



ESG Report

FY'2025-26

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"Technology can transform businesses. Values can transform societies. Our responsibility is to ensure that we advance both together."

Dear Stakeholders,

As I reflect on Clover Infotech's journey over the last three decades, I am reminded that lasting success is not measured solely by growth or technological innovation. It is measured by the positive impact we create for people, the responsibility with which we use resources, and the trust we earn from every stakeholder we serve. This year's ESG Report reflects that belief in action, with measurable progress across every dimension of our responsibility.

Our Environmental Commitment: Building the Baseline for Meaningful Action

The world continues to navigate profound shifts driven by climate volatility, and businesses must respond with both urgency and rigour. During FY 2025–26, we took a foundational step by refining our greenhouse gas accounting methodology in line with the GHG Protocol Corporate Accounting and Reporting Standard and adopting this year as our new baseline for all future climate measurement. Total emissions across Scopes 1, 2, and 3 stood at **1,409 tCO₂e**. We are committed to achieving our 2030 decarbonization targets, including a 50% reduction in Scope 1 and 2 emissions and a 10% reduction in Scope 3 emissions from the baseline level.

These are not abstract ambitions. We channeled **654 kg** of e-waste to government-authorized recyclers, partnered with Bisleri's recycling initiative for plastic waste, deployed sensor-based taps and LED lighting across all facilities, and shifted to reusable janitorial containers to reduce single-use packaging. Our ISO 14001:2015-certified Environmental Management System ensures that water, energy, and waste are monitored, reviewed, and continuously improved upon, not as an afterthought but as a governance discipline.

Enabling Our Customers' Sustainability Through Technology

What I find equally significant, and often underappreciated, is the role our services play in enabling our customers' own sustainability journeys. As a technology partner to enterprises across Banking, Financial Services, and Insurance, industries that underpin the economic infrastructure of the countries we operate in, we help clients modernize legacy systems, migrate to cloud-native architectures and deploy AI-powered automation across their operations. Each of these engagements directly reduces the energy intensity of our customers' IT estates, streamlines processes that previously consumed significant resources, and accelerates their shift toward leaner, lower-carbon operating models.

When a large bank migrates from on-premises infrastructure to a cloud-optimized environment through our managed services capabilities, the energy savings are real and measurable, and they may well appear in that institution's own sustainability disclosures. When we automate manual processes through AI and intelligent workflows, we are not only improving efficiency; we are reducing the resource consumption embedded in those processes. This is an indirect but meaningful contribution to climate action that extends well beyond our own

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operational boundaries, and I am proud that our business model inherently supports such outcomes.

Strengthening Governance - For Ourselves and Our Customers

In highly regulated industries such as BFSI, governance is not a preference; it is a prerequisite. Our customers operate under the scrutiny of regulators like the RBI and SEBI, and they depend on partners who can meet the highest standards of information security, data privacy, and operational integrity. Clover Infotech's certifications such as ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO/IEC 27001:2022, and SOC 1 & SOC 2 Type II attestations are not merely our own achievements. They are assurances to our customers that the systems, processes, and people they rely on meet the most rigorous global benchmarks.

During FY 2025–26, we reported zero data breaches and zero client-impacting security incidents. We achieved 70% DLP coverage across our endpoints, with full deployment on track by end of 2026. We implemented a formal policy for the secure use of AI tools, ensuring that every AI-enabled solution we deploy, internally or for customers, operates under clear human oversight, accountability, and ethical guidelines. We also conducted annual ISMS awareness training across our entire workforce, because governance is only as strong as the culture that sustains it.

What this means in practice is that when our customers undergo regulatory audits, when they report to their boards on compliance, and when they represent their governance posture to their own stakeholders, the work of Clover Infotech's people is embedded in that assurance. We contribute to our customers' governance goals not through declarations, but through the discipline of our daily operations. Through this, we serve not only our clients but their end customers and the broader society that depends on the integrity of these institutions.

Investing in Our People: The Foundation of Everything

Today, 5,197 Cloverites across India, the UAE, the United States, Canada, and Singapore form the backbone of this organization. Their dedication, resilience, and skill make every commitment in this report possible.

This year, we delivered 163 training programmes reaching 2,957 consultants - a 6.5% increase over the previous year. We upskilled 2,617 consultants through on-demand technical training and 340 through dedicated soft skills programmes. This translates into more than three training programmes conducted per week during the calendar year, with over 50% of our workforce having undergone training and upskilling programmes.

Our leadership development initiatives, conducted in partnership with leading B-Schools such as NMIMS and ISB, engaged 64 leaders across four structured programmes from the Management Foundation Program for mid-level managers to the Executive Leadership Program for our senior-most leaders. We also completed five internship programmes focused on AI, Machine Learning, and Data Science, investing in the pipeline of talent that will define our industry's future.

Our commitment to employee well-being is equally substantive. We organized health check-up camps across Andheri, Airoli, Pune, Chennai, and Gurgaon, reaching 666 employees. We conducted wellness webinars on hypertension, diabetes, nutrition, mental health, and digital fraud awareness. We recorded zero lost-time safety incidents and zero occupational illnesses throughout the year, a direct result of our ISO 45001:2018-aligned safety management system and our semi-annual hazard identification and risk assessments.

On diversity, women now represent 17% of our workforce, and we remain focused on reaching 20% by 2027. Our "Bring Young Mothers Back to the Workspace" initiative, our 26-week paid maternity leave policy, and our inclusive hiring practices which look beyond academic percentages to assess skills, potential, and attitude reflect a deliberate effort to build a workforce

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that mirrors the society we serve. We also employ individuals with special needs, because we believe talent has no single measure.

Our Responsibility Beyond Our Walls

Through our CSR partnerships with Catalysts for Social Action, Tapia Charitable Trust, and Kalote Animal Trust, we invested ₹47.83 lakh during the year. The outcomes are tangible: 88 children supported across three Child Care Institutions in Madhya Pradesh, with a 23-percentage-point improvement in literacy and numeracy, a 100% Class 10 pass rate, healthy haemoglobin levels achieved across all assessed children, and 20 children completing certified digital literacy programmes. We also supported the welfare of over 600 rescued animals at Kalote Animal Trust, because compassion is not divisible.

Through our engagement with YMCA Andheri, our HR team and employee volunteers continued to prepare young students for the professional world through workshops on communication, grooming, and career readiness. And through our support to organizations like Sudha Rehab Centre and Catherine Street Mission, we created platforms for artisans and women from underserved communities to earn livelihoods with dignity.

Looking Forward

Our ambitions remain clear. We are preparing for global ESG benchmarking through EcoVadis, one of the world's most trusted sustainability rating platforms, because we believe our progress should be measured against international standards, not just internal benchmarks. We have extended our sustainability vision to 2050, recognizing that meaningful environmental progress demands sustained long-term effort. We continue to strengthen our reporting practices. For instance, this report has been developed with reference to GRI Standards and aligned with the UN Sustainable Development Goals.

Sustainability demands humility, persistence, and a willingness to keep improving. What I find most encouraging is that this discipline is no longer something we impose from the top. It is embedded in how our people think, how our teams operate, and how we engage with every customer and community we serve.

I would like to express my sincere gratitude to our clients, employees, partners, and communities for their unwavering trust. Every achievement in this report is the result of your shared commitment. Together, we will

continue building an organization that not only excels in technology but contributes meaningfully to a more sustainable, inclusive, and resilient future.



Javed Tapia

Founder Chairman & Chief Mentor
Clover Infotech

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"As technology reshapes the world faster than ever before, our compass stays fixed on one truth: progress only matters when it uplifts people, protects the planet, and includes everyone."

Dear Stakeholders,

It is with a deep sense of purpose and accountability that we present this year's Environmental, Social, and Governance (ESG) Report. For the fifth consecutive year, even amid a fast-evolving business environment, sustainability remains one of our foremost priorities. We believe business carries a duty to be a genuine force for

positive change, not as an afterthought but as a core responsibility. At Clover Infotech, sustainability is woven into how we think, operate, and plan for the long term — and what follows is a reflection of how seriously we take the work of building a future that is more resilient, more equitable, and more sustainable for everyone connected to us.

Over the past year, we scaled our flagship ESG initiatives, turning intent into measurable progress across every dimension of responsibility — much of it shaped by a world being redefined by Generative AI, climate volatility, and shifting global dynamics. Below are a few areas where that response comes to life.

Diversity, Equity, and Belonging

A company's strength lies in the diversity of its people — and diversity only matters when it translates into genuine belonging. Our approach centers on lifelong learning, recognition, inclusion, well-being, and shared purpose. We are encouraged by our progress on gender diversity: women now make up 17% of our workforce, and nearly one in four senior leaders is a woman, reflecting deliberate efforts such as our post-maternity return-to-work initiative. Because sustainable performance is only possible when our people are supported holistically, we continue to

invest in well-being programs that connect everyday work to something larger.

Climate Change: Risk, Resilience, and Response

Climate change is one of the defining tests of our generation, and leadership today means meeting it with urgency. Our approach remains aligned with the 1.5°C pathway, translated into action across three fronts: scaling energy monitoring and management, investing in low-carbon technologies, and engaging value chain partners so emissions reduction becomes a shared responsibility. A comprehensive climate risk assessment covering both physical and transition risks continues to guide our investment priorities and disclosures, helping us reduce our footprint today while preparing for a future we must always be ready to adapt to.

Innovation with Integrity: Our Approach to AI

As AI transforms our industry, we recognize both the opportunity and the responsibility it brings. We adopt AI with intent and discipline — sharpening efficiency and decision-making without losing sight of fairness, transparency, and human judgment. Every AI-enabled solution we deploy, internally or for clients, is held to

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the same standard: human oversight at critical decision points, clear accountability, and a consistent bias toward augmenting our people's judgment rather than replacing it. We see our role as a responsible partner as much as a technology provider, helping clients navigate this shift with the same discipline we bring to our own operations.

Deepening Our Commitment to Community

Our responsibility extends beyond our own walls. Through strategic partnerships, social investment, and grassroots initiatives, we create long-term value for the communities we operate in — supporting local growth, education, and shared prosperity. Our engagement spans child welfare and care institutions, healthcare infrastructure and medical equipment, and relief support when communities face crises such as natural disasters. What matters most to us is not scale alone, but the dignity and opportunity our presence creates.

Governance, Privacy, and Digital Trust

As a technology services company, we see firsthand both the promise and the complexity of AI — from ethical use and data privacy to transparency and societal impact. We continue strengthening our governance structures, data privacy protocols,

cybersecurity measures, and ethical guidelines, because technological advancement is only meaningful when matched by accountability and trust. We also believe a future where AI benefits everyone starts with widespread literacy, which is why every employee at Clover Infotech has access to foundational GenAI training. Our continued discipline around transparent sustainability disclosures has helped us gain recognition across global ratings.

Benchmarking Our Progress Through Global Recognition

Responsible business practice must be measured against globally recognized standards, not just internal benchmarks. Clover Infotech is proud to be ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 certified, along with ISO/IEC 27001:2022 certification and SOC 1 & SOC 2 Type II attestations — reflecting our focus on operational excellence, environmental stewardship, employee well-being, and information security. Building on this foundation, in 2026 we are taking a meaningful next step by pursuing global ESG benchmarking through EcoVadis, one of the world's most trusted sustainability rating platforms — an opportunity to hold ourselves to independent, internationally comparable standards across Environmental, Labor & Human Rights, Ethics, and

Sustainable Procurement, and to continue earning the trust our clients, partners, and employees place in us.

Looking Forward

Looking ahead, our approach remains guided by purpose, tempered by humility, and anchored in aligning our management systems with evolving global standards. Sustainability is an evolving discipline, not a fixed outcome, and meaningful progress will continue to demand sustained effort in the years ahead.

