



ESG REPORT

2025



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Introduction

Welcome to our 2025 Environmental, Social, and Governance (ESG) Report, which highlights key statistics, performance, and outlines our company's strategy, progress, and ongoing commitment to integrating ESG into our business practices for the fiscal year (January 1 to December 31).

We understand the significance of taking a focused approach to effectively address the wide range of ESG factors. To this end, we conducted thorough research to identify the most important ESG issues for our stakeholders.

As a result, we have pinpointed three key goals to maximize our impact. First, we are committed to tackling environmental challenges by leveraging digital technologies and innovative solutions to reduce greenhouse gas emissions.

Second, our social focus centers on attracting, retaining, and developing a diverse talent pool, fostering an inclusive and welcoming workplaces for all. Lastly, our governance priorities emphasize ethical compliance, data privacy and security, and maintain strict oversight of financial reporting, risk management, and transparent communication with investors.



Message from the CEO

“At Photon, we believe technology should create measurable value for businesses, meaningful experiences for customers, and lasting impact for society.

As AI becomes the most significant technology shift of our generation, organizations have an unprecedented opportunity to rethink how they innovate, operate, and grow. Our role is not just to help enterprises adopt AI, but to help them apply it responsibly, effectively, and at scale

Customer trust, strong governance, and real business outcomes must remain at the center of every AI initiative. Innovation without trust creates risk; innovation with trust creates lasting value.

At Photon, we are helping some of the world's leading enterprises harness AI to accelerate transformation, unlock new opportunities, and build the next generation of intelligent digital experiences.

We are not just shaping the future of AI and digital transformation, we are helping our customers lead it with confidence.”

“



Srinivas Balasubramanian

Founder, Chairman & CEO

Corporate Overview

About Photon

WHO WE ARE

Photon is a global AI and digital transformation partner helping some of the world's largest enterprises accelerate growth, modernize customer experiences, and unlock new business value through technology.

Trusted by 40% of the Fortune 100, Photon works with leading organizations across Banking & Financial Services, Retail, Consumer Products, Healthcare & Life Sciences, Travel & Hospitality, Automotive, and Food Services to solve complex business challenges at scale.

With expertise spanning AI, data, digital commerce, cloud, experience engineering, and enterprise platforms, Photon combines strategy, design, and engineering to build intelligent solutions that deliver measurable outcomes, operational efficiency, and long-term competitive advantage.

To learn more, visit www.photon.com

WHAT WE DO

Photon helps enterprises transform how they engage customers, empower employees, and operate their businesses through the convergence of AI, data, design, and engineering.

We partner with organizations to create intelligent digital products, scalable platforms, and connected experiences that drive growth, improve efficiency, and deliver meaningful business impact.

Experience

Creative Services
PWAs and ARDs Sites
Mobile Apps
Internet of Things
Metaverse

Intelligence

MarTech
Data Tech and Analytics
Personalization
AI and Machine Learning
Identity Management

Execution

Commerce Service
Robotic Process Automation
APIs and Microservices
Cloud Services

Transformation

Digital HyperExpansion®
Strategy Consulting
GDPR & WCAG Compliance
Photon Labs
Photon Partners

INDUSTRIES WE SERVE

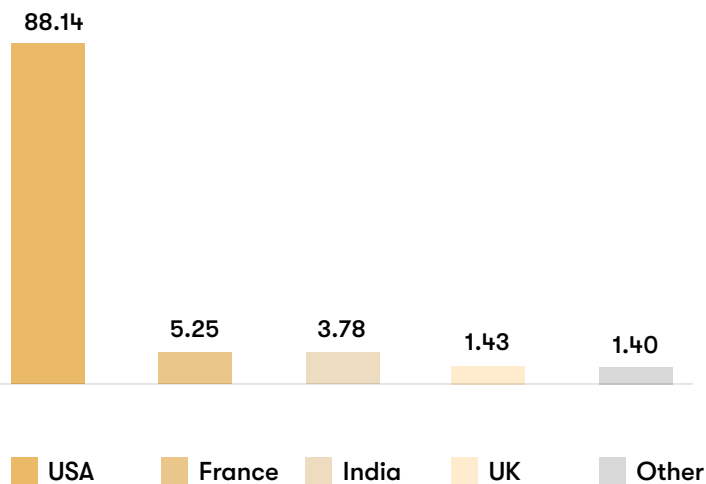
Financial Services, Retail, CPG Manufacturers, Pharma and Healthcare, Travel and Hospitality, Automotive, Private Equity, Restaurants, Publishing & Media, Supply Chain and Tech companies.

Photon at a Glance

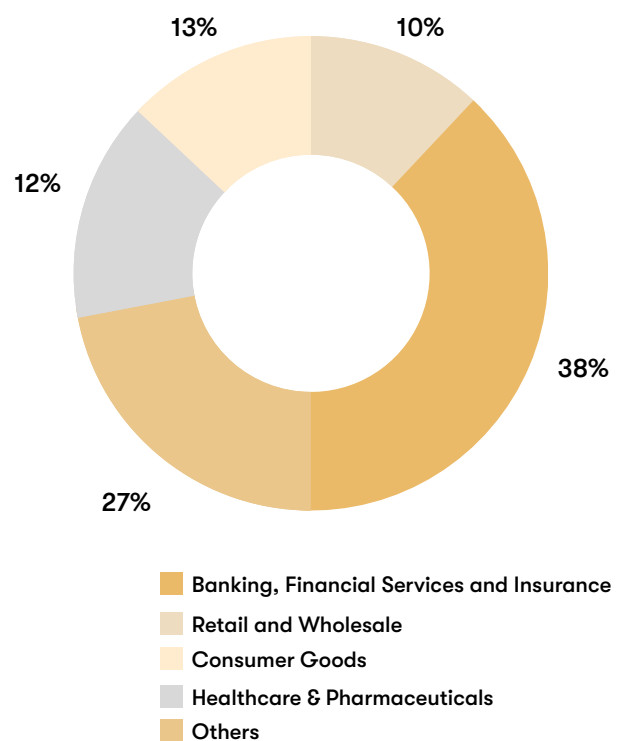
Revenue Distribution

(Year 2025)

