their employees.

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

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

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

ESSENTIAL INDICATORS

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

   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. 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. Recognizing 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 & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/half-yearly/quarterly/ others–please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Employees	No	a. Periodical Employees' Surveys such as the HR Survey called "ispeak", Pulse connect for new joinees, IT services related survey, Administration Services related survey etc. b. Digital and broadcast communications including emails, chatbots, and intranet updates. c. Learning and development activities, training programs, and interactive sessions.	Ongoing engagement as required	• Career Management and Growth Prospects; • Learning opportunities; • Compensation structure; • Keeping a finger on pulse of employee engagement; • Employee rewards and recognition and related engagement activities; • Building a safety culture and inculcating safe work practices among employees; • Employee health and well-being; • Improving Diversity and Inclusion; • To uphold the rights of all the employees and protect them from any kind of discrimination; and • Provide an opportunity to raise concerns.
Business Associates/ Suppliers	No	a. Virtual and in-person/ physical meetings to ensure continuous interaction with vendors.	Need basis	• Fair Business Practices; • Credit worthiness; • Promote the adoption of sustainable practices; and • Stronger Partnership.

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/half-yearly/quarterly/ others–please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Community	Yes	a. Meetings with the associations/NGOs for CSR initiatives focused on Education, Employability & Empowerment of children, women & underprivileged youth. b. Training, skill-building, and empowerment of people with disabilities & women to create sustainable livelihood opportunities. c. Social media.	Ongoing engagement as required	• To contribute to the needs of community by way of giving back to society; • To contribute to sustainable development; and • Social responsibility.
Shareholders/ Investors	No	a. Annual General Meetings. b. Investor/Analyst Meets and Investor Calls, with Company presentations, transcripts and audio recordings, and Investor relations page available on the Company's Website. c. Newspaper publications, stock exchange disclosures including quarterly financial results, quarterly emails to shareholders, annual reports, etc. d. Press releases.	Quarterly/Half-yearly/Annually/ Need basis	• Educating the investors about InfoEdge's value creation model and long term business strategy; • To understand the issues of investors and their expectations; • 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	• 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.

Stakeholder group	Whether identified as vulnerable & marginalized group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community meetings, Notice board, Website), Other	Frequency of engagement (Annually/half-yearly/quarterly/others–please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Industry bodies, Regulators, Governments	No	a. Submissions to government and industry consultations. b. Participation in conferences and seminars. c. Surveys and consultative sessions. d. Calls and meetings. e. Press releases.	Need based, as deemed necessary by either party	• To ensure compliance; • Manage Company's brand and reputation; • To participate and contribute to the development of regulations/public policies; and • Share and contribute to thought leadership and insight into public and business concerns.

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 Company has a robust governance framework to effectively monitor the economic, environmental and social areas. The Company actively engages with the stakeholders to assess their expectations. The Board, in collaboration with its various committees, guides the management in identifying and prioritizing critical stakeholder groups on a regular basis. The CSR Committee works with the management to establish, develop and implement the requisite framework that governs the social obligations towards the stakeholders and assists the Board in assessing the performance towards social responsibilities. Additionally, the BRSR Committee oversees the review of the Company's environmental, health and safety obligations towards stakeholders. The Committees' 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.

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

   Yes, the BRSR Committee plays a crucial role in assessing the Company's ESG obligations towards stakeholders. Also, the CSR Committee works with the management to identify the areas for social obligations of the Company. The inputs provided by its stakeholder groups inform the Company's identification and prioritization 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.

Environmental topics:

- Plantation
  - Association for a rural livelihood project with SankalpTaru Foundation where 7000 fruit trees were planted at farmer-owned lands in rural areas in Saharanpur, U.P. The team planted grafted saplings which suit the agro-climatic conditions of the region and take care of the plant along with the farmers for at least a year before handing it over to the farmer once the tree starts bearing fruits. One tree is planted on behalf of each employee of the Company (on rolling basis).
- Resource efficiency
  - Employee feedback highlighted opportunities to increase resource optimisation and efficiency.

Social topics:

- Employee well-being
  - The Company has rolled out several well-being initiatives like implementation of RoundGlass Living (well-being app of the Company) to power the well-being goal, 'icare' program in partnership with 'Amaha Health,' for enhanced mental health support, awareness webinars on health areas like PCOD/PCOS, healthy heart, cancer, anxiety, overthinking, yoga, etc.