What we have built rests on more than our own effort — it is made possible by the shared commitment of our clients, employees, partners, and communities. This collaborative foundation continues to anchor our progress toward our 2050 sustainability goals, built on the pillars of responsibility, innovation, and inclusion, and reinforced by a culture that consistently seeks to learn, adapt, and improve.

It is this belief that carries us forward: business, technology, and progress must uplift everyone.



Kunal Nagarkatti
Managing Director,
Clover Infotech

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We are delighted to present ESG Report for FY 2025-26, which reflects our continued commitment to sustainability, responsible governance, and social impact. This profile highlights how Clover integrates environmental stewardship, ethical business practices, and community engagement into every aspect of our operations.

Our journey is guided by the belief that resilience and responsibility go hand in hand. By embracing innovation and viewing challenges as opportunities, Clover strengthens its ability to deliver operational continuity, enhance stakeholder trust, and create long-term value.

This report underscores our dedication to continuous improvement, transparency, and accountability — ensuring that Clover not only adapts to the evolving global landscape but also contributes meaningfully to a sustainable future.

Approach

The structure of this Report is influenced from several global voluntary sustainability reporting frameworks. We developed this Report with reference to the Global Reporting Initiative (GRI) Standards. *(Link for the GRI Mapping Page)*

Clover Infotech publishes the Sustainability and ESG Report on an annual basis. This is the fifth edition which covers the FY 2025-26 (1st April 2025 to 31st March 2026).

In this report we have highlighted three areas of ESG (Environmental, Social and Corporate Governance) highlighting how sustainable and responsible we are and aim to continue to be.

Scope and Boundary

Business

Clover Infotech Pvt. Ltd.

Geographies

India | UAE | USA | Canada | Singapore

Scope of Reporting

Environmental Performance Indicators

India

Employee Metrics

India, UAE, US, Canada & Singapore

Social Performance Metrics

Primarily India

Reporting Timeframe

Reporting Period

April 1, 2025, to March 31, 2026

(Referred hereafter in short as '25-26')

Reporting Cycle

Annual Basis

Date of the previous report

Clover Infotech ESG Report for last fiscal, the year 2024-25, released in September 25

Link to previous report

<https://www.cloverinfotech.com/wp-content/uploads/2025/09/Clover-Infotech-ESG-Report-FY24-25.pdf>

Restatements of Information

During FY 2025–26, Clover Infotech reviewed and enhanced its greenhouse gas (GHG) accounting methodology, including updates to the emission factors and calculation approach, to improve the accuracy and consistency of emissions reporting.

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As these methodological changes significantly affect the comparability of GHG data with previous reporting periods, FY 2025–26 has been established as the new base year for GHG emissions reporting. Accordingly, emissions reported in this report should not be directly compared with those published in earlier sustainability reports, and historical GHG data has not been recalculated.

The revised methodology will serve as the basis for measuring and tracking the Company's future GHG performance and emission reduction targets.

Future Reporting Enhancements

Clover Infotech is committed to continuously strengthening its sustainability reporting practices. The Company intends to progressively enhance future ESG disclosures in line with evolving reporting frameworks and stakeholder expectations. Additional governance-related disclosures, expanded performance metrics, and enhanced data coverage will be incorporated in future reporting cycles as reporting processes and data management systems continue to mature.



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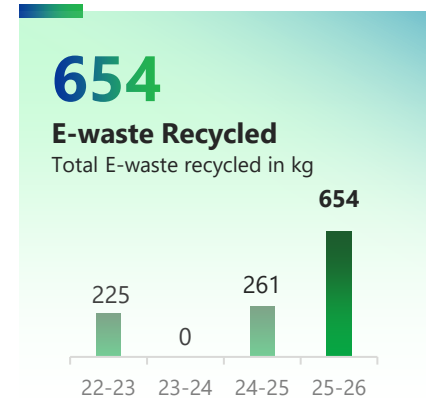
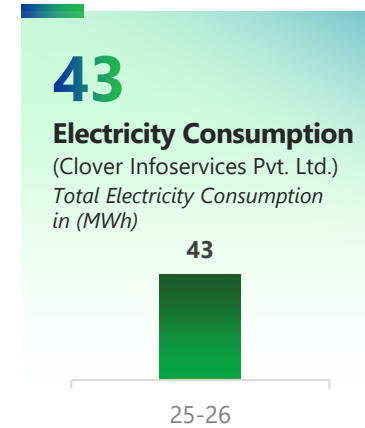
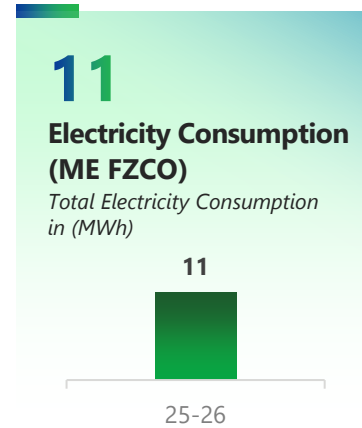
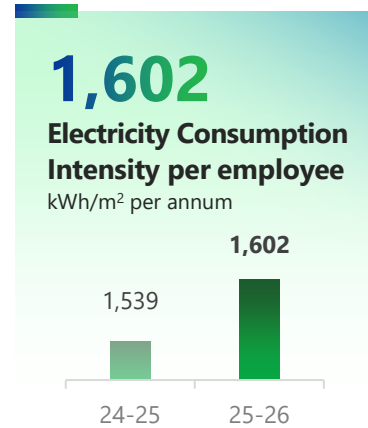
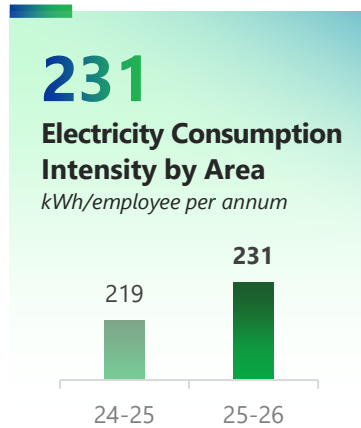
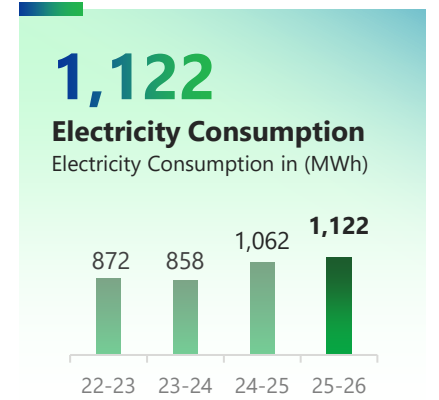
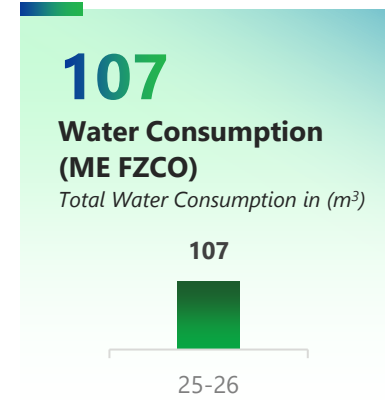
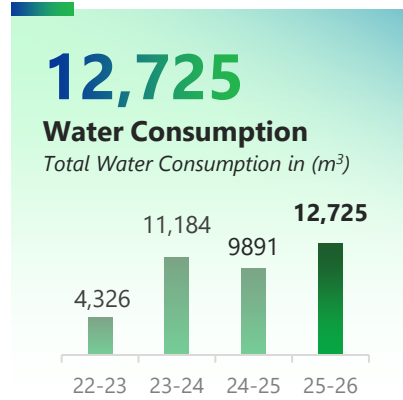
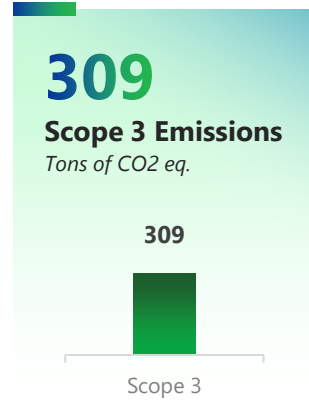
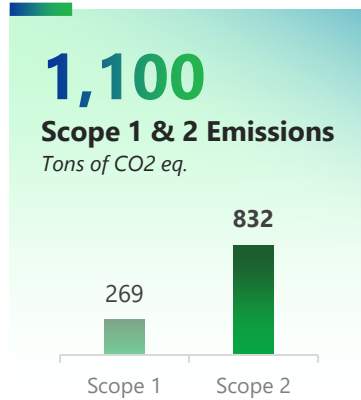
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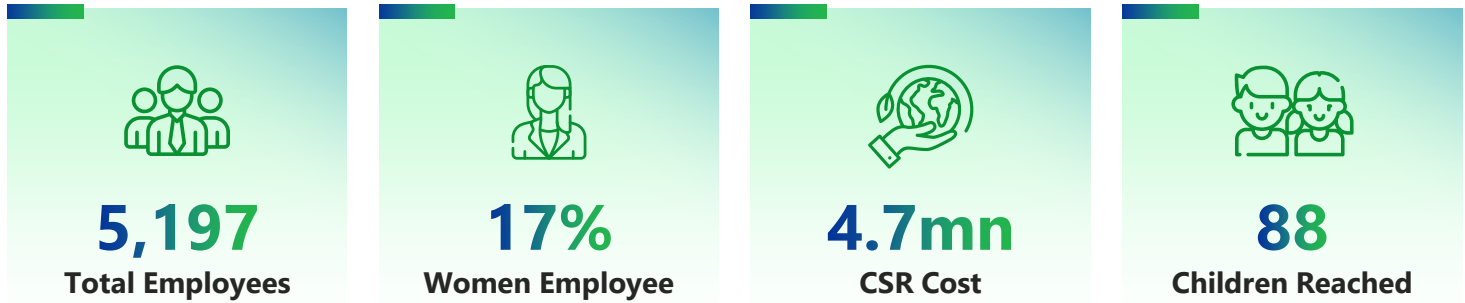
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Total Employees across the Geographies



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Clover Infotech is a leading IT services and consulting enterprise driving digital transformation and business efficiency across industry verticals. More than 5000 Cloverites with extensive experience across technologies such as Oracle, Microsoft, and Open Source are empowering customers to accelerate business and drive growth. We provide AI-powered solutions and services across ERP modernization, IT infrastructure management, cloud enablement, and intelligent automation.

Clover Infotech has been a leading Oracle Partner for over three decades and has been delivering pioneering solutions on Oracle technologies across Applications, Middleware, and Technology Infrastructure. With extensive experience in implementation and management of Oracle Fusion Applications and Oracle Cloud Infrastructure (OCI), we have enabled some of the largest conglomerates in India across industries such as BFSI, Hospitality, to modernize their technology infrastructure by seamlessly migrating to OCI without impacting their business operations. We are also among the very few Oracle Partners to have implemented Oracle Fusion Applications for customers across industries and for itself.

Through a well-defined development, support, and quality framework, we consult enterprises on their transformation roadmap and implement business critical applications along with the underlying

technology infrastructure. With our proven Managed Services model of operations, SLA based delivery, and governance, we deliver the most tangible value for businesses in terms of operational efficiency, cost effectiveness, intelligent automation, and information security while enabling them to modernize their application and technology landscape.

Clover Infotech is a trusted IT services partner for customers ranging from Fortune 500 companies to leading banks across the globe which run on the most sophisticated and modern technology environments. We leverage the latest technology innovations to deliver solutions tailored to our customers' business needs, helping them accelerate growth and enhance operational efficiency. Most of our long-standing customers have partnered with us for over a decade and rely on our managed services model of delivery to ensure operational seamlessness and excellence.