Revenue by Country

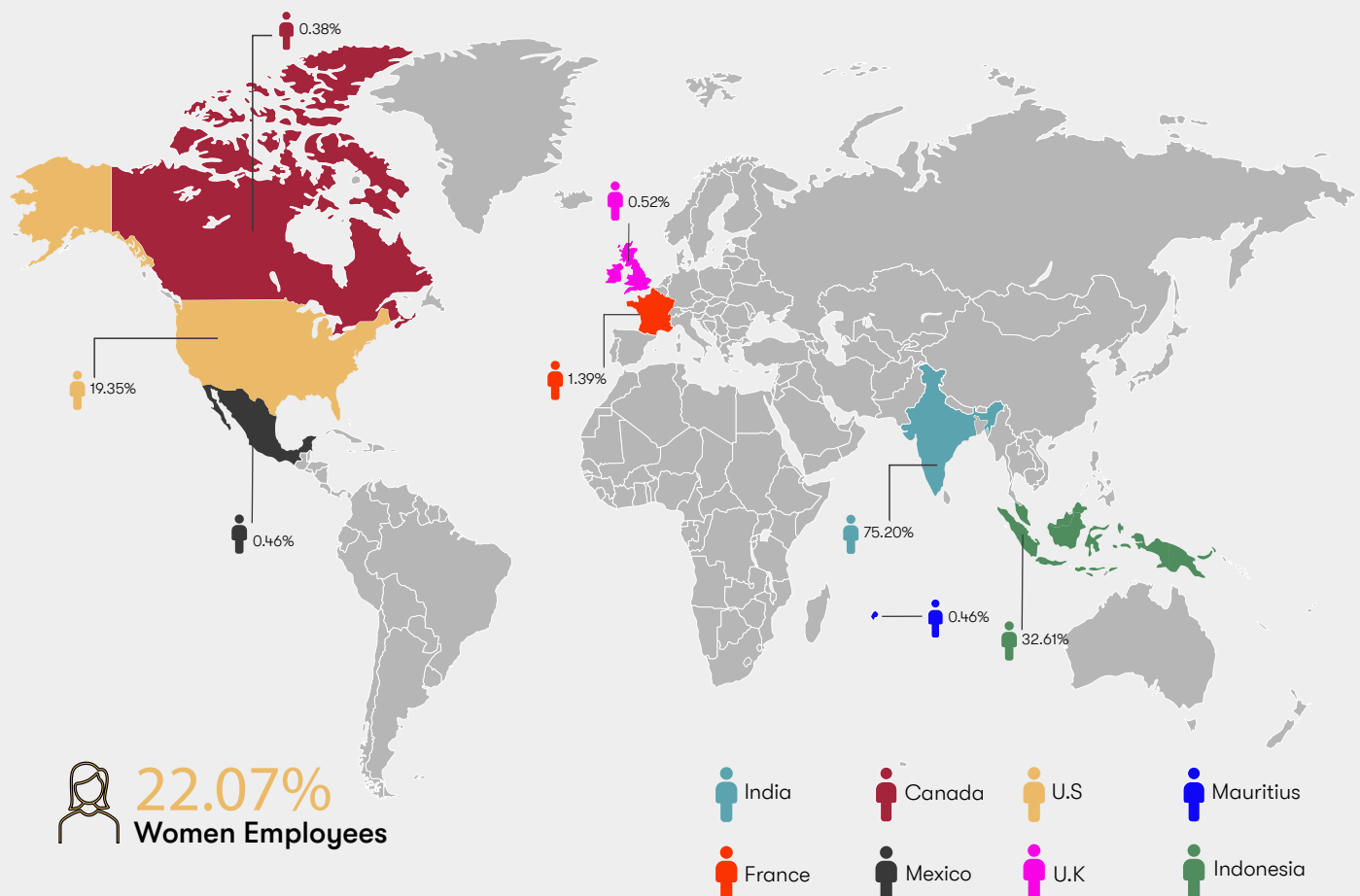


Revenue by Sector



Locations	%
India	75.20
North America - (US)	19.35
Indonesia	2.61
Europe – France	1.39
United Kingdom	0.52
Canada	0.38
Mauritius	0.09
Mexico	0.46
TOTAL	100.00

Employee Distribution



CORPORATE GOVERNANCE

Board of Directors

Srinivas Balasubramanian

Founder, Chairman &
Chief Executive Officer

Mukund Balasubramanian

Co-Founder &
Chief Technology Officer

Senior Management

Abhijit Sen

Executive Vice President,
Delivery

Hariprasad Ramakrishnan

Executive Vice President,
Customer Success

Anantha Vedachalam

Executive Vice President,
Delivery

Sanjiv C. Lochan

Chief Financial Officer

Siva Prasad Reddy

Chief Operating Officer



ESG IN PHOTON

Photon is committed to upholding Environmental, Social and Governance (ESG) values. We maintain transparency by consistently reporting our ESG metrics and goals. We remain dedicated to being responsible business and environmental stewards, focusing on supporting our stakeholders, minimizing our environmental footprint, and making meaningful contributions to the communities where we operate.

Our ESG priorities for a sustainable future

Priority A (by 2030)

Enhance the percentage of renewable electricity in our energy mix.

Environment

Priority B (by 2050)

Act on climate change by achieving carbon neutrality with net zero carbon emissions.

Social

Priority C (by 2030)

Promoting a diverse & inclusive workplace while empowering women in the workforce by taking DEI initiatives.

Governance

Priority D (by 2030)

Safeguard and ensure the protection and security of data, infrastructure, and identities.



Managing ESG Initiatives at Photon

Photon places a high priority on advancing its ESG initiatives. We recognize the importance of ESG factors and their impact on our business and stakeholders. As such, we are dedicated to embedding ESG considerations into every aspect of our operations, from strategic planning to everyday decision-making. By incorporating ESG into our decision-making processes, we ensure these factors are carefully evaluated and integrated into our choices. This comprehensive approach enables us to anticipate and address potential environmental, social, and governance risks and challenges.

On the environmental front, we aim to reduce our carbon footprint by focusing on initiatives that combat climate change, conserve resources, and promote sustainable practices. This includes adopting energy-efficient technologies, increasing the use of renewable energy, and implementing responsible waste management strategies.

In terms of social responsibility, we prioritize the health, safety, and well-being of our employees, as well as the communities in which we operate. We strive to maintain a diverse and inclusive workforce, foster a supportive and respectful work environment, and make positive contributions to local communities through various initiatives. These may include volunteer efforts, philanthropy, and partnerships that address social challenges and promote sustainable development.

Governance is critical to upholding ethical standards, transparency, and accountability. We are committed to maintaining strong corporate governance practices, complying with all relevant regulations, and promoting integrity across our organization. This includes establishing robust risk management systems, conducting regular audits, and ensuring sound financial practices.

By embedding ESG principles throughout our organization, we cultivate a culture of sustainability and responsibility. This approach not only helps us mitigate potential risks but also creates opportunities for innovation and growth.



Stakeholder Management

We understand that our firm and the actions we take impact a wide spectrum of stakeholders. We actively engage with these stakeholders and use the information gathered from their engagements. As a result, we gain valuable insights that allow us to better define our goals, refine our operating processes, and increase the quality and relevance of our reports.

Clients

Through our work, we strive to assist our customers in achieving more sustainable business outcomes while also meeting their own ESG objectives.

Employees

Our numerous commitments and social impact programs aim to engage employees, contribute to our company culture, and help people magnify their own impact on the world.

Suppliers

We collaborate with our suppliers and other business partners to provide added value to our clients, and we expect them to follow all the applicable regulations.