- Career development
  - Emphasis to coach and invest in Managers. For this, Catalyst-manager capability building program for young managers has been introduced.
  - Introduction of new achievement-based rating scale to reflect real impact of performance.
  - Introduction of Career Compass Conversations designed for meaningful dialogue between managers and team members to help chart personalized career paths and developmental goals.

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

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

Vulnerable group	Concerns	Action Taken	Impact
Adolescent girls from historically marginalized communities	Lack of comprehensive modules on Foundational English, Socio-emotional learning & sports for girls in KGBVs situated in economically backward blocks.	Support to SwaTaleem Foundation for implementing their programs in selected KGBVs in Haryana, intended to improve their life outcomes & strengthen the State education ecosystem.	Reached about 7000 girls from the most backward communities in KGBVs, improved communicative english and exposure to important themes of socio-emotional learning & sports for physical development.
Children from underserved communities	Lack of educational support for children.	Support to Sarthak Foundation which builds Yellow Rooms which is a unique concept of creating happy and safe learning spaces for children from underserved and at-risk communities.	Children get educational support in addition to focus on socio-emotional learning, leadership development and becoming responsible citizens.
Persons with Disabilities	Despite being digitally available, textbooks and competitive exam preparation material are not accessible to various assistive technologies used by PwDs (e.g. screen readers). Public Sector Banks continue to be one of the most widely sought after employers for the blind community but their exam prep material especially mathematical and logical reasoning remains inaccessible to such persons.	Associated with Inclusive Science, Technology, Engineering, and Mathematics Foundation (I-STEM) to convert banking exam preparation material into accessible content for blind and low vision persons.	Nearly 10,000 pages of content were converted into accessible formats, first using AI technology and then nearly 50 people, mostly women, reviewed this AI-generated output generating meaningful livelihood.
Sportspersons with disabilities who have played nationals in the past	Struggle for meaningful and sustainable livelihood.	Associated with Umoya Sports which grooms Sportspersons with disabilities to be coaches and beacons of hope for children with disabilities.	Helped 6 sports persons with disabilities find alternate livelihood.

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	FY26			FY25		
	Total (A)	No. of employees/ workers covered (B)	% (B/A)	Total (C)	No. of employees/ workers covered (D)	% (D/C)
Employees						
Permanent	5,878	4,456	75.81%	5,984	4,179	69.84%
Other than permanent	390	390	100%	564	419	74.29%
Total employees	**6,268**	**4,846**	**77.31%**	**6,548**	**4,598**	**70.22%**
Workers						
Permanent	Not Applicable					
Other than permanent						
Total Workers						

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

Category	FY26					FY25				
	Total (A)	Equal to minimum wage		More than minimum wage		Total (D)	Equal to minimum wage		More than minimum wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	3,697	0	0%	3,697	100%	3,694	0	0%	3,694	100%
Female	2,181	0	0%	2,181	100%	2,290	0	0%	2,290	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	Not Applicable									
Female										
Other than Permanent										
Male	Not Applicable									
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)*	6	23,054,452	1	6,700,000
Key Managerial Personnel**	4	38,239,934	1	12,912,082
Employees other than BoD and KMP	3,693	1,274,996	2,180	789,750
Workers	NA	NA	NA	NA

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

**As on March 31, 2026, KMPs include Mr. Sanjeev Bikhchandani (Founder & Executive Vice-Chairman), Mr. Hitesh Oberoi (Managing Director & Chief Executive Officer), Mr. Pawan Goyal (Whole-time Director & Chief Business Officer-Naukri) who are also Board Members and Mr. Ambarish Raghuvanshi (Interim Chief Financial Officer) and Ms. Jaya Bhatia (Company Secretary & Compliance Officer).

^Remuneration considered for calculating the median remuneration excludes employee share-based payments.

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

Particulars	FY26	FY25
Gross wages paid to females as % of total wages	25.10%	25.19%

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 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	FY26			FY25		
	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	4	0	-	12	2*	-
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 of FY25 were resolved subsequent to close of FY25.