Our Presence

Clover Infotech has a strong pan-India presence with state-of-the-art global delivery centers in Mumbai, Navi Mumbai, and Pune. The company caters to North American Markets, specifically the US and Canada, through its office in New York. It serves customers in Europe, The Middle East and Africa (EMEA) through its office in Dubai, while the customers in ASEAN are catered through its office in Singapore.

The Man at the Helm

Javed Tapia, is the Founder Chairman and Chief Mentor at Clover Infotech. He has established a strong presence for the Clover Group in areas such as:

- **Information Technology**
 - ✓ Clover Infotech Private Limited.
 - ✓ Clover Infoservices Pvt Ltd
 - ✓ Clover Infotech ME FZCO
- **Renewable Energy - Clover Solar Pvt Ltd.**

Javed spearheaded the open-source revolution in India through a joint venture – Red Hat India with Red Hat Inc. in the year 2000 and expanded its footprint across South Asia. Javed is an investor and mentor in various start-ups across Fintech, Artificial Intelligence, and Organic Foods. His investee companies include:

Data Science Wizards (DSW)

An Artificial Intelligence and Data Science company

Salescode.ai

An advanced AI Platform for Sales Intelligence

360tf.trade

Leading finance platform for Global trade and export financing

Two Brothers Organic Farms

ECOCERT Certified Regenerative Organic Farm

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Our Approach

At Clover Infotech, we are committed to delivering tangible, cost-effective results for our customers through a consultative, solution-driven approach. By gaining an in-depth understanding of client requirements, we design and implement customized solutions that enhance efficiency, resilience, and predictability for businesses.

We take pride in being a preferred and dependable IT partner, backed by globally recognized certifications and attestations. Clover Infotech is ISO 9001:2015, ISO/IEC 27001:2022, ISO 14001:2015, and ISO 45001:2018 certified, and attested for SOC 1 & SOC 2 Type II, ensuring the highest standards of quality, information security, environmental responsibility, and occupational health and safety.

Our stringent process adherence and structured delivery model are designed around customer needs, enabling flawless execution and sustained value creation. We conduct business in alignment with global ESG (Environmental, Social, and Governance) and EOHS (Environmental, Occupational Health and Safety) requirements, reinforcing our commitment to ethical conduct, regulatory compliance, and sustainable growth.

CoE Team

Our Center of Excellence (CoE) is focused on addressing today's dynamic business needs from a technological

standpoint and more importantly, from a strategic business perspective. They constantly evaluate new-age technologies and create prototypes, demos, and solutions in our CoE Labs. It serves as a key enabler for our delivery and customer-facing teams, helping them continuously enhance the value delivered to customers across engagements.

- **Conceptualize Next-generation Digital Solutions:**

The CoE puts us ahead of the curve in terms of leveraging new-age technologies to create business critical solutions for our customers. Transforms the end-user experience for our customers with solutions across websites, mobile applications, chatbots, and other AI-enabled interface solutions.

- **Best-in-class Training and Upskilling:**

Our knowledge and training arm, Clover Academy, has been training and creating industry-ready professionals for nearly two decades now. The arm constantly helps Clover Infotech to upgrade, up-skill, and re-skill its workforce to keep up and adapt to the latest technology and modernization needs of its customers.

- **Ensure Delivery and Operational Excellence:**

The CoE team comprises experts who ensure that customers never face a challenge in operations. When issues require specialized expertise beyond the capabilities of delivery teams, the CoE provides focused support and facilitates rapid resolution, ensuring operational continuity and service excellence.

Clover Infotech's approach is highly valued by transaction-centric industries/businesses such as Banking, Financial Services, Insurance, Payments, Telecom, and Retail. Its dedicated technological practices focus on Enterprise Applications, Data Analytics, Digital Transformation Initiatives, and Cloud Services to deliver innovative solutions for new-age businesses.

The company's customers vouch for its agility, responsiveness, and efficiency in execution. In addition to its international operations, the company offers excellent service to its customers across India through its offices and state-of-the-art delivery centers.

30+
Years of Experience
& Expertise

5,000
Consultants



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CERTIFICATION



ISO 9001:2015 Certified

"ISO 9001 Certification: Quality Management System and ESG Integration"

At Clover Infotech, Quality is not treated as a stand-alone compliance requirement; it is embedded as a strategic pillar of sustainability and governance. Guided by ISO 9001:2015, our Quality Management System (QMS) ensures that every process, decision, and outcome contributes to long-term value creation. This integration of quality and ESG principles allows us to deliver consistent stakeholder value while advancing environmental stewardship and social responsibility.

The QMS framework emphasizes **customer focus, leadership, employee engagement, process discipline, and continual improvement**. These principles align seamlessly with our sustainability and governance commitments, enabling operational excellence, risk mitigation, and transparency across all functions. During FY 2025-26, our Quality Management System continued to deliver strong performance outcomes. We achieved an average Customer Satisfaction (CSAT) score of **4.62 out of 5**, while maintaining **100% Internal**

Audit Compliance and a **100% Corrective Action Closure Rate**. These results reflect our commitment to operational excellence, effective governance, continuous improvement, and customer-centric service delivery. This framework reinforces customer confidence in our ability to reliably manage critical BFSI applications and complex technology environments, supporting high standards of service availability, operational resilience, security, and regulatory compliance.

Our Methodology

Driving Quality as a Strategic Enabler: Our approach to quality is intrinsically linked to sustainability. Lean processes and waste reduction initiatives improve efficiency while minimizing environmental impact. Continuous employee training and engagement foster a culture of accountability and innovation, supporting social responsibility and long term resilience. Providing safe, dependable products and services is fundamental to our sustainability agenda, helping build customer confidence, community trust, and long-term stakeholder value.

Risk-Based Thinking and Business Resilience: Resilience is at the heart of our ESG journey. Clover's QMS incorporates risk-based thinking, enabling us to anticipate potential challenges and transform them into opportunities for innovation. This proactive approach

strengthens governance, safeguards operational continuity, and enhances customer trust. By embedding risk awareness into our ESG framework, we ensure that sustainability is not reactive but forward-looking, positioning Clover as a resilient partner in a dynamic business environment.

Operational Efficiency and Environmental Stewardship: Operational efficiency is inseparable from environmental responsibility. Through standardized processes, lean practices, and digital transformation — such as paperless workflows and virtual collaboration tools — we reduce waste, conserve energy, and lower our carbon footprint. These initiatives demonstrate how quality management directly supports environmental stewardship, ensuring that Clover's operations remain efficient, sustainable, and future ready.

Ethical Governance and Social Responsibility: Integrity and accountability define Clover's ESG journey. ISO 9001 reinforces our commitment to ethical governance, ensuring fairness, transparency, and respect for stakeholder rights. From promoting diversity and inclusion to adopting ethical sourcing practices, we embed social responsibility into our quality framework. This alignment ensures that our business practices not only meet global standards but also contribute positively to society.

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Strengthening Stakeholder Partnerships:

Stakeholder engagement is a cornerstone of both ISO 9001:2015 and our ESG strategy, enabling us to better understand stakeholder expectations and continuously improve our services and processes. At Clover, we actively collaborate with customers, employees, suppliers, and partners to ensure our processes remain relevant and adaptive. This inclusive approach fosters transparency, strengthens relationships, and builds trust. By embedding stakeholder voices into our QMS, we reinforce our ESG vision — ensuring that our sustainability journey is collaborative, accountable, and aligned with diverse expectations.

Continuous Improvement as a Growth Driver:

Continuous improvement is the bridge between quality and sustainability. By leveraging customer feedback, internal audits, and performance reviews, Clover refines its processes, strengthens governance, and enhances service delivery. This commitment keeps us agile in an evolving business landscape, ensuring that our ESG objectives are consistently advanced while creating long term value for all stakeholders.

Complete, Personalized and Empathetic customer support



Meet International Quality Management Standards

Work on continual improvement



2.3 Our ESG Strategy

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We initially set our vision and goals with a target of 2030. However, after looking at the current situation and understanding the scale of the challenge more realistically, we have reviewed our progress and extended our target year to 2050. Below is a simple overview of the progress we have committed to.

Environment



Vision

To lead climate action by uniting advanced technology with sustainable practices to cut emissions and protect ecosystems.

1. Climate

Actively support the journey towards a low-carbon world.

Ambition

- Maintain a balanced carbon profile across **Scope 1, 2, and 3 emissions annually through 2030.**
- Achieve a **50% reduction in Scope 1 and 2 GHG emissions by 2030** from the baseline year.
- Achieve a **10% reduction in Scope 3 GHG emissions by 2030** from the baseline year.

Progress & Achievement

- During FY 2025–26, Clover Infotech established a revised greenhouse gas (GHG) accounting methodology, including updated emission factors and calculation approaches, and adopted FY 2025–26 as the Company's baseline year for emissions reporting.

- The Company completed its GHG inventory covering Scope 1, Scope 2, and relevant Scope 3 emission sources in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.
- The FY 2025–26 baseline will serve as the reference point for monitoring future emissions performance, evaluating progress against climate targets, and identifying opportunities to improve energy efficiency and reduce greenhouse gas emissions.

2. Water

Sustaining Water, Sustaining Life

Ambition

- To maintain continued efforts to enhance our water conservation abilities.

Progress & Achievement: FY 2025-26

- Strengthened water stewardship through employee awareness initiatives, deployment of water-efficient fixtures, and regular monitoring of water consumption across operations.
- Continued to promote responsible water use while supporting business growth, including increased employee headcount and expansion of operational infrastructure.

- Established FY 2025-26 as the baseline year for measuring and tracking water performance, enabling future benchmarking and improvement.
- Enhanced oversight through systematic monitoring of water consumption to identify conservation opportunities and support data-driven resource management.

Way Forward

The Company remains committed to improving water efficiency by expanding conservation initiatives, strengthening consumption monitoring, and integrating sustainable water management practices across its operations. These efforts will support responsible resource stewardship while enabling sustainable business growth.

3. Waste

Reduce. Reuse. Recycle. Responsibly.

Ambition

- To significantly reduce waste sent to landfill through phased, sustainable waste management practices including the responsible handling of e-waste.

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Achievement

- Partnered with Bisleri's authorized recycling initiative to collect and recycle used plastic bottles under their CSR program.
- Shifted to janitorial supplies in reusable containers, minimizing single-use packaging and promoting circular use.

Social



Vision

Social action with a futuristic vision.

1. Reaching out to the Community

Reach Out. Support. Uplift.

Ambition

To uplift underprivileged communities by enabling access to education, improving quality of life, and fostering self-confidence and opportunity.

Progress & Achievement

- Contributed to the training of young, promising students enhancing their communication abilities, personal grooming, and confidence.
- Reached **88** underprivileged children by providing hygiene kits, educational supplies, and nutritious food packages.

2. Diversity and inclusion

Fostering Equity. Embracing Diversity. Empowering Inclusion.

Ambition

- Bringing about a gender mix in our workforce at Clover Infotech, with a **20% women ratio by 2027**, revised from our earlier 2026 target, to align with current growth trends and ensure sustainable progress.

Progress & Achievement

- We are proud to report that we have reached a **17% women ratio** in our workforce, marking a significant step toward our gender diversity goal.

3. Employee wellness and Career Growth

Nurturing Talent. Building Leaders from Within.

Employee Wellness

- Regular medical camps for employees.
- Health and safety webinars to promote well-being and awareness.