Community

We intend to leverage our technological expertise and local collaboration projects to help strengthen the communities in which we work.



ESG HIGHLIGHTS

Environment

- Energy intensity - 5.10 tCO₂e per million revenues for fiscal 2025
- The EcoVadis assessment awarded medal 2025
- **60.2%** of Renewable energy comes from Solar and wind electricity for our Indian operations
- **28,012.21 MWh** of total installed solar capacity.
- CDP Discloser since 2022

Social

- **3327.2** minimum learning hours in fiscal 2025
- **19,991** learners enabled with digital skilling
- **22.07%** women in the workforce in fiscal year 2025

Governance

- **ISO 27001:2022** information security management certification
- **SOC 2 Type II Certified**
- **PCI/DSS HIPAA Certified**

cybervadis
Certificate of Cybersecurity Assessment



certifies that

**NORTH AMERICA
PHOTON INFOTECH
LIMITED, FRANCE**

received a cybersecurity
assessment, scoring **Mature**
in their overall score



Assessed in: 21 Jun 2024
Valid until: 20 Jun 2025



ENVIRONMENT

We identify environmental aspects of our activities and ensure that all applicable rules and regulations are followed in all our locations. We use material resources judiciously, extend the life of our IT equipment, and manage and reduce waste with care.

As an organization, we aspire to accelerate our progress toward having a net positive impact. We want to do 'better' for the environment rather than 'harm' since we can all contribute to prevent climate change with our activities at work and home.



Highlights

Highlights From 2025

59% of the total electricity consumption of Photon's operations in India is from renewable energy

100% of the Hyderabad office is green-powered

Looking Forward To 2030

Audit our footprint and set clear Environmental targets (SBTi)



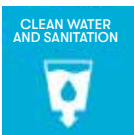
UN SDG Goals



We have a well-defined health safety and environmental policy. We also ensure wellbeing of employees by providing them with regular safety training and other wellness initiatives.



We promote gender equality through our people practices as CSR Programs. We ensure equality at all phases of employee lifecycle, from recruitment and remuneration to development. We also encourage equality in the communities we operate in through ESG initiatives aimed at women empowerment like enhancing women safety and awareness sessions.



We emphasize responsible management of water quality and consumption throughout the lifecycle of our assets. 100% water recycling through STP system, ensuring zero external discharge with all treated water reused within the building.



We are committed to lowering reliance on conventional energy sources while increasing the share of renewable energy including solar, wind, and hydro across our portfolio.



Environmental Strategy

Our belief is that a modern organization should prioritize sustainability, and technology can play a significant role in facilitating such efforts. Recognizing our role as a committed member of the global community, we recognize the interconnectedness of our future success and the health of the environment. Climate change is a major global concern that requires decisive economic leadership.

As a result, we have focused our efforts on lowering greenhouse gas emissions, which is where our operations have the greatest impact. In addition, we seek to use water more efficiently. By integrating our company strategy with sustainability goals, we hope to positively contribute to environmental preservation and create a more sustainable future.

Environmental Goals

Our objective is to accelerate our progress towards achieving carbon neutrality in our operations. We are currently assessing our Environmental impact to establish clear goals and targets within next two years. Our strategy involves the following actions:

- 01.** We strive to minimize the environmental impact of all our operations by acting in a sustainable, ethical and responsible manner
- 02.** We take our environmental duties seriously and are dedicated to protecting the environment by adhering to all relevant laws, regulations and standards.
- 03.** We are focused on continuously enhancing our environmental performance, accountability and transparency while fostering trust and respect among our stakeholders.
- 04.** We are committed to both short-term and long-term emissions reduction goals, including achieving net zero across the group, aligned with the Science Based Targets initiative (SBTi). Progress on these environmental goals will be reported each year. By implementing these measures, we are committed to reducing our carbon footprint and working towards a more sustainable future.

Measuring Our Carbon Footprint

Energy Management

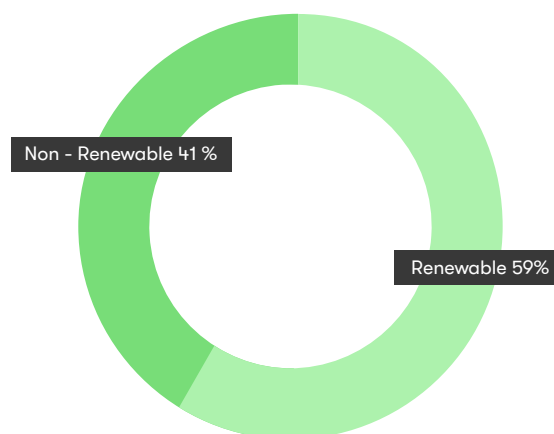
As we strive to minimize our footprint, here are some of the actions we're taking to reduce our consumption of natural resources:

- Employees at other locations use the 'Co-Workspace', so we are unable to collect data. Our total energy consumption decreased from 902.6 MWh to 860 MWh due to the exclusion of some office buildings in the U.S.
- Green-certified buildings LEED.
- We have reduced our energy consumption through measures such as use of energy efficient lighting and equipment, use of HVAC systems, etc.

Renewable Energy

Renewable energy can deliver substantial emissions reductions without relying on carbon offsets. Our objective in pursuing both direct and indirect renewable energy procurement is to drive demand and foster market growth. Our Hyderabad campus has transitioned to 100% renewable energy, and across India our overall renewable energy share stands at 59%, achieved through a mix of hydro, solar, and wind power.

Energy Consumption



Our Energy consumption (2025) *

Energy Consumption (MWh)	FY 2023	FY 2024	FY 2025
Renewable energy consumption	574.73	497.53	507.4
Non-Renewable energy consumption	796.34	405.24	352.6
Non-Renewable energy consumption	1,371.07	902.6	860
Energy Intensity per Employee (Total energy consumption/total number of employees)	0.42	0.30	0.24

GHG Emissions

During the reporting period, the Company transitioned toward increased on-site operations, supporting enhanced collaboration, operational efficiency, and employee engagement. While this shift has contributed to a rise in Scope 3 greenhouse gas (GHG) emissions particularly from employee commuting and purchased goods & service, this recognizes the changes as part of its evolving operating model.

At the same time, the organization is actively pursuing measures to mitigate the associated environmental impact, including promoting the use of lower-emission commuting options, optimizing workplace energy efficiency and engaging with suppliers to improve the sustainability of procured goods and services. Through these efforts, the Company remains committed to balancing business priorities with its long-term climate objectives.

Photon, as an IT company, does not have material Scope 1 emissions. The reduction in Scope 2 emissions highlights the Company's ongoing commitment to lowering its direct environmental footprint while progressing toward its broader climate and sustainability goals. This improvement has been driven by targeted initiatives, including optimization of electricity usage, enhanced energy efficiency across facilities and a gradual increase in the adoption of lower-carbon and renewable energy sources where feasible.