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

Particulars	FY26	FY25
Total Complaints reported under Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	4	12
Complaints on POSH as a % of female employees/workers	0.18%	0.48%
Complaints on POSH upheld*	4	9

*Out of total of 12 (Twelve) complaints received during FY25, 10 (Ten) complaints were resolved during FY25, 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 and assurance of impartial treatment.
   - Confidentiality: The Company upholds strict confidentiality protocols in managing complaints of discrimination and harassment. Comprehensive safeguards are implemented to protect the complainant's privacy, ensuring integrity at every phase of the inquiry and investigation.
   - 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, who is a legal professional with expertise in the Prevention of Sexual Harassment (POSH) law (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 for 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 organizational premises during the reporting period. 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.
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
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 FY26 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 the year under review, no such complaints were received where policy amendment is required.

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 office premises owned/managed by the Company 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. 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 prioritized during the reporting period. 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 has 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 aims to build a more resilient, responsible, and future-ready supply chain ecosystem that contributes meaningfully to the corporate sustainability agenda.
Discrimination at workplace	
Child labour	
Forced/involuntary labour	
Wages	
Others–please specify	

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

Not applicable, as no assessments were carried out during FY26.

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	FY26	FY25
From renewable sources		-
Total electricity consumption (A)	961.58	692.68
Total fuel consumption (B)	-	-
Energy consumption through other sources (C)	-	-
Total energy consumed from renewable sources (A+B+C)	**961.58**	**692.68**
From non-renewable sources		
Total electricity consumption (D)	21,220.40	22,628.48
Total fuel consumption (E)	2,637.07	2,205.85
Energy consumption through other sources (F)	-	-
Total energy consumed from non-renewable sources (D+E+F)	**23,857.46**	**24,834.33**
Total energy consumed (A+B+C+D+E+F)	**24,819.04**	**25,527.01**
Energy intensity per rupee of turnover (GJ/₹Million) (Total energy consumed/Revenue from operations)	**0.81**	**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)	16.54	19.87
Energy intensity in terms of physical output	**-**	**-**
Energy intensity–Per Employee	4.72	4.04

*PPP Conversion factor is taken as 20.34 as per International Monetary Fund implied PPP conversion rate (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	FY26	FY25
Water withdrawal by source (in kilolitres)		
(i) Surface water	-	-
(ii) Groundwater	27,363.58	70,464.59
(iii) Third party water (packaged drinking water)	1,682.40	1,801.49
(iv) Seawater/desalinated water	-	-
(v) Others	32,498.46^	-
Total volume of water withdrawal (in kilolitres) (i+ii+iii+iv+v)	**61,544.44**	**72,266.08**
Total volume of water consumption (in kilolitres)	**11,972.41**	**14,092.92**
Water intensity per rupee of turnover (KL/₹Million) (Total water consumption/Revenue from operations)	**0.39**	**0.53**
Water intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (KL/Million$) (Total water consumption/Revenue from operations adjusted for PPP)	7.98	10.97
Water intensity in terms of physical output	-	-
Water intensity–Per Employee	2.28	2.23

*PPP Conversion factor is taken as 20.34 as per International Monetary Fund implied PPP conversion rate (www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

^Water consumption for co-working and leased office premises has been estimated as per the recommended standard in the absence of direct water consumption data and accordingly, the estimated consumption has been reported under the 'Others' category.

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.

Parameter	FY26	FY25
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	47,889.63*	56,371.68*
• With treatment–please specify level of treatment	-	-
Total water discharged (in kilolitres)	**47,889.63**	**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	FY26*	FY25*
NOx	Tonnes	0.4182	0.3628
SOx	Tonnes	0.1077	0.0842
Particulate matter (PM)	Tonnes	0.1758	0.2669
Persistent organic pollutants (POP)	-	-	-
Volatile organic compounds (VOC)	-	-	-
Hazardous air pollutants (HAP)	-	-	-
Others-Carbon Monoxide (CO)	Tonnes	0.3266	0.2555

*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? (Yes/No) 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	FY26	FY25
Total Scope 1 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	1,013.10	981.07
Total Scope 2 emissions (Break-up of the GHG into CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	4,185.13	4,569.70
Total Scope 1 and Scope 2 emission intensity per rupee of turnover (tCO_2e/₹ Million) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations)	tCO_2e/₹ Million	**0.17**	**0.21**
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for Purchasing Power Parity* (PPP) (tCO_2e/Million $) (Total Scope 1 and Scope 2 GHG emissions/Revenue from operations adjusted for PPP)	tCO_2e/Million $	3.46	4.32
Total Scope 1 and Scope 2 emission intensity in terms of physical output	-	-	-
Total Scope 1 and Scope 2 emission intensity	No. of Employees	0.99	0.88