Ambition

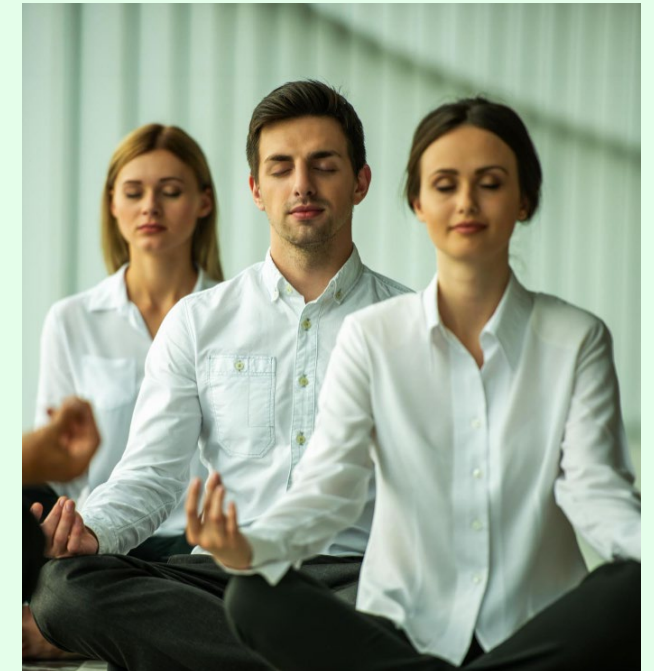
- To provide the right training, mentorship, and opportunities that empower employees to grow, lead, and succeed within the organization.

Progress & Achievement

Introduced structured leadership development programs to equip emerging leaders with the skills and confidence to take on larger roles, including:

- Management Foundation Program
- Advanced Leadership Development Program
- Strategic Leadership Program
- Executive Leadership Program

These initiatives reinforce our belief in growing from within and reflect our long-term commitment to employee development and organizational resilience.



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Governance



Vision

Keeping our values to the fore while protecting the interests of our stakeholders.

1. Corporate Governance

Leading with Integrity. Governing with Purpose.

Ambition

- Staying focused on our stakeholder's interests through our accredited and widely diverse Board.
- Conforming to strong compliance and undeterred integrity practices.
- Involving our stakeholders through various initiatives and transparent communication.

Progress & Achievement

- Established a strong Board-led governance structure with clear oversight of ESG priorities.
- Adopted a Code of Conduct and anti-bribery policies with zero tolerance for corruption.
- Regular audits and compliance reviews aligned with global ESG frameworks.
- No adverse governance or compliance cases reported in FY 2025–26.

2. Information Security, Cybersecurity & Data privacy

Keeping strong the 'digital trust' of our stakeholders

Goals

- Maintaining high data privacy standards across all operations by adopting new ISO/IEC 27001:2022 applicable controls and enhancing Data Privacy Policy.
- Apply a risk-based approach to identify, assess, and mitigate information security risks across IT Infrastructure.
- Conduct semi-annually Vulnerability Assessment for Critical IT Infra devices and Penetration Testing for critical applications used in Clover Infotech by year 2028.
- We will implement a structured data classification framework by year 2028 which will categorize information as Public, Confidential, and Restricted to ensure appropriate protection based on data sensitivity. Access controls, handling standards, and security measures are applied in line with classification levels to prevent unauthorized access, misuse, or data loss.
- DLP policy and implementation to be completed on all endpoints by end of 2026.

Progress & Achievement

- Attested for SOC 1 and SOC 2 Type II, demonstrating robust internal controls and secure service delivery.
- Certified for ISO/IEC 27001:2022, ensuring comprehensive information security management.
- Implemented multi-layered cybersecurity protocols including endpoint protection, vulnerability assessments, and incident response frameworks.
- Implemented the Secure Use of AI Tool policy and guidelines to ensure responsible AI adoption, data security, regulatory compliance, and effective governance across the organization.
- Conducted annual ISMS awareness training for employees.
- Achieved 70% implementation coverage of DLP controls across organizational in-scope critical endpoints.
- No data breaches or client-impacting incidents reported in FY 2025–26.

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Beyond Customer Relationships: Building Strategic Partnerships

Recognising that **change is a constant**, Clover Infotech adopts a proactive and agile operating model to anticipate and address evolving customer requirements. In collaboration with our clients, we maintain a strategic lens on market dynamics, ensuring readiness with effective, future-fit solutions to meet emerging demands.

In today's era of accelerated technological advancement—driven by **AI, cloud computing, and digital transformation**—client expectations are undergoing a paradigm shift. Organisations increasingly seek **integrated, outcome-driven solutions** that enable adaptability, resilience, and innovation. Clover Infotech is committed to delivering enterprise value by harnessing new technologies while maintaining a **customer-first orientation**.

Through strategic partnerships and the application of deep domain expertise, we empower businesses to achieve their objectives and drive **sustainable growth trajectories**. Our approach is anchored in the principles of **innovation, collaboration, sustainability, and customer centricity**. These guiding values underpin the delivery of bespoke solutions, strengthen stakeholder trust, and reinforce our positioning as a **preferred transformation partner** in every client engagement.

Customer Engagement: Approach And Strategy

We adopt a **three-fold engagement model** to address customer requirements:

Managed Services

- Comprehensive management of core and non-core applications, infrastructure, and OEM partnerships as per SLAs.
- Application development and maintenance support.
- Services delivered onsite, remotely from our delivery centres, or through hybrid models.

Professional Services

- Deployment of well-trained, experienced consultants to accelerate, develop, and maintain applications and technology.
- Consultants available onsite or remotely, tailored to customer requirements.

Projects and Implementation

- Delivery of projects with comprehensive “go-to-market” strategies.
- Enabling customers to modernise technology landscapes, optimise footprints, and achieve agility.

Technology Focus Strategies

Our customer outreach is strengthened by focus on:

- Digital Platforms

- Data & Insight
- Automation and Artificial Intelligence(AI)
- Middleware and Integrations
- Cybersecurity
- Cloud Enablement and Migration
- Applications
- IT Infrastructure

Additionally, our Practices and OEM partnerships enable us to effectively access and expand customer bases.

Anchors of Customer-Centric Excellence

Responsible Technology Governance

Responsible technology governance is fundamental to our operations. Through our Centre of Excellence (CoE), we integrate centralised expertise with decentralised accountability, ensuring specialised knowledge is applied consistently while fostering a culture of responsibility and quality assurance across our global presence.

The CoE was established to deliver best-in-class solutions and services despite cost and margin pressures. It enables customers to modernise and build cloud-native application landscapes, ensuring that core enterprise systems—including ERP, CRM, SCM, and Financials—transition seamlessly from legacy environments to scalable, resilient, cloud-native solutions.

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Customer Centricity

Our IT services portfolio spans a wide range of AI-powered and IT-enabled solutions, including digital strategy advisory, customer-focused design, consulting, custom application development and maintenance, systems integration, package implementation, infrastructure services, cybersecurity and risk services, data and analytics, business process services, research and development, and hardware/software design.

These capabilities transform the end-user experience through websites, mobile applications, chatbots, and other AI-enabled interfaces, ensuring seamless engagement and enhanced customer satisfaction

Employee Skilling

We are committed to building a workforce equipped with deep domain expertise, consulting skills, design capabilities, and technology proficiency. Our investment in digital learning platforms enables anytime, anywhere learning, supporting upskilling and reskilling in client-relevant areas.

Our holistic learning and development framework, supported by defined processes, policies, and governance, successfully transitions fresh graduates and transforms experienced professionals through structured curricula across vertical and horizontal domains.

This framework positions Clover as an organisation with a clear vision to build best-in-class skill competence for technology and business operations. By rotating employees from legacy systems to next-generation technologies, we help customers embrace continuous change and adopt the latest IT innovations. This proactive approach ensures alignment with both current and future client skill requirements, enabling them to stay ahead on their IT roadmap.

Innovation

Innovation is central to our ambition of transforming client businesses, enhancing productivity, and optimising operations. Our teams are strategically focused on three transformation pillars:

- **Customer-Centric Transformation:** Reimagining end-user journeys through websites, mobile applications, chatbots, and AI-enabled interfaces to deliver seamless engagement and differentiated experiences.
- **Business-Centric Modernisation:** Driving enterprise agility by transitioning core systems (ERP, CRM, SCM, Financials) from legacy environments to cloud-native solutions, enhancing scalability and efficiency.
- **Platform-Centric Enablement:** Empowering organisations to leverage robust, next-generation platforms, ensuring optimal selection, seamless migration (on-premises or cloud), and maximised ROI, thereby strengthening long-term digital resilience.

Weighing the Customer Experience

Customer experience is the pinnacle of our success. We deliver **tangible, cost-effective** outcomes supported by ready-to-deploy solutions. Our consultative, solution-oriented approach is built on deep understanding of customer requirements and customised delivery that creates measurable impact.

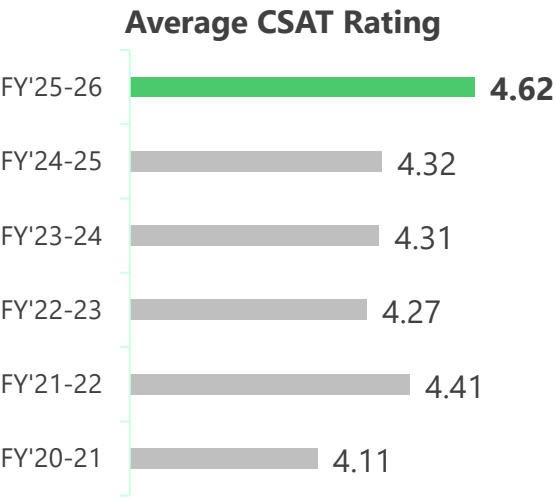
With certifications including **ISO 9001:2015, ISO/IEC 27001:2022, ISO 14001:2015, and ISO 45001:2018**, our solutions align with global ESG and EOHS standards. Excellence is ensured through monthly **Quality Check and Adherence (QCA)** reviews, authenticated by clients at every service touchpoint.

During FY 2025–26, our average **Customer Satisfaction (CSAT) score stood at 4.62/5**, a testament to our unwavering commitment to excellence and stakeholder trust. Clover Infotech's ability to consistently deliver measurable outcomes, validated by industry-leading CSAT scores, reinforces our positioning as a **trusted partner in customer-centric transformation**.

This approach to service delivery is recognised as among the **best in the industry**. During FY 2025–26, our average **Customer Satisfaction (CSAT) score stood at 4.62/5**, a clear testament to our unwavering commitment to excellence and stakeholder trust.

2.4 Customer Outreach

Clover Infotech’s ability to consistently deliver measurable outcomes, validated by industry-leading CSAT scores, reinforces our positioning as a **trusted partner in customer-centric transformation.**



Average CSAT Score FY'25-26

4.62 / 5



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Our Approach to Materiality

At Clover Infotech, sustainability is embedded into our business strategy and decision-making processes. During FY'2025–26, we undertook a comprehensive Materiality Assessment to identify the Environmental, Social and Governance (ESG) topics that have the greatest significance to our stakeholders while also influencing our long-term business resilience and value creation.

Our assessment was guided by the principles of the Global Reporting Initiative (GRI Standards), the United Nations Sustainable Development Goals (UN SDGs), and leading industry practices. In line with evolving sustainability expectations, the assessment considered both:

- **Impact Materiality:** how Clover Infotech's activities impact the economy, environment and society; and
- **Business Materiality:** how sustainability-related risks and opportunities may influence our operational performance, business continuity, reputation and long-term growth.

This integrated approach enables us to focus on sustainability issues that are important not only from a stakeholder perspective but also from a strategic business perspective.

Materiality Assessment Methodology

We adopt a **three-fold engagement model** to address customer requirements:

Step 1: Identification of ESG Topics

The assessment commenced with the identification of ESG topics relevant to Clover Infotech's business operations. The topic universe was developed by referring to the GRI Standards, the United Nations Sustainable Development Goals (SDGs), applicable regulatory requirements, industry best practices, customer expectations, internal policies, enterprise risk assessments, and benchmarking against leading IT organizations.