GHG Emissions (Tonnes)	FY 2023	FY 2024	FY 2025	%Change FY25 vs FY24
Scope 1	NA	NA	NA	NA
Scope 2				
Location - based	608	1247	860	-31.04%
Market - based NA	NA	NA	NA	NA
Scope 3				
Purchased Goods and Services	11	24.36	102.3	+319.95%
Waste Generated in Operations	2	3.9	0.7	-82.05%
Business Travel	518	342.59	342.59	-38.07%
Employee Commute	32,009	44183	44183	+65.64%
Total Scope 1, 2 & 3	33,148	45800.86	45800.86	

Notes:

All our Environmental data are based on records, but has not yet been verified by a third party

01. Purchased goods and services – The increase in Scope 3 emissions related to purchased goods and services compared to the previous year is primarily attributable to the rise in work-from-office activities. Additionally, several assets that had been in use for many years were decommissioned and demolished, hence leading to new purchases which contributed to the overall increase in emissions during the reporting period.

02. Employee commute - Employee commute emissions have also increased compared to the previous year due to the expansion of work-from-office activities which resulted in a higher frequency of travel to and from the workplace during the reporting period.

Emissions Of Ozone-Depleting Substances (ODS)

Photon does not have Emissions of ozone-depleting substances (ODS)

Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Significant Air Emissions

As we are an IT company, we do not directly emit air pollution so it's not applicable to us.





Waste Management

As part of our 2025 environmental initiatives, we implemented enhanced waste monitoring practices to ensure proper segregation of waste streams, including paper and food waste, across select office locations in India. In addition, certain offices in the United States strengthened waste management practices by consolidating and systematically segregating building waste within shared areas.

These focused efforts have delivered meaningful results, with total waste generation significantly reduced from 3.9 tons in the previous year to 0.7 tons in the current reporting period. This achievement reflects the effectiveness of our waste segregation and reduction initiatives and reinforces our commitment to sustainable resource management and environmental stewardship.

*** Total waste generated 0.7 tons.**

E-Waste management

Photon is committed to ensuring the safe and ecologically friendly disposal of electronic waste (e-waste) in compliance with applicable laws and regulations. We are committed to exchanging and promoting best practices in e-waste management, striving for increased efficiency for the greater good of the environment. Our commitment stems from a desire to ensure a sustainable and healthy natural environment for future generations. As an IT company, we generate e-waste as technology advances. When equipment, gadgets, or consumables like toner are identified as e-waste, we separate and dispose of the same to third party vendors in the designated places.

E-Waste Disposed (2025) *

	FY 2023	FY 2024	FY 2025
Assets Disposed (in numbers)	797	1057	549
Assets Disposed (in kg)	1980	4019	706.02

Water Management

We acknowledge the significance of advocating water conservation practices to safeguard this vital resource for future generations. As an IT company, Photon takes pride in its commitment to refrain from water withdrawal, discharge, or consumption in regions characterized by high or extremely high baseline water stress. Furthermore, we have found no adverse environmental effects on water, and our offices in India are LEED Certified. We also consider the LEED certificates we have obtained, which highlight our dedication to the preservation of natural resources like water. We have begun monitoring water consumption for drinking water as well as water consumption from builders from our office premises beginning in fiscal year 2025 at certain of our office locations in India. Also, from some offices in the United States, we collected all the building water and divided it among our shared areas.

Through shared areas, advanced treatment and reuse systems implemented including Moving Bed Biofilm Reactor (MBBR) technology with a capacity of 4,200 KLD. Through these initiatives, 100% of wastewater is treated and reused internally, ensuring zero external discharge and eliminating environmental impact. These systems are supported by continuous, 24/7 digital monitoring, reinforcing operational efficiency and compliance with environmental standards.

Water Consumption (2025)

Total water consumption
(Drinking)

450 (Kilo Liters)





SOCIAL

We are devoted to creating a positive influence in the societies and communities we work in. It is more than just a gesture of kindness; it is a basic goal that drives our firm and helps us to live our core beliefs. Photon's success is dependent on the talents of our employees and the vitality of our communities. Photon invests in people throughout the employee lifetime, using our resources and experience to drive inclusive growth.



Highlights

Highlights From 2025

Collaboration with non-governmental organizations to support charitable initiatives. Living wage program- Gap analysis is underway.

Looking Forward To 2025/26

DEI Target setting enhances a gender-diverse workforce.

Our Culture

We help the world run better by providing innovative products and services that increase company productivity and efficiency while also positively contributing to society. We can have the biggest influence on our clients, partners, employees, and the globe by creating an inclusive workplace that supports learning and exploring innovative ideas and innovative techniques.





Supporting Our Employees

Photon believes that change and difficulties are constant. They also advocate for an "always-on-learning" strategy to empower and develop human talent on a wide scale, ensuring future readiness. This strategy is to change the narrative in a variety of scenarios, beginning with early childhood schooling and progressing to satisfying jobs, as well as managing career transitions near the conclusion of one's professional path.

Learning & Development

Photon also boosts the concepts of "Upskilling" and "Reskilling" for its employees and constantly encourages its employees to take part in course nominations and certifications. We initiated Udemmy training skills for all employees of distinct categories. Not only does this fill the gaps in skillsets within teams, but it also enables injection of rare skillset combos, which further enhances individual and team performances. Photon has a robust reimbursement policy that helps employees upskill and reskill themselves without having to burn a huge hole in their pockets.

PhotonU

Photon's global career advancement strategy includes a talent development approach. This technique is part of a larger framework called Photon University. This framework offers a variety of materials to help individuals develop their own career strategies. These tools help develop varied talents and offer practical applications.

As part of our ESG Initiative, we have provided Training from External Consultant to all the employees and published ESG Mandatory and Speak Up training courses to all employees through Photon U.

Professional Development

Our organization is committed to fostering continuous learning and career growth by offering diverse professional development opportunities for employees at all levels. These include structured training programs in key areas such as compliance, human resources, soft skills, and technical competencies, along with access to digital learning platforms for ongoing upskilling. Employees benefit from induction programs, role-based technical training, and technology-focused learning to stay current with industry advancements.

In addition, we support leadership capability building through targeted development initiatives, experiential learning, and exposure to cross-functional projects. Employees are also encouraged to pursue self-development through mentoring, coaching, and individualized development plans, enabling them to enhance their professional capabilities and prepare for future roles within the organization.

Internal Phishing training (2025)

FY 2025

No. of training hours	23291
Training Category types	7
Number of training hours per employee	6.75

Academic Scholarship for Students

We provide financial aid to students from poor backgrounds through contributions to the Srinivas Trust. Additionally, we support students who have proven excellence in sports at the district, state, and national levels. This initiative has helped Engineering and Diploma students at Vickram College of Engineering and Vikram Polytechnic College, with their tuition fees being either partially or fully covered by Photon.