*PPP Conversion factor is taken as 20.34 as per International Monetary Fund implied PPP conversion rate (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 green house 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 at Noida is Indian Green Building Council (IGBC) Silver Certified Green Existing Building and Office at Mumbai is IGBC Platinum Certified demonstrating enhanced performance in Site & Facility Management, Water Efficiency, Energy Efficiency, Health & Comfort, and Innovation & Design categories. Further, the offices located at Chennai & Hyderabad 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. Addition of Variable Frequency Drives (VFDs) in the HVAC (Heating, Ventilation, and Air Conditioning) system of A88 office building, Noida, leading to reduced energy consumption.

4. Usage of Electronic Air Cleaners (EACs) equipped with high-efficiency filtration systems that effectively capture airborne particles, ensuring cleaner and healthier indoor air quality.

5. Established Planned Preventive Maintenance schedules for electro-mechanical equipment to maintain optimal efficiency levels.

6. Regular monitoring of temperature inside the buildings and controlling the air-conditioning system.

7. Rationalization of usage of electrical equipments, including air-conditioning systems, office illumination and beverage dispensers.

8. Usage of energy-efficient illumination fixtures.

9. Power factor & Sanction Load rationalization.

By consistently investing in these sustainable solutions and innovative technologies, the Company aims to minimize 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	FY26	FY25
Total Waste generated (in metric tonnes)		
Plastic waste **(A)**	-	-
E-waste **(B)**	1.93	3.83
Bio-medical waste **(C)**	-	-
Construction and demolition waste **(D)**	-	-
Battery waste **(E)**	2.03	6.46
Radioactive waste **(F)**	-	-
Other Hazardous waste. Please specify, if any. **(G)**	-	-
Other Non-hazardous waste generated **(H)** Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	-	-
Total (A+B+C+D+E+F+G+H)	**3.96**	**10.29**
Waste intensity per rupee of turnover (MT/₹ Million) (Total waste generated/Revenue from operations)	**0.0001**	**0.0004**
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity * (PPP) (MT/$ Million) (Total waste generated/Revenue from operations adjusted for PPP)	0.0026	0.0080
Waste intensity in terms of physical output	-	-
Waste intensity–Per Employee	0.0008	0.0016
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 20.34 as per International Monetary Fund implied PPP conversion rate (www.imf.org/external/datamapper/PPPEX@WEO/OEMDC)

#The Company does not undertake any recycling, reusing or recovery of waste onsite. E-waste and battery waste is disposed off with authorised recyclers in accordance with government norms. Further, non-hazardous waste is not tracked and is disposed off through the government-approved authorized 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 sector 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 3Rs: 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 minimize 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 offices which are owned/managed by the Company are 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	FY26	FY25
Total Scope 3 emissions (Break-up of the GHG into CO_2, CH4, N_2O, HFCs, PFCs, SF_6, NF_3, if available)	Metric tonnes of CO_2 equivalent	Presently, the Company does not track these details. However, we look forward to monitoring the same in the future.	
Total Scope 3 emissions per rupee of turnover	-		
Total Scope 3 emission intensity (optional)–the relevant metric may be selected by the entity	-		

Note: Indicate if any independent assessment/evaluation/assurance has been carried out by an external agency? (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 part of its own electricity requirements from clean, renewable solar energy. This has resulted in reducing grid consumption and lowering greenhouse gas emissions associated with power consumption.
2	IGBC Siver, Gold and Platinum Certifications for Company's offices	Info Edge's office at Mumbai has been recognized with the prestigious IGBC (Indian Green Building Council) Platinum Certification. Info Edge's corporate office at Noida has already been recognized with IGBC Silver Certification. Further, offices located at Chennai & Hyderabad have IGBC 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 minimize 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	Addition of Variable Frequency Drives (VFDs) in HVAC systems	VFDs installed in Air-Conditioning System of A88 office building at Noida. 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 optimizing the operation of these systems. This initiative has contributed to the Company's overall energy efficiency and sustainability goals.
4	Maintaining Air Quality inside offices	Info Edge uses 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.
5	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.