Step 2: Stakeholder Engagement

Stakeholder perspectives were gathered through consultations and interactions with employees, clients, technology partners, suppliers, leadership, and regulatory authorities. These engagements helped understand stakeholder expectations, sustainability priorities, and the potential impacts of Clover Infotech's operations across its value chain.

Step 3: Assessment and Prioritization

The identified ESG topics were evaluated using a structured methodology based on their importance to stakeholders, business relevance, environmental and social impacts, governance considerations, regulatory significance, operational resilience, and alignment with

Clover Infotech's strategic objectives. This enabled the prioritization of topics with the greatest strategic and sustainability significance.

Step 4: Validation

The assessment results were reviewed and validated by the management team to ensure alignment with the Company's business strategy, enterprise risk management framework, sustainability commitments, and applicable regulatory requirements. This process confirmed that the identified material topics accurately reflect current priorities and emerging sustainability considerations.

Step 5: Materiality Matrix

The final materiality matrix prioritizes ESG topics according to:

- Importance to stakeholders (Y-axis)
- Importance to Clover Infotech's business strategy (X-axis)

Stakeholder Engagement

Engaging with stakeholders enables us to understand emerging expectations, evaluate ESG impacts and strengthen long-term relationships. Throughout the assessment process, Clover Infotech considered the perspectives of stakeholders who influence or are affected by our operations.

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Stakeholder Group	Key Areas of Interest	Engagement Mechanisms
Employees	Health & Safety, Learning & Development, Diversity, Well-being	Training programmes, surveys, meetings, performance reviews
Clients	Service Quality, Information Security, Innovation, Business Continuity	Customer meetings, reviews, feedback, audits
Technology Partners	Collaboration, Responsible Business Practices	Business reviews, operational meetings
Suppliers & Vendors	Procurement Practices, Compliance, Sustainability	Vendor evaluations, contracts, assessments
Regulatory Authorities	Legal Compliance, Environmental & Labour Regulations	Statutory filings, inspections, audits
Management	Strategy, Risk Management, Governance	Leadership reviews, management meetings

Material ESG Topics

Following the assessment, sixteen ESG topics were identified as material to Clover Infotech.

Environmental

- Energy Consumption and Efficiency
- Water Usage & Conservation
- E-Waste Management
- Sustainable IT & Green Procurement
- Emissions & Carbon Footprint

Social

- Employee Health and Safety
- Fair Labour Practices
- Training and Skill Development
- Employee Engagement & Wellbeing
- Data Privacy and Information Security
- Client & Vendor Relationships

Governance

- Business Ethics & Integrity
- Regulatory Compliance
- Risk Management
- Data Governance and Transparency
- Policy & Procedure Implementation

Materiality Matrix

The materiality matrix illustrates the relative significance of ESG topics based on stakeholder importance and business impact.



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Outcomes of the Assessment

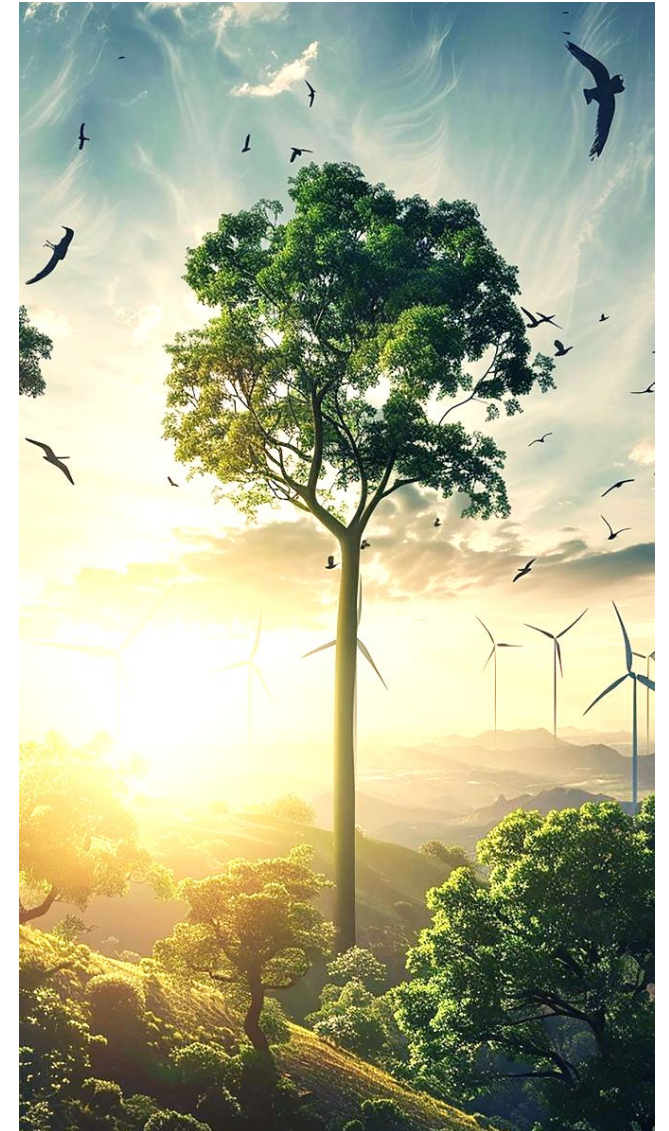
The assessment enables Clover Infotech to:

- Integrate ESG priorities into business planning and decision-making.
- Strengthen enterprise risk management by proactively addressing sustainability-related risks and opportunities.
- Enhance customer trust through responsible technology delivery and robust information security practices.
- Improve operational efficiency through resource conservation and responsible environmental management.
- Foster employee engagement, capability development and workplace well-being.
- Promote ethical governance, regulatory compliance and transparent business practices.
- Strengthen responsible procurement and supplier sustainability performance.
- Support long-term business resilience and sustainable value creation.

Looking Ahead

The materiality assessment will continue to evolve as stakeholder expectations, regulatory requirements and business priorities change. Clover Infotech will periodically review and update its material topics to ensure they remain aligned with our strategic objectives, emerging ESG risks and opportunities, and international sustainability reporting practices.

This assessment forms the foundation of our sustainability strategy and guides the development of measurable ESG goals, performance indicators and continuous improvement initiatives across our operations.



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Governance

Clover Infotech has integrated climate-related considerations into its governance framework through the **Environment, Occupational Health and Safety (EOHS) Committee**.

Roles and Responsibilities

- Reviews and monitors the implementation of the EOHS function within the organization.
- Assesses environmental and social risk arising from the organization’s activities (services, day to day activities)
- Guides the organization to avoid engaging with suppliers/vendors that carry an extremely high social or environmental negative impact.

ESG Committee

Roles and Responsibilities

- Reviews and evaluates the sustainability strategy of the organization.
- Provides an industry perspective on the sustainability agenda of the organization including climate change.
- Evaluates the organization’s response to climate change through its operations and assesses the organization’s performance against its ESG targets.

Initiative #1

ESG Communication & Awareness

The Marketing team played a vital role in advancing Clover’s ESG and EOHS goals by leveraging digital platforms to communicate key initiatives. Through targeted social media posts and coordinated email campaigns, they promoted environmental awareness, energy conservation, employee wellness, and professional growth. These efforts enhanced both internal understanding and external engagement, strengthening Clover’s visibility and commitment to sustainability.

Environmental – Energy Awareness

Strong Reasons Why You Should Save Energy

Environmental – Energy Conservation

Important yet Practical Energy-Saving Tips

Environmental – Resource Efficiency

Essential Tips for Paper Conservation

Environmental – Waste Reduction

Small Things You Can Do to Save Paper

Social – Employee Well-being

Easy Wellness Tips to Practice at Your Workplace

Social – Human Capital Development

Practical Tips for Career Growth

Environmental/Social – Sustainability Engagement

Easy Sustainability Tips for Employees

Environmental – Emissions Reduction

Simple Ways to Lower Your Carbon Footprint

Governance – Continuous Improvement

Practical Tips for Quality Management at Work

Social – Health & Productivity

Healthy Must-Dos to Keep Yourself Energized at Work

Initiative #2

Green IT Initiative: Energy-Efficient IT Infrastructure

IT operations — including data centres, servers, and network infrastructure are known to consume significant energy. To address this, Clover Infotech has implemented a range of energy-efficient initiatives focused on reducing our environmental footprint. These efforts include server optimization, hardware consolidation, and the use of virtualization technologies to decrease dependence on physical servers. Additionally, we are actively migrating legacy systems to a virtualized environment, enabling greater resource efficiency and lower energy consumption.

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Initiative #3

Enhanced Endpoint Data Protection

As part of our broader data protection strategy, Clover Infotech is deploying Data Loss Prevention (DLP) and encryption controls across all endpoints. DLP solutions help monitor and prevent the unauthorized sharing of sensitive information, ensuring adherence to both internal policies and regulatory requirements. In parallel, encryption safeguards data at rest and in transit, rendering it inaccessible to unauthorized users.

As part of our commitment to robust information security and governance, we continued the implementation of Data Loss Prevention (DLP) controls across the organization. During FY 2025-26, 70% of in-scope endpoints were brought under DLP coverage, enhancing our ability to protect sensitive information, mitigate data leakage risks, and strengthen cybersecurity resilience. We remain on track to achieve full deployment by the end of 2026.

Initiative #4

IT Procurement- Promoting Local Sourcing for Sustainable Impact

Clover Infotech is committed to strengthening regional economies by allocating a significant portion of its

procurement budget to local suppliers at key operational locations. This approach not only supports community development but also helps reduce carbon emissions associated with long-distance transportation and logistics.

We actively track and report the percentage of spend directed toward local sourcing, upholding procurement practices with our environmental and social responsibility goals. By prioritizing ethical, local supply chains, we contribute to sustainable growth, foster community partnerships, and reinforce our role as a responsible corporate citizen.

Initiative #5

Greening infrastructure

- Lux Level monitoring to ensure appropriate workplace brightness.
- Installed automatic sensors and half flush buttons on the flush valves to conserve and reduce water usage.
- Use of LED bulbs and lights on our premises.
- Usage of energy efficient devices/appliances ACs and Electric meters.
- Monitoring water and electricity consumption data on day-to-day basis and doing analysis on monthly basis.
- Replaced the old chairs and desks with new ergonomic ones for the comfort of our employees.
- Installed a wheelchair ramp for special need access.

Initiative #6

Plastic Waste Management

Plastic waste, primarily from bottle usage, constitutes the most significant waste stream at Clover Infotech. To ensure responsible disposal, we collaborate with an authorized recycling partner (Bisleri), who collects and recycles used bottles as part of their CSR initiative.

Initiative #7

Employee Safety

- Road safety campaign
- Employee Health Check-up Camp
- Various wellness webinars on Hypertension, Heart care, Heat Wave, Diabetes, Nutrition Awareness and Mental health and Wellbeing.
- POSH Awareness
- Financial wellness session including tax planning
- Semi-annual fire and emergency mock drills across office locations
- Fire extinguishers, Fire Exits, Prominent Evacuation layout maps.
- Trained Fire Marshals
- First aid kits with trained personnel for basic medical response.
- Doctor and ambulance on-call for medical emergencies
- Ergonomic seating provided across workstations

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Waste Management

Clover Infotech is committed to minimizing waste generation and promoting responsible waste management across its operations. As an IT services and consulting organization, the Company's waste primarily comprises electronic and electrical equipment (e-waste), paper, plastic, batteries, and general office waste generated through routine business activities.

The Company follows the waste hierarchy of Reduce, Reuse, Recycle, Recover and Responsible Disposal, giving priority to waste prevention, resource efficiency, and circularity wherever practicable. Potential environmental impacts associated with waste generation are mitigated through segregation at source, responsible handling, recycling, and disposal through authorized waste management partners.