Employee Engagement

Jan'25- Vaccination drive (Wellness Series)

Vaccination Drive and Awareness Session to support employee health and well-being. Vaccines offered include Pneumococcal, Influenza (Flu), and HPV (for females), with vaccination camps organized at the office and optional home vaccination services available at an additional nominal cost. The initiative is also open to family members, with vaccines offered at subsidized rates negotiated below market prices.



March '25 IWD 2025

Sheroes 2025 , Nutrition talk by Guest speaker and floor activities. #linkedin series, Sheroes 2025, Fireside chat with Female client stakeholders - L'oreal and Unconscious Bias Workshop, Women Wellness Session on IWD

Aug'25 – Independence Day

Celebrations – We had Independence Day Celebrations across various offices of Photon - On the floor celebration. Sep'25-



Sep'25-Onam Celebration (Bengaluru, Chennai & HYD)

Onam 2025 was celebrated with great enthusiasm and spirit across our Bangalore, Chennai, and Hyderabad offices. The vibrant festivities brought together employees from all cultures to experience the beauty of this traditional festival. Our celebrations included intricate Pookalam (floral rangoli) designs, On the floor Celebrations.

Employee Engagement



Nov'25 - Diwali Celebrations (Global) Every Photon office had its own sparkle this Diwali '25, brimming with shared laughs, traditions, and abundant cheer. The celebrations were a vibrant display of our unity, shared joy, and Photon's commitment to embracing diverse cultures and festivities. The celebrations included Diya Painting, Bay decoration, Rangoli competitions, On the floor Celebrations.

Dec'25- Clothes Donation drive (Bangalore & Chennai) – Cloth Donation drive was started where employees donated clothes for less privileged people of society. Clean, used, or new clothes were donated in the donation boxes placed in our office reception areas to be distributed to less privileged people of society with the help of named NGOs for both Chennai & Bangalore locations.



Dec' 25 – Christmas Celebrations (Global) Christmas Celebrations were organized across various offices of Photon. The celebrations included Christmas Carol singing, Christmas Tree Décor, Bay decorations, On the floor celebrations.

Dec'25- Blood Donation – Every drop counts, every life matters. Together, we save lives. This season of giving, we're spreading joy by saving lives!



Diversity, Equity, And Inclusion (DEI)

At Photon, we aggressively promote a culture of conscious inclusion and active involvement. We think that every individual can positively change society while being their real selves at work. To conduct this, we are committed to increasing the diversity of our staff, creating a flexible work environment, cultivating an inclusive culture, and pushing for equality both within and outside of Photon.

Photon's DEI program is critical to developing a diverse and inclusive workforce and proving a sense of belonging. The company is confident that this approach results in a stronger and more fulfilled workforce. By emphasizing diversity, equity, and inclusion, Photon hopes to foster an environment in which every member feels appreciated, respected, and empowered to share their unique thoughts and experiences. This, in turn, improves employee happiness and organizational performance.

By actively supporting diversity, we hope to guarantee that our workforce stands for a diverse range of backgrounds, experiences, and opinions. This variety fosters creativity, innovation, and empathy in our organization. We also recognize the value of a flexible work environment that meets individual needs and encourages work-life balance. By increasing flexibility, we allow our employees to bring their full selves to work, generating a sense of belonging and well-being.

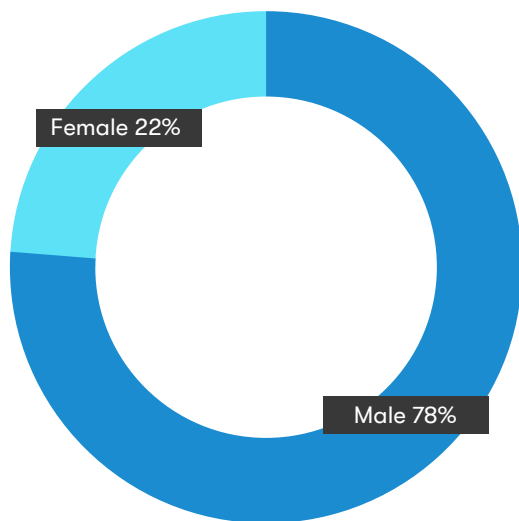
Creating an inclusive culture is an essential part of our approach. We encourage respect, compassion, and empathy at all levels of business, creating an environment in which employees feel appreciated and heard. Furthermore, our commitment to equity extends beyond our company's borders. We aggressively promote justice and fair chances, both within our business and in society at large. We aspire to build a workplace that values and celebrates conscious inclusiveness, active involvement, and honest self-expression, which helps both our employees and the greater community.

Gender diversity ratio saw a downturn this year primarily due to end of Work from home which resulted in increased attrition specially in women employees. Photon is reworking its employee benefits program to change this trend.