Sr. No	Initiative undertaken	Details of the initiative (Web-link, if any, may be provided along-with summary)	Outcome of the initiative
6	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.
7	Rationalization of usage of electrical equipment, including air-conditioning systems, office illumination & beverage dispensers	Info Edge has implemented regular monitoring and control measures to rationalize 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 rationalization of usage for these energy-intensive systems has led to significant energy savings and reduced the Company's overall energy consumption and environmental impact.
8	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.
9	Power factor & Sanction Load rationalization	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, optimized 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 optimize 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 Sustainable 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:**
    a. **By the listed entity:** Nil
    b. **By the top ten (in terms of value of purchases and sales, respectively) value chain partners:** Not tracked for FY26

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 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
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, telemarketing, 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 around us. The Company's CSR programs aim to positively impact the lives of individuals within these communities by addressing their fundamental needs, such as education and employability. 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	FY26	FY25
Directly sourced from MSMEs/small producers	12.77%	17.56%
Directly from within India	98.31%	98.44%

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	FY26	FY25
Rural	0.00	0.00
Semi-urban	0.04	0.02
Urban	76.79	75.41
Metropolitan	23.17	24.57

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 ₹ Mn)
1.	Andhra Pradesh	Vizianagaram	0.05
2.	Bihar	Nawada	0.05
3.	Bihar	Sitamarhi	0.05
4.	Chhattisgarh	Rajnandgaon	0.10
5.	Haryana	Mewat (Nuh)	1.97
6.	Jharkhand	Garhwa	0.05
7.	Jharkhand	Gumla	0.05
8.	Jharkhand	Palamu	0.05
9.	Madhya Pradesh	Chhatarpur	0.05
10.	Odisha	Rayagada	0.05
11.	Punjab	Firozpur	6.00
12.	Uttar Pradesh	Bahraich	0.12
13.	Uttar Pradesh	Chandauli	0.06
14.	Uttar Pradesh	Chitrakoot	0.31
15.	Uttar Pradesh	Fatehpur	0.28
16.	Uttar Pradesh	Sonbhadra	0.15
		Total	**9.39**

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

Yes

(b) From which marginalized/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 marginalized 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 marginalized groups
1	Computer Shiksha	27,691	100%
2	Creatnet Education	885,561	97%
3	Development Management Foundation	36	89%
4	Ekho Foundation	28,806	100%
5	Foundation for Excellence India Trust	100	100%
6	Foundation for Improving the Quality of Life	900,000	50%
7	Foster and Forge Foundation	2,271	100%
8	Foundation of Arts for Social Change in India	492	100%
9	Hemkunt Foundations	62	100%
10	Inclusive-Science Technology Engineering and Mathematics Foundation	540	100%
11	International Foundation for Research and Education	1,208	62%
12	Jayaprakash Narayan Memorial Trust	320	100%
13	Khan Academy India	62,547	100%
14	Language & Learning Foundation	1,200	100%
15	LIFI Learning Education Foundation	484	100%
16	Literacy India	474	100%
17	Lotus Petal Charitable Foundation	781*	100%
18	Magic Bus India Foundation	437	55%
19	Manzil Mystics	348	90%
20	Milaan-Be the Change (NGO)	150	100%
21	Ishita Sharma Foundation	971	100%
22	Reimaginining Higher Education Foundation	650*	Refer Note 1
23	Shally Education Foundation	4,030	100%
24	Sarthak Education Trust	260	100%
25	Sarthak Foundation	226	100%
26	Simple Education Foundation	1,817	90%
27	Swami Sivananda Memorial Institute	484	100%
28	SwaTaleem Foundation-Digital Enablement	20	90%
29	SwaTaleem Foundation-KGBVs	7,000	100%
30	Trust for Retailers and Retail Associates of India (TRRAINHer Ascent)	100	100%
31	Trust for Retailers and Retail Associates of India (Employment for PwDs)	180	100%
32	Udhyam Learning Foundation	400	100%
33	The Umoya Foundation	6	100%

*this is an infrastructural development project and will serve many more students in the coming years.

Note 1: 55% students are from Tier 2/3/4 cities; 30% are women students.

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 the respective websites of the business units. 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 Company's business
Safe and responsible usage	
Recycling and/or safe disposal	

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

Particulars	FY26			FY25		
	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
Other*#	8	6	Nil	5	4	Nil

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

#Out of total of 8 (Eight) cases filed during the financial year under review, 4 (Four) cases were filed by B2C consumer and 4 (Four) cases were filed by B2B consumers. Further, 1 (One) case filed by B2C consumer and 1 (One) case filed by B2B consumer were 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 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 cybersecurity 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 FY26.