Waste Management at Clover Infotech

At Clover Infotech, effective waste management forms an integral part of our environmental stewardship efforts. Although our operations do not currently involve hazardous materials or substantial consumption of recycled or renewable resources, we continuously seek opportunities to optimize resource utilization and reduce waste generation.

During the year, we continued to explore measures to minimize plastic consumption and assess the feasibility of adopting eco-friendly alternatives across our operations. Through these initiatives, we aim to strengthen our waste management practices, support resource efficiency, and contribute to our long-term sustainability goals.

- **Waste Segregation & Responsible Disposal:** Dry, wet, and biomedical waste are segregated and disposed of through authorized municipal and waste management agencies.
- **Plastic Waste Reduction:** Plastic containers generated through janitorial activities are returned to suppliers for reuse, supporting waste minimization and circularity.
- **E-Waste Management:** The lifespan of electronic equipment is maximized through proactive maintenance, reuse, and internal redistribution of IT assets wherever feasible.
- **Paperless Operations:** Digital documentation and paperless workflows are promoted to reduce paper consumption and improve resource efficiency.
- **Environmental Awareness:** Employees are regularly sensitized to responsible waste management practices and environmental stewardship.

- **Sustainable Supply Chain:** Environmental criteria are integrated into periodic supplier evaluations, while ESG commitments and the EOHS Policy are communicated to key stakeholders.
- **Responsible Recycling:** Used UPS batteries are transferred to authorized recyclers or exchanged through approved replacement programs for environmentally responsible disposal.
- **Biomedical Waste Management:** Biomedical waste, including used sanitary products, is disposed of through authorized waste management vendors in accordance with applicable regulatory requirements.
- **Collaborative ESG Transition:** Continuous engagement with stakeholders enables a smooth, transparent, and sustainable ESG journey.

These initiatives support the Company's commitment to responsible resource management and circular economy principles.



3.2 Resource Management

Water Conservation



"When humans truly grasp the fact that everything is connected and that our actions or inactions ultimately affect ourselves. Maybe we'll cherish this planet like a jewel. I believe that through good science and storytelling, this can be achieved."

~ Brian Skerry,
Ocean Explorer and Conservation Photographer

Water is a shared and valuable natural resource that supports communities, ecosystems, and sustainable economic development. As climate change and increasing water stress continue to impact water availability, responsible water management has become an integral part of sustainable business practices.

As an IT services organization, Clover Infotech's operations are not water intensive. Water is primarily used for drinking, sanitation, and pantry operations across our office locations. While building infrastructure and water supply systems are managed by facility partners, the Company is committed to promoting responsible water use through efficient resource management, regular monitoring of water consumption, and employee awareness.

Water consumption is periodically monitored to identify opportunities for improving efficiency, minimizing wastage, and supporting continual environmental performance improvement.

Smart Water Use for a Sustainable Workplace

At Clover Infotech, we believe that **sustainability begins with everyday choices**. Water is primarily used for drinking, sanitation, and pantry operations across our office locations, and core infrastructure is managed by building partners. Within our operational control, we take proactive steps to ensure **responsible water use**, living up to our environmental and employee well-being goals.

Efficiency in Action

To conserve water and reduce unnecessary consumption, we have adopted multiple initiatives across locations

- **Sensor-based taps and urinals** to minimize wastage by dispensing water only when required
- **Tap aerators** to reduce water flow without compromising functionality
- **Reuse of wastewater** from bottle refills to water office plants — supporting greener spaces
- **Regular maintenance checks** of faucets and fixtures to prevent leaks and water loss.

These smart, low-impact solutions are supported by our commitment to employee awareness. We foster a water-conscious culture through:

- **Educational signage**,
- **Employee training**, and
- **Sustainability messaging** integrated throughout the workplace

Additionally, **precooked meals** are served in our canteen to reduce water use associated with large-scale kitchen operations.

Management of Water Discharge Impacts

Wastewater generated from office operations is limited to domestic wastewater arising from washrooms, pantry facilities, and general office activities. As Clover Infotech operates from commercial office premises, wastewater is managed through building-level treatment facilities or authorized municipal sewerage systems in accordance with applicable local regulations. The Company does not undertake industrial processes

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that generate significant wastewater or directly discharge effluents into natural water bodies.

Water Withdrawal

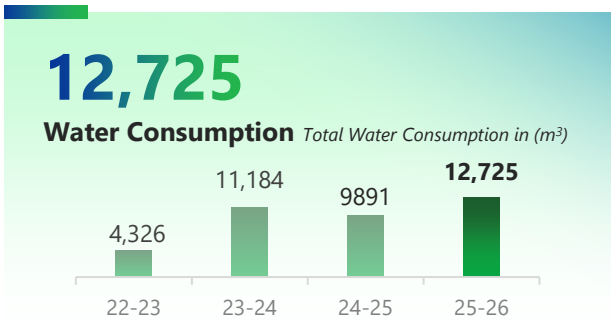
Water used across Clover Infotech's office locations is primarily sourced from municipal water supply systems and is monitored through utility records and supplier invoices. Regular monitoring enables the Company to identify consumption trends, improve resource efficiency, and support its water conservation objectives.

Water Discharge

As an office-based organization, Clover Infotech does not directly discharge wastewater into surface water bodies. Wastewater generated from office operations is discharged through building-managed treatment systems or municipal sewerage infrastructure operated by authorized service providers. Accordingly, direct water discharge impacts are not considered material to the Company's operations.

Water Consumption

The Company monitors annual water consumption as part of its environmental performance management framework. Water consumption trends are reviewed periodically to identify opportunities for improving efficiency and supporting responsible resource utilization.



Governance and Continuous Improvement

Water conservation is embedded within our ISO 14001:2015-certified Environmental Management System (EMS), ensuring a structured and systematic approach to water stewardship.

- The **Administration team regularly monitors and tracks** water consumption across office locations to support efficient resource management.
- **Water consumption data is periodically reviewed** by the **Corporate Quality team and external auditors** to evaluate performance and identify improvement opportunities.
- **Key observations and performance** insights are **reported to senior management**, reinforcing accountability and enabling informed decision-making.

- Continuous monitoring, periodic reviews, and governance oversight drive ongoing improvements in water management practices and resource efficiency.

Looking Ahead

Clover Infotech remains committed to strengthening its water stewardship practices through continuous monitoring, efficient resource management, employee engagement, and the adoption of water conservation measures. Going forward, the Company will continue to identify opportunities to optimize water consumption and contribute to the responsible use of this shared natural resource.

Energy Management: Balancing Growth with Responsibility

At Clover Infotech, we optimize energy use while supporting the evolving needs of our growing business. During the reporting period, a planned operational expansion led to a temporary increase in overall energy consumption a direct result of accommodating a significant increase in workforce and ensuring a high-quality work environment.

To support this expansion

- Additional lighting systems were installed to suit new workspace layouts.
- Air conditioning capacity was increased to maintain thermal comfort for a larger team.

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These upgrades were essential to sustain business continuity, employee comfort, and service excellence. While they temporarily offset the impact of ongoing energy-efficiency initiatives, we continue to prioritize sustainable operations through the use of smart fixtures, efficient HVAC systems, and workspace optimization.

Looking ahead, we are actively exploring technologies and design strategies to further reduce energy intensity, even as we scale. Our goal remains clear: to grow responsibly while advancing our environmental performance.

Energy Management at Clover Infotech

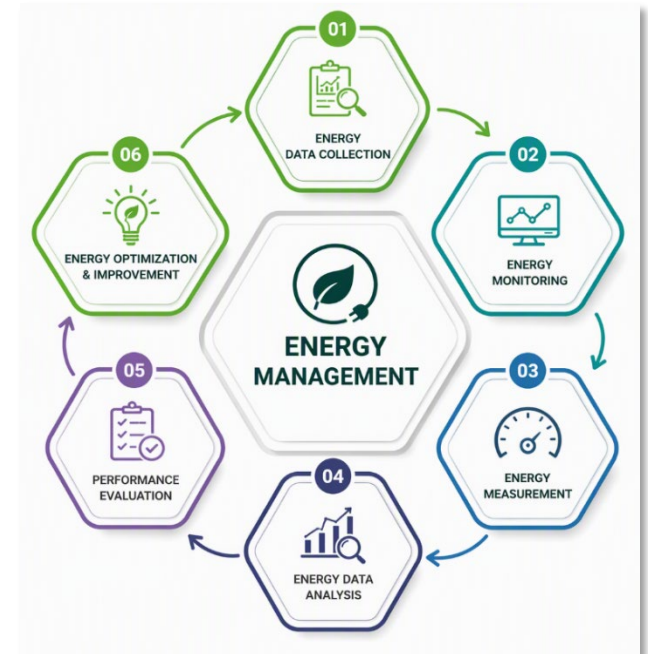
Clover Infotech has established a robust Environmental Management System (EMS) aligned with ISO 14001:2015, integrating environmental sustainability and resource efficiency into its day-to-day operations.

During FY 2025-26, overall energy consumption increased as a result of business growth and the expansion of office infrastructure, including the commissioning of an additional office floor to support a growing workforce. The expansion required additional lighting systems and enhanced airconditioning capacity to ensure operational continuity and employee well-being.

To improve energy efficiency and optimize resource consumption, the following initiatives have been implemented across our facilities:

- **Energy-Efficient Lighting:** All office locations are equipped with LED lighting systems. Lux meter assessments are conducted periodically to optimize illumination levels and enhance energy efficiency across workspaces.
- **Resource-Efficient Infrastructure:** Sensor-based taps and pumping systems support efficient resource utilization, contributing to both water conservation and energy savings.
- **Preventive Maintenance:** Regular inspection and maintenance of electricity-consuming equipment are undertaken to sustain optimal energy performance and minimize avoidable energy losses.
- **Employee Well-being and Workplace Efficiency:** Indoor workspaces are maintained within a temperature range of **23°C-25°C**, with periodic monitoring of lighting and indoor conditions to support employee comfort and productivity

Our energy management approach is guided by continuous monitoring, preventive maintenance, and responsible operational practices. While energy demand has increased in line with business expansion, we remain committed to improving energy efficiency through infrastructure optimization, employee awareness, and the adoption of sustainable workplace practices. These efforts support our broader objective of balancing operational growth with environmental responsibility and long-term sustainability.



A typical Clover Infotech energy saving process illustration.



3.3 E-waste Management

E-waste and its adverse effect on human life.

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Electronic waste (e-waste) is one of the world's fastest-growing waste streams, driven by rapid technological advancements, shorter product lifecycles, and increasing digital adoption. When improperly managed, e-waste can contribute to environmental pollution and the loss of valuable natural resources. Responsible e-waste management is therefore essential for supporting resource efficiency, recovering valuable materials, reducing environmental impacts, and advancing the principles of a circular economy.

As an IT services and consulting organization, Clover Infotech relies extensively on information technology infrastructure to deliver services to its clients. Consequently, the responsible management of electronic and electrical equipment throughout its lifecycle is a key component of the Company's environmental stewardship.

Our approach focuses on extending the useful life of IT assets, maximizing resource utilization, and ensuring environmentally responsible disposal at the end of an asset's lifecycle. The Company manages electronic equipment through a structured asset lifecycle management process encompassing procurement, deployment, maintenance, internal redistribution, and responsible end-of-life disposal.

To strengthen responsible e-waste management, Clover Infotech has implemented the following practices:

- **Asset Life Extension:** Maximizing the operational life of electronic equipment through preventive maintenance, timely repairs, and optimized asset utilization.
- **Reuse and Redeployment:** Reusing and internally redistributing IT assets wherever technically and operationally feasible prior to disposal.
- **Periodic Asset Assessment:** Regularly reviewing IT assets to identify opportunities for redeployment, refurbishment, or environmentally responsible disposal.
- **Compliant E-Waste Disposal:** Ensuring the secure collection, handling, transportation, and disposal of obsolete electronic equipment through government-authorized e-waste recyclers in accordance with applicable regulatory requirements.
- **Responsible Recycling:** Partnering with authorized recyclers to support material recovery, resource conservation, and environmentally sound recycling practices.
- **Employee Awareness:** Promoting awareness among employees on the responsible handling and disposal of electronic equipment to encourage sustainable workplace practices.