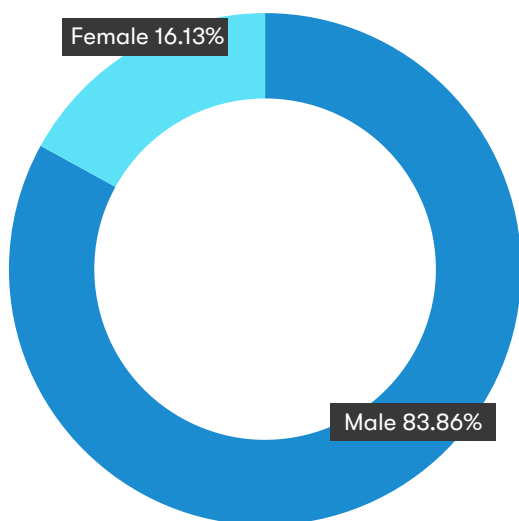


By the Numbers - 2025 Employee Diversity

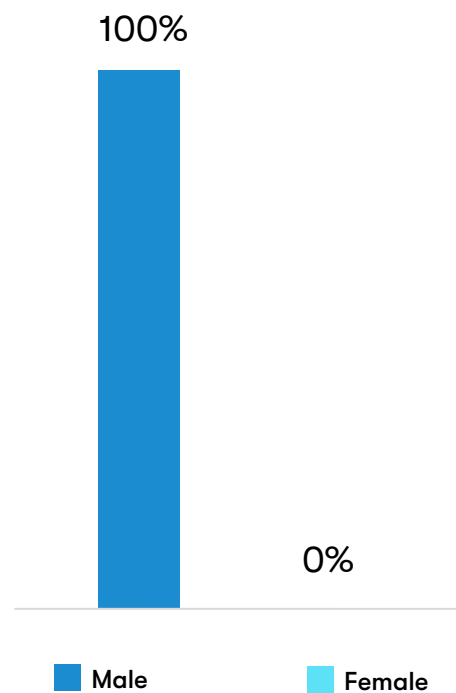
Gender Diversity



Senior & Middle Management by Gender

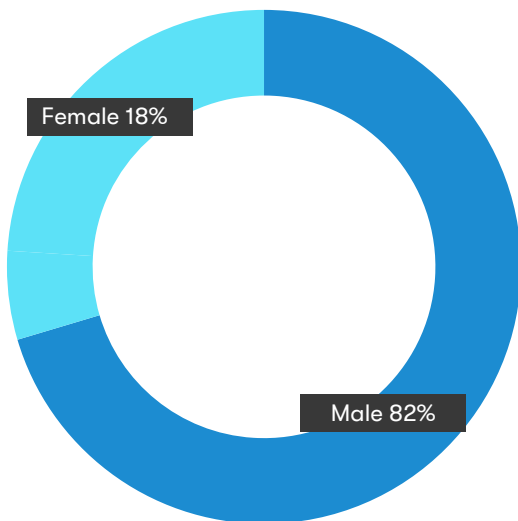


Board Diversity

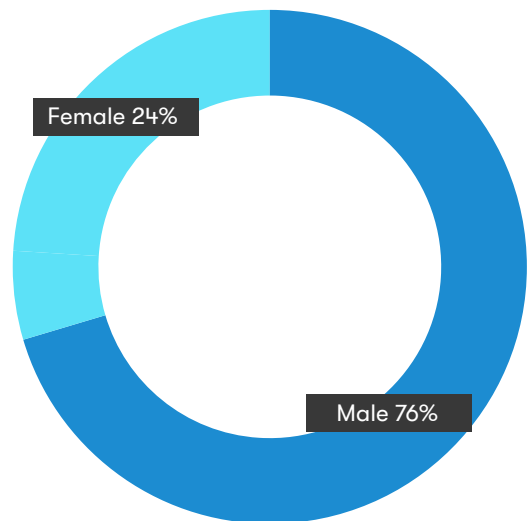


By the Numbers - 2025 Employee New Hire & Turnover

New Hire



Turnover

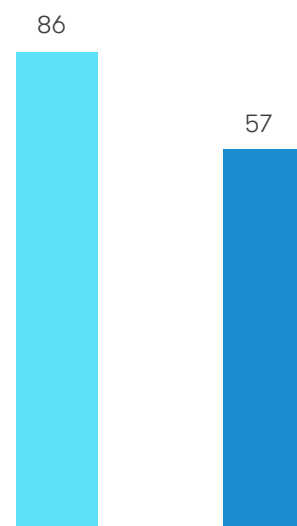


Male New Hires vs Turnover



Turnover New hire

Female New Hires vs Turnover



Turnover New hire



EMPLOYEE BENEFITS

The non-wage compensation provided to employees in addition to their regular salary or wages. These benefits can vary widely depending on the employer, industry, and location, but they are typically designed to enhance the well-being, financial security, and work-life balance of employees.

Parental Leaves

In fiscal 2025, It's typically shorter than birth-related leave, although the duration and pay is for 3 days.

Maternity Leaves

Post-maternity return-to-work program ensured 90%+ women returned to work after 6 months of resuming work.

People with Disabilities

Our focused hiring and retention efforts for employees with disabilities have yielded positive results. We hire employees who have voluntarily declared disabilities with a certificate.

Flexible Work

We provide flexi work timing for all employees for those who want to develop their careers simultaneously.

EQUAL OPPORTUNITY & INCLUSIVE WORKPLACE

The organization is committed to fostering an inclusive and equitable workplace by promoting equal employment opportunities across all levels of the workforce. Recruitment and employment decisions are based on merit, qualifications, skills, and experience, without discrimination based on gender, ethnicity, race, religion, or background. During the 2025 reporting period, the organization continued to support inclusive hiring practices through fair recruitment processes and workforce diversity monitoring across executive, managerial, and professional roles. Recruitment data reflects representation from diverse ethnic and demographic groups, demonstrating the organization's commitment to equal opportunity and inclusive workplace practices.

Job Category	Top Hires
Executive / Senior Officials & Managers	1
First / Mid Officials & Managers	34
Professionals	132
Total Recruitment	167

Diversity Metrics	Number of Employees	Percentage
Total Workforce Employees	493	100%
Employees from Diverse Ethnic Backgrounds* – Overall Workforce	449	91.1%
Other Employees – Overall Workforce	44	8.9%
Total Top Management Employees	28	100%
Employees from Diverse Ethnic Backgrounds* – Top Management	23	82.1%
Other employees – Top management	5	17.9%

***Includes employees across Hispanic/Latino, Black, Asian, and other ethnically diverse demographic groups represented within the organization.**

The organization continues to promote diversity, equity, and equal opportunity across all levels of the workforce, including leadership and decision-making positions.

HEALTH AND SAFETY

Our organization is committed to the successful implementation of our environmental, health, and safety management system.

This commitment includes ensuring a safe and healthy working environment for our employees, contractors, business partners, visitors, and the broader community:

- We conduct regular mock drills and provide first aid training to our employees to ensure preparedness and safety.
- We also organize health check-ups and mental well-being sessions, including activities such as yoga (online sessions), guest speaker talks on nutrition, as well as oral hygiene and eye check-up camps.

Our goal is to ensure the health and safety of our stakeholders. Our health and safety policy encompasses:

- Used a hazard identification grid to reduce priority hazards, including biomechanical, psychosocial, and biological.
- Ensure safe and healthy working conditions to prevent injuries and occupational diseases. Foster a culture of health promotion to ensure work-life balance and manage risks and opportunities.

Employees and senior management's dedication to promoting a coexisting atmosphere, preventing workplace harassment, and ensuring people's dignity and integrity.





GOVERNANCE

Our corporate governance reflects our ideals, including our culture, policies, and interactions with stakeholders. Integrity and transparency are crucial to our corporate governance strategy, driving our success and ensuring that our stakeholders' trust stays strong and grows.

We try to do the right thing and give a good example for others to follow. Our ideals are based on intentional leadership and unshakable honesty.



HIGHLIGHTS FROM 2025

Health and Safety measures took place for this year by conducting welfare programs to all the employees.

Corporate Governance

As Photon we uphold strong corporate governance practices that enhance our accountability and transparency, reflecting our ethical commitment to prioritizing the best interests of our stakeholders. Our goal is to set up, maintain, and implement ambitious standards of governance across all aspects of our operations.

Guided by a strong leadership team, we ensure effective governance practices are embedded throughout the organization. The Board Committee works collaboratively year-round to develop innovative governance frameworks that set new benchmarks within the industry.

Photon has no female director out of 10 directors.





SUSTAINABILITY COMMITTEE

The ESG Executive Committee handles overseeing the company's Environmental, Social, and Governance (ESG) initiatives and ensuring that the company runs in a sustainable and responsible manner.