7. **Provide the following information relating to data breaches:**

a.	Number of instances of data breaches	Nil
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 platforms used for the information are the Company's website, annual report, social media platforms and media advertisement/publications. The complete information on the services provided by the Company can be accessed through the following web link: 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 REASONABLE ASSURANCE STATEMENT

Independent Reasonable Assurance Statement to Info Edge (India) Limited on its BRSR Report for FY 2025-26

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

Nature of the Assurance

SGS India Private Limited (hereinafter referred to as 'SGS India') was engaged by Info Edge (India) Limited (the 'Company') to conduct an independent reasonable assurance of the Company's Business Responsibility and Sustainability Reporting (BRSR) (the 'Core Report') for the reporting period of April 1, 2025 to March 31, 2026. SGS India has conducted a Reasonable level of Assurance for the BRSR core indicators. 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 (Circular No. HO/49/14/14(7)2025-CFD-POD2/I/3762/2026) dated 30 January 2026 circular.

2. Greenhouse Gas Protocol Standard.

Intended Users of this Assurance Statement

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

Responsibilities

The information in the report and its presentation is the responsibility of the 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 India has conducted a Reasonable level of Assurance for BRSR core parameters under 9 ESG Attributes, indicators as specified under BRSR standards and amendments made as on date. This engagement was performed 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; and environmental, social, and sustainability report assurance. SGS India affirms our independence from Info Edge (India) Limited, being free from bias and conflicts of interest with the organization, 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, including all KPIs within the report for the period April 1, 2025 to March 31, 2026.

The scope of verification covers the following aspects:

The reporting boundary includes 25 offices and one Head office, and this is aligned with the GHG inventory consolidation approach.

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 their comprehensiveness, reliability, and accuracy.
- Interaction with key personnel responsible for collecting, consolidating, and calculating the BRSR core 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.

Limitations

SGS India did not come across any limitation to the agreed scope of the assurance engagement. 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 financial reports audited by the Company. SGS India does not take any responsibility for the financial data reported in the audited financial reports of the Company.

The assurance scope excludes:

- Disclosures other than those mentioned in the assurance scope.
- Data reviews outside the operational sites as mentioned in the reporting boundary.
- Validation of any data and information other than those presented in "Findings and Conclusions."
- The assurance engagement considers an uncertainty of ±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.
- Mapping of the Report with reporting frameworks other than those mentioned in the Reporting Criteria above.

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, fairly stated in all material respects, and is prepared in line with the BRSR requirements.

For and on behalf of SGS India Private Limited

Kalpesh Thombare
Technical Reviewer and National Manager–
ESG & Sustainability Services, SGS India

Rishabh Shukla
Lead Verifier–ESG & Sustainability Services,
SGS India

Annexure A

Sr. No.	BRSR Core Attributes	BRSR Core Indicators
1	Greenhouse gas (GHG) footprint	• Total scope 1 emissions • Total scope 2 emissions • GHG emission intensity (scope 1 +2)
2	Water footprint	• Total water consumption • Water consumption intensity • Water discharge by destination and levels of treatment
3	Energy footprint	• Total energy consumed • % of energy consumed from renewable sources • Energy intensity
4	Embracing circularity	• Plastic waste • E-waste • Bio medical waste • Construction and demolition waste • Battery waste • Radioactive 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, the total waste disposed of by the nature of the disposal method
5	Employee well-being and safety	• Spending on measures towards the well-being of employees as a % of the total revenue of the Company • Details of safety-related incidents for employees
6	Enabling gender diversity in business	• Gross wages paid to females as % of wages paid • Complaints on Prevention of Sexual Harassment
7	Enabling inclusive development	• Input material sourced from MSMEs/small producers as % of total purchases • Job creation in smaller towns: Wages paid to people employed in smaller towns as % of total wage cost
8	Fairness in engaging with customers and suppliers	• Instances involving loss/breach of data of customers as a percentage of total data breaches or cybersecurity events • Number of days of accounts payable
9	Openness of business	• Concentration of purchases & sales done with trading houses, dealers, and related parties • Loans and advances & investments with related parties