During FY 2025-26, **654 kg** of e-waste was safely channeled to a government-authorized recycling partner, reflecting Clover Infotech's commitment to responsible e-waste management and circular economy principles.



3.4 Greenhouse Gas (GHG) Emissions

E-waste and its adverse effect on human life.

Climate change is one of the defining global challenges of our time. At Clover Infotech, we recognize our responsibility to understand, monitor, and manage greenhouse gas (GHG) emissions arising from our operations. We are committed to improving environmental performance through responsible resource management, operational efficiency, and continuous monitoring of our carbon footprint.

Our GHG inventory provides a transparent view of emissions across our operations and selected value chain activities, enabling informed decision-making and supporting our long-term sustainability objectives.

Methodology & Reporting Standards

The Company's GHG inventory has been prepared in accordance with the **GHG Protocol Corporate Accounting and Reporting Standard** and the **GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard**.

For FY 2025–26, Clover Infotech has enhanced its GHG accounting methodology by updating the emission factors and refining the calculation approach in line with the latest available guidance and recognized emission factor databases. Greenhouse gas emissions have been

calculated using internationally recognized emission factors, including **DEFRA**, the **Central Electricity Authority (India)**, and other applicable regional sources. Global Warming Potentials (GWPs) from the **IPCC Sixth Assessment Report (AR6)** have been applied to report emissions in metric tonnes of carbon dioxide equivalent (tCO₂e).

Organizational Boundary

The Company's GHG inventory covers the following emission sources:

Scope	Emission Source	GRI Disclosure
Scope 1	Direct emissions from refrigerant leakage associated with air-conditioning systems	GRI 305-1
Scope 2	Indirect emissions from purchased electricity consumed across office locations	GRI 305-2
Scope 3	Purchased goods & services, capital goods, fuel- and energy-related activities, upstream transportation & distribution, waste generated in operations, and business travel	GRI 305-3

GHG Performance

During FY 2025–26, Clover Infotech continued to monitor greenhouse gas emissions across its operations and selected value chain activities. Scope 2 emissions remained the largest contributor to the Company's overall carbon footprint, reflecting electricity consumption across office locations. Scope 1 emissions primarily arose from refrigerant leakage from air-conditioning systems, while Scope 3 emissions were mainly associated with fuel- and energy-related activities and business travel.

The Company continues to strengthen its emissions data management processes and regularly reviews its emissions profile to identify opportunities for improving operational efficiency and reducing environmental impacts.

Clover Infotech's ESG Performance	Unit	2025-2026
Scope 1	tCO ₂ e	268.592
Scope 2	tCO ₂ e	831.798
Scope 3	tCO ₂ e	309.042

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GHG Emissions Intensity

To monitor environmental performance relative to business growth, Clover Infotech tracks greenhouse gas emissions intensity using appropriate operational metrics.

Emission Reduction Initiatives

Clover Infotech continues to implement initiatives aimed at enhancing energy efficiency, reducing greenhouse gas (GHG) emissions, and supporting its broader environmental sustainability objectives.

Key initiatives undertaken during FY 2025-26 include

- **Energy Efficiency:** Improving energy performance through the use of LED lighting, optimized workplace operations, and energy-efficient infrastructure.
- **Refrigerant Management:** Conducting periodic maintenance of air-conditioning systems to minimize refrigerant leakage and improve operational efficiency.
- **Sustainable Mobility:** Promoting virtual collaboration and digital engagement to reduce business travel and associated carbon emissions wherever feasible.
- **Responsible Resource Management:** Encouraging sustainable procurement practices and responsible waste management across operations.

- **Employee Awareness:** Conducting awareness and engagement programs to foster responsible energy use and climate-conscious workplace behaviours.
- **Performance Monitoring:** Regularly monitoring environmental performance indicators to identify opportunities for continual improvement and enhance sustainability outcomes.

Going Forward

As Clover Infotech continues to expand its operations and business footprint, the Company has reviewed and refined its greenhouse gas (GHG) accounting approach to ensure greater alignment with its evolving organizational boundaries and operational profile. Accordingly, FY 2025-26 has been established as the new base year for measuring and reporting GHG emissions.

The revised base year reflects the Company's current scale of operations, business activities, workforce growth, and geographic presence, providing a more representative benchmark for future performance assessment. Going forward, this baseline will serve as the foundation for tracking emissions trends, measuring the effectiveness of climate-related initiatives, and monitoring progress toward the Company's emission reduction and sustainability objectives



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Clover Infotech remains committed to creating sustainable social impact through focused interventions that improve the lives of vulnerable communities. Through our partnership with trusted implementation agencies and charitable institutions, we continue to support initiatives aligned with the provisions of the Companies Act, 2013 and our CSR Policy.

About Tapia Charitable Trust

Clover Infotech Pvt. Ltd (CIPL) extends financial support to Tapia Charitable Trust (TCT) for diverse philanthropic initiatives. These include funding for education, healthcare, shelter homes for destitute children, and specialized facilities for disabled and physically challenged children managed by various NGOs. TCT also contributes to charitable hospitals, enabling the acquisition of advanced medical and diagnostic equipment to enhance healthcare services for underprivileged patients. Additionally, direct medical assistance is provided to deserving individuals, and contributions are made to support elderly care homes. TCT further distributes daily food packets and ration kits to disadvantaged communities in Mumbai and remote rural areas across Maharashtra.

CSR Project: Adopt a Home

Partnership with Catalysts for Social Action

Under the Adopt a Home initiative, Clover Infotech partnered with **Catalysts for Social Action (CSA)** to strengthen Child Care Institutions (CCIs) and improve the well-being, education, health and future readiness of children in institutional care.

Project Objectives

- To ensure every child in CCIs lives in a clean, safe environment with access to necessities and regular healthcare supporting their overall physical and emotional well-being.
- To enable children in CCIs to access foundational numeracy and literacy, improve learning outcomes, and develop essential life skills empowering them to build a strong foundation of language and math and future readiness.
- To promote emotional stability and social competence among children by integrating Social and Emotional Learning into their daily lives ensuring they feel safe, valued, and emotionally supported.

No. of Children Supported

88 children approx.

No. of CCIs Supported

3 CCI, Madhya Pradesh

- **Rajkumari Bai Bal Niketan:** Jabalpur (Madhya Pradesh) | No. of Children Supported: 34
- **Nivedita Balika Grah:** Ratlam (Madhya Pradesh) | No. of Children Supported: 30
- **Shaskiya Balika Griha:** Bhopal (Madhya Pradesh) | No. of Children Supported: 24

Key Initiatives and Outcomes

1. Health & Nutrition

The **Health Program** aims to enhance the overall well-being of children in Child Care Institutions through targeted medical and nutritional support. Key interventions included:

- **Essential Health Support:** Distribution of hygiene kits, nutritious food, and daily essentials to maintain a safe and supportive living environment.
- **Health Assessments:** Baseline and endline screenings conducted to evaluate improvements in physical health over the intervention period.
- **BMI Monitoring:** Routine checks to track nutritional status and growth trends.

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Impact Snapshot: Health Outcomes

- Children in the normal BMI category increased from **56% to 64%.**
- Healthy haemoglobin levels improved from 83% to **100%.**
- Children without health ailments increased from **28 to 55.**
- Children requiring medical intervention reduced from **18 to 10.**

All identified health conditions were addressed and treated within the respective CCIs, reflecting the positive impact of timely medical interventions and continuous health monitoring.

2. WASH Program (Water, Sanitation & Hygiene)

The programme promoted healthy living environments through hygiene kits, sanitation support, sanitary waste management solutions, awareness sessions and infrastructure improvements. Hygiene kits were distributed to all CCIs of MP to promote personal cleanliness and healthy daily habits in Q2 & Q4-2025-26

Impact

- Improved hygiene and sanitation practices.
- Enhanced health, dignity and well-being of children.
- Strengthened preventive healthcare measures across participating CCIs.

3. Basic Necessities Support

To ensure a safe, comfortable and dignified living environment, support was extended through provision of essential items and infrastructure improvements.

Support Provided

- **Children across all 3 CCIs received:** Clothing, Innerwear, Footwear, Festive-season essentials
- **Bedding and Furniture Support**
 - ✓ Bedding support provided where required
 - ✓ Furniture and equipment support extended to improve living conditions

4. Learning & Development

The programme addressed foundational literacy and numeracy gaps through structured academic support, teacher mentoring and evidence-based learning assessments.

Key Achievements

- Literacy and numeracy scores among children in Grades 1-4 improved by **23 percentage points.**
- **100%** pass rate achieved in **Secondary School (Class 10)** Board Examinations.
- **83%** pass rate achieved in **Higher Secondary (Class 12)** Board Examinations.
- Introduction of **ASER-based learning assessments** to measure educational outcomes.



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5. Digital Literacy Support

To bridge the digital divide and build 21st-century skills among children, a Digital Literacy Program was implemented with the following components:

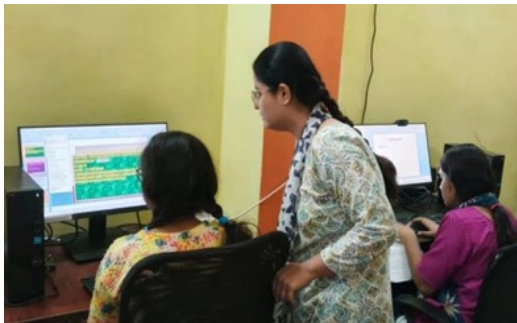
Training Focus

- Basic computer operations
- Internet usage and navigation
- Typing skills
- Online safety and responsible digital behavior

Implementation Highlights

- Computer instructors appointed at 3 CCIs
- All instructors were trained and certified by NIIT, ensuring quality instruction and standardized delivery

This initiative empowers children to engage confidently with technology and prepares them for future academic and career opportunities in an increasingly digital world.



6. Vocational Training

Vocational training programmes continued to build livelihood skills and promote self-reliance among adolescents.

Courses Offered

CCI	Course	Children Benefitted
Rajkumari Bai Bal Niketan	Beauty Parlor Skills	15
	Cooking & Bakery	20
Shaskiya Balika Grah	Bakery	18
	Stitching	37

Impact

- Children benefitted from vocational training initiatives.
- Strengthened employability, confidence and independent living skills.

7. Emotional Well-being & Life Skills

The programme focused on strengthening resilience, self-confidence, emotional awareness and social skills through structured interventions and recreational engagement.

Trauma-Informed Care Workshop for Staffin Q4 | Bhopal

one-day Trauma Informed Care Workshop was conducted in Bhopal for staff members across MP , including tuition teachers, trainers, and representatives from various Child Care Institutions (CCIs).



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SDQ Assessment Results

The Strengths and Difficulties Questionnaire (SDQ) was used to assess emotional and behavioural well-being.

- SDQ assessment results remained stable, with borderline cases reducing from **5% to 2%**.
- The proportion of at-risk children increased slightly from **87% to 90%**.

Findings highlight the need for continued targeted socio-emotional support and intervention programs.

Summer camps organized across participating CCIs.

- At the Summer Camp at **Rajkumari Bai Bal Niketan (RBBN)**, an advanced stitching demonstration was conducted in collaboration with **USHA International**.
- Children learned basic hand stitching and sewing machine operation through hands-on activities.
- The session aimed to build interest in tailoring and develop foundational vocational skills for future livelihood opportunities.



Celebrations & Community Engagement Events.