The Chairperson will lead the meeting, set the agenda, and ensure that all members fulfill their responsibilities. The Vice-Chairperson will aid the Chairperson and assume the Chairperson's responsibilities in their absence. Photon also has members from various departments with relevant abilities. All the activities of the committee will be managed by the Committee Secretary.

DIRECTOR COMPENSATION

CEO Pay Ratio

We are providing the following information about the relationship of the annual total compensation of our employees (based on the median as mentioned below) and that of our president and CEO.

- For 2025, the median annual total compensation of all employees (other than CEO) was \$38,441 and the total annual compensation of CEO was \$493,700
- Based on this information, for 2025, the ratio of annual total compensation of our CEO to the median annual total compensation of all other employees is estimated at 12.8 to 1.



Supply Chain Management

Our value proposition includes active participation in our clients' supply chains, and we apply the same understanding of interrelated impacts to our own supply chain. Photon collaborates with its suppliers to share this commitment and, as a result, has produced this Supplier Code of Conduct.

Although Photon's suppliers may face varied legal and cultural situations, they must follow the Code to do business with Photon or any of its subsidiaries. Photon has two essential values: trust and transparency. These essential values, combined with our commitments to customers, suppliers, workers, and communities, serve as the cornerstone for our policy.

This policy will guarantee that all Photon purchases of goods and services adhere to the proper controls, processes, and fiduciary rigor.

Supplier Diversity

Our goal with supplier diversity is to provide chances for eligible businesses owned by persons from varied backgrounds to engage as our suppliers.

The primary goals of Photon's Supplier Diversity Program are to provide opportunities to diverse suppliers while adhering to our procurement standards, to generate long-term value for our clients and communities, to supply competitively priced and dependable goods and services, and to allow us to maintain agility, disruptiveness, and a competitive edge in the market. Furthermore, we use our supplier diversity to meet the supplier variety needs of our corporate clients.

Our Supplier Diversity Policy demonstrates our commitment to working with historically underrepresented and diverse businesses, such as those owned by minorities, women, the disabled, LGBTQ+ people, and veterans.



Supplier Engagement

As part of our supplier engagement and responsible sourcing initiatives, we conducted ESG-focused supplier communication activities to better understand suppliers' environmental, social and governance practices and maturity levels. The engagement covered key areas including environmental management systems, integration of ESG requirements into supplier operations, climate commitments, Scope 3 emissions management, human rights due diligence and sustainability data reporting.

Feedback received from suppliers indicates that several suppliers have established formal sustainability practices, including certified Environmental Management Systems (such as ISO 14001), formal Codes of Conduct, Science Based Targets (SBTi)-aligned climate commitments and documented human rights due diligence procedures. Suppliers also confirmed that ESG-related data is increasingly being tracked and incorporated into operational decision-making processes.

The engagement further highlighted ongoing opportunities to strengthen supplier sustainability governance through the gradual formalization of ESG clauses within supplier contracts, structured supplier ESG assessment mechanisms and more comprehensive Scope 3 emissions and value chain impact management programs. These supplier engagement activities support our broader commitment to responsible procurement, sustainability risk management and continuous improvement across the value chain.

Code Of Conduct And Ethics

We believe that adhering to the most severe business conduct and ethical principles is critical for responsible business operations. Our Code of Conduct and Ethics serves as a foundation for supporting the highest ethical standards among our personnel. It follows the legal standards proven in applicable laws and regulations, such as those governing anti-bribery, anti-corruption, and the ethical management of conflicts of interest. Furthermore, it clearly explains our expectations for our employees' behavior.

Photons' Code of Conduct and Ethics Policy is intended to set up discipline and provide guidance to all of our stakeholders. It is the job of senior management to support the highest level of work discipline in the workplace. Serious misbehavior includes matters such as discipline, integrity, disregard for duty, insubordination, actions damaging to the organization's business interests, and absenteeism. Formal disciplinary action is typically used as a last resort to handle employee behavior issues. This procedure entails conducting investigations, accumulating reasonable proof of guilt, and carefully considering the facts of each case before taking official action.



Conflict Of Interest

A conflict of interest is defined as a situation that impairs an individual's decision-making ability or performance of his/her job owing to personal or business relationships that adversely impact neutral and rational decision making. Employees must disclose any such conflicts to the reporting manager and HR to avoid any detrimental effects on the business and on the individual's career at Photon. Personal relationships in this context refer to workplace relationships involving a relative or any romantic liaison either within the workplace or to do with suppliers, contractors or other agencies that Photon has a business relationship with. Photon as an organization would report any conflict of interest identified to the respective stakeholders and escalate the same with the appropriate legal authority.

Anti-Bribery & Anti-Corruption

We follow a rigorous Anti-Bribery & Anti-Corruption policy that clearly states our position on bribery and corruption. The management team examines this policy on a regular basis to verify its effectiveness and alignment with developing standards and best practices. Bribery is a serious criminal offence in jurisdictions in which the Company operates, including India [cite Indian anti-bribery legislation], the United Kingdom (UK Bribery Act 2010) and the United States of America (Foreign Corrupt Practices Act of 1977). Bribery and corruption offences can result in the imposition of severe fines or sentences, exclusion from tendering for public contracts and severe reputational damage. They can also result in violations of other laws, including anti-money laundering, mail and wire fraud and conspiracy laws. As of 2025, there have been zero reported incidents of corruption or bribery, reflecting the organization's strong commitment to

- Set out the Company's responsibilities, and the responsibilities of those working for the Company, to deter and prevent acts of bribery and corruption; and
- Provide information and guidance to those working for the Company to recognize and deal with bribery and corruption issues.

The goal of our policy is to define the Company's and its employees' responsibilities to deter and prevent acts of bribery and corruption, as well as to provide information and guidance to those employees on how to recognize and deal with bribery and corruption issues. Our Anti-Corruption Policy clearly states that we will not tolerate any sort of bribery or corruption. It demonstrates our commitment to conducting business responsibly and in full compliance with all applicable anti-corruption laws in the jurisdictions where we operate.

Gift and Hospitality:

An employee must always assess the purpose behind any hospitality or entertainment. Hospitality or entertainment with the intention of improperly influencing anyone's decision-making or objectivity, or making the recipient feel unduly obligated in any way, should never be offered or received. Employees should always consider how the recipient is likely to view hospitality. Similarly, employees must decline any invitation or offer of hospitality or entertainment when made with the actual or apparent intent to influence the employee's decisions. The giving or receiving gifts can in some cases influence, or appear to influence, decision-making, for example by persuading the recipient to favor the person who made the gift over his own employer. As such employees should think very carefully before making, or receiving, gifts.

Gifts can occasionally be offered to celebrate special occasions (for example holidays or the birth of a child), provided such gifts are moderate in value, occasional, appropriate, unconditional, and are in general compliance with local business practices. No gift should be given or accepted if it could be seen improperly influencing the decision-making of the recipient. In addition, some types of gifts will clearly never be acceptable, including gifts that are illegal or unethical, or involve cash or cash equivalents (e.g., loans, stock options, etc.).

Human Rights

Photon's position on human rights, and all its community programs are guided by the Photon's Code of Conduct and Equal Opportunity Policy. Several company level policies addressing occupational health and safety, sustainable and safe workplace, privacy, Corporate Social Responsibility guide our processes and operations. We are aligned with international laws, principles, and norms, including those contained in the Universal Declaration of Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, United Nations Guiding Principles on Business and Human Rights.

Photon will not discriminate in favor of or unfavorably towards any gender or social or economic status. Justice and Fairness shall be the guiding principles for all policy decisions. As of 2025, no incidents related to human rights violations have been reported, either internally or externally, reflecting our continued commitment to upholding human rights standards.

Ensure Fair and merit-based employment decisions: -

Photon employees are entitled to fair treatment in respect to all aspects of their employment, including compensation and working conditions, consistent with local laws. Photon does not tolerate discrimination against a person's legally protected characteristics, such as race, color, religion, gender identity, age, national origin, sexual orientation, marital status, disability status, or veteran status when making employment decisions.

Equal opportunity & Non-discrimination: -

Merit in qualification, performance and capability form the sole criteria for selection. It is Photon's constant endeavor to ensure there is no discrimination in respect of employment and occupation. Wages, hours of work and social benefits are based on local laws and regulations as well as prevailing market standards and practices.

Harassment Free Workplace: -

Photon treats all employees with respect and provides a work environment free from all forms of harassment, whether physical, verbal, or psychological. This includes behavior/action directed towards third parties during Photon's business operations. Employees have the right to freedom of opinion and expression and are free to openly communicate and share ideas and concerns with management without fear of discrimination, reprisal or intimidation.

Speak Up Mechanism

Photon established an External Speak Up system to simplify the reporting of concerns about unethical activity, actual or suspected fraud, or violations of the Company's Code of Conduct and Ethics. This portal is available to both employees and other stakeholders. Employees were educated on these reporting channels via training modules, ensuring that they were aware of the routes via which they may report any such concerns.

Ethics Reporting and Advisory Tool:

Our 24/7 ethics helpline, Speak Up, hosted by an independent provider, serves as a vital channel for reporting issues and seeking advice on actions or behaviors.

It's Instrumental in:

Promoting the safe expression of concerns and difficulties for management to be aware of employees, vendors, suppliers, business partners, dealer/distributor network, agents and third parties.

Providing reassurance to all stakeholders that their worries are taken seriously. Ensuring that threats to financial integrity, the environment, public health and safety, human rights and the rule of law do not go unchecked.

Concerns about unethical behavior, real or suspected fraud, or violations of the company's code of conduct or ethics policy should be reported.

Confidentiality:

The Company will do its best to protect an individual's identity when he or she raises concern; however, the investigation process may reveal the source of the information and a statement by the individual may be required as part of the evidence.

Anonymous Allegations:

Individuals are encouraged to put their names to allegations. Concerns expressed anonymously are much less powerful, but they will be considered and investigated at the discretion of the Company. In exercising this discretion, the factors to be considered would include: the seriousness of the issues raised; the credibility of the concern; and the likelihood of confirming the allegation from attributable sources.

Reporting Channels:

Web portal: <https://photon.integritymatters.in>

Email: photon@integritymatters.in



Data Security

We are entrusted with a wealth of personal information from our collaborators, clients, and third parties. It is our unwavering commitment to overseeing this personal information in an ethical and lawful manner. We are constantly working to improve our technology and processes to ensure the protection of such information, making it a top priority to protect the privacy and confidentiality of the people whose information we manage.

As part of its social responsibility, Photon adheres to national and international compliance with data privacy laws. Photon has a strict policy for maintaining the confidentiality and security of the information we acquire from our clients. We do not disclose non-public personal information with unaffiliated third parties. Except for the purposes specified below, information is only shared with your consent and in conformity with all applicable laws. It provides vital information on how we manage your personal information.

Information Security

(ISMS) framework is based on the ISO 27001:2022 standard and organization wide. Since 2020, Photon has a SOC 2 Type 2 report describing the internal controls we have in place to safeguard customer data and how well those controls work. This report is essential because it is organization-wide, and we can demonstrate to internal and external stakeholders that we are securing data in accordance with requirements. During the reporting period 2025, there is no occurrence of verified information security breaches or incidents.

DATA PRIVACY

Photon has a firm policy of protecting the confidentiality and security of information that we collect from our clients. We do not share your non-public personal information with unaffiliated third parties. Information is only shared with your consent except for the specific purposes below, in accordance with all applicable laws.

We collect personal information and process.

Personal Information is any data which relates to an individual who may be identified from that data, or from a combination of a set of data, and other information which is in possession of Photon.

In general, you may browse our website without providing any Personal Information about yourself. However, we collect certain information such as:

- Information that you provide via our website, including information you provide when you register on our website e.g., name, email address, designation, company, country and telephone number.
- Information about your computer and about your visits to and use of this Site, such as your Internet Protocol (IP) address, demographics, your computers' operating system, and browser type and information collected via cookies.

Uses of your Personal Information

- To provide better usability, troubleshooting and site maintenance
- To understand which parts of the website are visited and how frequently.
- To create your user ID
- To identify you once you register on our website.
- To contact you and respond to your questions or requests.
- To provide access to desirable content based on your preferences.
- To process job application related requests.





Data Retention

We will retain your personal data only for as long as is necessary. We maintain specific records management and retention policies and procedures, so that personal data is deleted after a reasonable time according to the following retention criteria:

- We retain your data if we have an ongoing relationship with you (in particular if you have an account with us).
- We will only keep the data while your account is active or for as long as needed to provide services to you.
- We retain your data for as long as needed to comply with our global legal and contractual obligations.

Contact Us

If you have any questions regarding our privacy practices or this privacy statement, please contact us at:

Data Privacy Office,

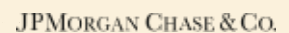
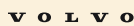
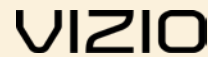
Corporate Compliance Office, Photon Interactive,
DLF IT SEZ, Mount Poonamalle Road, Manapakkam, Chennai 600086, India

Phone: +91 44 30618000

Email: privacy@photon.com

Our Customers

Photon serves 40% of the Fortune 100, acting as a trusted digital transformation partner. We provide consulting across mobile, cloud, AI, and omnichannel digital experiences, offer dedicated on-site support, and work closely with clients to help them achieve their digital transformation goals.





Photon's mission is to help our clients embrace the power of AI and digital technology.

We are the transformation partner trusted by leading Fortune 100 companies, helping them reimagine customer experiences, modernize platforms and scale AI across their businesses.

Our approach brings together strategy, design, engineering, and AI expertise to help organizations navigate change and build for the future.

Please visit www.photon.com to learn more about us.

Making Tomorrow Happen Today