Various national days and festivals were celebrated across all three CCIs to promote cultural awareness, inclusion, and holistic child development.

Cultural & Well-being Initiatives

- **International Yoga Day:** Yoga and breathing exercises promoted physical well-being, mindfulness, and healthy habits.
- **Diwali:** Celebrations reinforced cultural values, positivity, and community participation.
- **Raksha Bandhan:** Activities fostered social bonding, mutual care, and a sense of belonging among children.

National Values & Civic Awareness

- **Independence Day:** Celebrations promoted national pride and civic awareness.
- **Republic Day:** Activities reinforced constitutional values, democracy, and citizenship.



- **Ganesh Chaturthi:** Festivities encouraged cultural appreciation and community participation.
- **Constitution Day:** Sessions enhanced awareness of equality, justice, rights, and responsibilities.

Child Development, Environmental & Cultural Awareness

- **Children's Day:** Activities promoted well-being, creativity, and holistic development.
- **World Environment Day:** Plantation drives and awareness sessions encouraged sustainable practices.
- **International Tiger Day:** Sessions raised awareness on biodiversity and wildlife conservation.
- **Hindi Diwas:** Poetry, storytelling, and writing activities celebrated language and cultural heritage.
- **Teachers' Day:** Performances and activities expressed appreciation for educators.



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Life Skills & Emotional Well-being

21 life skills sessions were conducted across all **3 CCIs during Q2-Q4**, focusing on emotional awareness, self-expression, and personal development.

- **Emotional Awareness:** Activities helped children identify and express emotions through discussions, storytelling, drawings, and emotion cards.
- **Safe Sharing Spaces:** Regular group sessions encouraged open communication, confidence-building, and peer support.
- **Creative Expression:** Art, craft, and clay modelling activities supported emotional well-being, stress management, and creativity.



Adolescent Health & Life Skills

10 sessions were conducted across the three CCIs to build adolescent health awareness and informed decision-making.

- Covered adolescent health, hygiene, gender awareness, healthy relationships, responsible social media use, and substance abuse prevention.
- Strengthened understanding of physical and emotional changes, risk awareness, and safe behaviours.

8. Kalote Animal Trust (KAT)

Established in **2017**, Kalote Animal Trust (KAT), located near **Lonavala, Maharashtra**, is a dedicated animal rescue, rehabilitation, and lifelong care sanctuary. Founded by animal welfare advocate **Sameer Vohra**, KAT provides a safe and nurturing environment for over **600 rescued animals**, including dogs, cats, cattle, horses, birds, and reptiles rescued from abuse, neglect, abandonment, accidents, and other vulnerable situations.

Key Facilities and Services

- **Specially Abled Animal Area** supporting the care and rehabilitation of elderly and differently abled animals.
- **Equine Stables** accommodating **29 rescued horses and ponies**.
- **Gaushala** providing shelter and care to **67 rescued cows and buffaloes**.
- **Veterinary Clinic** offering medical treatment, sterilization, and animal welfare services.

- **Butterfly Boulevard**, an educational initiative promoting compassion, environmental stewardship, and animal welfare awareness.

Recognizing the importance of animal welfare as an integral component of sustainable and inclusive community development, **Clover Infotech extended financial support to KAT during FY 2025-26**. The support enabled the Trust to strengthen animal care and rehabilitation efforts, including nutrition, veterinary treatment, rescue operations, sterilization programmes, and upkeep of critical shelter infrastructure.



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Impact

- Supported the welfare of **600+ rescued animals**.
- Strengthened animal rescue, rehabilitation, and veterinary care services.
- Promoted responsible animal welfare and community awareness.
- Contributed to biodiversity conservation and compassionate community development.

Key Initiatives Introduced in FY 2025-26

Basic Necessities Support

Additional Infrastructure Support to Samarth CCI, Solapur
Installed **bunk beds and personal lockers** to improve safety, comfort, organization, and overall living conditions for children residing at Samarth Child Care Institution (CCI), Solapur.

Learning & Development

Teacher Capacity Building Programmes

- Conducted **two rounds of teacher training programmes** to strengthen language and mathematics pedagogy and enhance the quality of learning support.

ASER-Based Learning Assessments

- Implemented **ASER-based assessments** to evaluate literacy, numeracy, and applied learning skills.
- Assessment findings indicated **improvements in students' learning outcomes, academic performance, and future readiness**.

Digital Literacy & Vocational Training

- Expanded digital literacy and vocational training initiatives to **enhance employability skills and career preparedness** among children and youth.

Emotional Well-being & Life Skills

Staff Capacity Building

Conducted a Trauma-Informed Care Workshop for teachers, trainers, and CCI staff to strengthen understanding of childhood trauma and promote empathetic caregiving practices.

Summer Camp Learning & Wellness Activities

Organized structured summer camp activities focused on learning enrichment, life skills, recreation, and overall well-being.

Strengths and Difficulties Questionnaire (SDQ)

Introduced the Strengths and Difficulties Questionnaire (SDQ) to assess and monitor children's emotional and behavioural well-being, enabling targeted support interventions.



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Programme Reach & Outcomes

Children & Youth Development

- **88 children** supported across **3 Child Care Institutions**.
- **20 children** completed digital literacy certification programmes.
- **600+ rescued animals** supported through Kalote Animal Trust.

Education Outcomes

- **23 percentage** point improvement in literacy and numeracy outcomes.
- **100% Class 10th pass** rate achieved.
- **83% Class 12th pass** rate achieved.

Health & Well-being Outcomes

- **100% healthy** haemoglobin levels achieved among assessed children.
- **90% of children** assessed under SDQ were categorised as emotionally well.

These interventions strengthened our focus on education, health, emotional well-being and future readiness, while creating measurable and lasting impact for children and communities supported through our CSR programmes.

Here's a snapshot of donations done by Clover infotech in FY'25-26 as part of its CSR endeavour

Clover Infotech Private Limited contributed ₹47.83 lakh during the year to support initiatives focused on **community development, social welfare, and animal care**. The contributions included **₹26.83 lakh to CSA, ₹18.00 lakh to TCT, and ₹3.00 lakh to Kalote Animal Trust**, reflecting the Company's commitment to creating a positive and sustainable impact on society.

4.2 Sharing the festive spirit with the community

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The Sudha Rehab Centre conducted a vibrant handicraft mela, capturing the festive spirit, at the Clover Infotech office. The mela featured a stall selling a delightful array of handmade hangings, buntings, trinkets, and other festive items perfect for gifts. The event saw enthusiastic participation from the staff, who eagerly purchased these unique treasures, with smiles and satisfaction at their well-spent pockets. The mela not only provided an opportunity for the staff to celebrate the festive season but also supported the talented artisans of the Sudha Rehab Centre.

Additionally, an exhibition organized by Tony Catherine (NGO) featured a colourful shopping opportunity at the Clover Infotech office, offering a variety of delicately made articles like oil lamps, embroidered handbags, bead chains, and envelopes once again with a festive focus. The event not only highlighted the rich tradition of handmade crafts but also supported the artisans behind these beautiful creations. The exhibition was well received, and appreciation was shown by the volume of purchase.

The NGO stall by Catherine Street Mission highlights our commitment to social impact and inclusive growth. The initiative empowers women from underserved communities by providing training in crafting jewellery using semi-precious stones, helping them build sustainable livelihoods and financial independence.

The stall serves as a platform for these artisans to showcase and sell their creations, promoting their skills while enabling income generation. It also encourages employee engagement and awareness towards meaningful social causes.

This initiative aligns with our ESG focus on gender empowerment, community development, and sustainable livelihood creation, contributing to long-term social well-being.

Supporting Women in Need – Visit to Sharan Shelter Home

As part of our community outreach under the CSR framework, Clover Infotech extended support to **Sharan**, a shelter home for **destitute women and their children**. Sharan provides a safe, hygienic living environment, nutritious meals, and vocational training to help residents regain independence and dignity.

During the visit, our team engaged with the women and children, offering **emotional support, sharing conversations**, and distributing **snacks and gifts**. The initiative was a touching reminder of the power of empathy and our commitment to uplifting vulnerable communities.



4.3 Educating a future workforce

Building Future-Ready Youth and spreading festive joy – YMCA Andheri Initiative

As part of our sustained commitment to community development, Clover Infotech continued its engagement with YMCA DN Nagar, Andheri, focusing on both youth empowerment and seasonal outreach.

Our ongoing training initiative aims to prepare young students for the professional world through interactive sessions led by our HR team and employee volunteers. These workshops focus on building essential life skills such as communication, personal grooming, confidence, and career readiness, playing a key role in shaping a confident and employable future workforce.

In addition to capacity-building, we celebrated Christmas at the YMCA Boys Home, bringing festive cheer to the children through games, snacks, and thoughtful gifts. The joy and enthusiasm of the children were a powerful reminder of the impact of shared moments and community connection.

Together, these initiatives reflect our holistic approach to CSR empowering youth while fostering compassion and inclusion.



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4.4 Inclusion of employees with special needs

As part of our diversity, job applicants with special needs are also considered seriously by our HR department. We are proud to announce that employees with special needs are already a part of our successful workforce.



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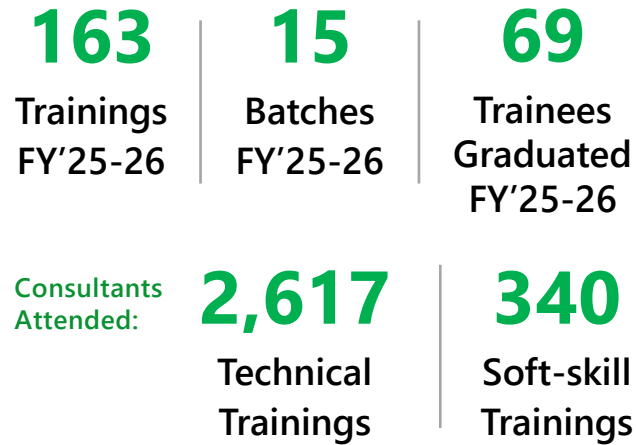
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Clover Academy

To effectively equip our fresh graduates and lateral consultants, we employ a comprehensive multi-platform training framework that seamlessly integrates theoretical instruction with practical, hands-on experience. This holistic approach features structured coursework, dynamic interactive sessions, and continuous assessments, all meticulously designed to meet with evolving industry standards and client requirements.

Foundational Talent Development

Foundational Talent Development aims at fortifying a continuous learning culture through carefully curated programs. Some of the learning approaches under the Academy Skills program:

Learning Programs for freshers and upskilling:

Communication skills

Builds oral articulation skills through real-world client and business scenario exposure.

Business Writing skills

Enhances ability to document and write business communication ensuring clarity and comprehension.

On demand Open VILT (Virtual instructor-led training)

Presentation Skills and Business Communication

O'Reilly Learning Platform

A premium resource hub offering expert-level content, including technical articles, books, and analytics-focused materials.

Cloud Labs

Initiated for Next Gen Associates to practice simulations, to practice on Oracle Cloud applications and benchmark SCM tools.

Educba

A platform delivering industry-relevant video tutorials and certification programs across various domains.

LMS (Moodle)

Our internal learning management system hosting supply chain management (SCM)-specific modules, interactive quizzes, and a comprehensive resource library.

Training Methodology

To promote wholesome learning, our training program incorporates a variety of structured and interactive components:

- **Module-wise Checklists:** A systematic roadmap to ensure comprehensive coverage of core concepts.
- **Expert-led Group Discussions:** Collaborative sessions designed to foster knowledge sharing and real-time.

Program Benefits

- Improve the delivery capabilities of the organization by enhancing the core project and delivery management competencies through the learning and certification programs.
- Manage the project effectively by applying the knowledge, skills and techniques gained through this learning and certification.
- **Hired from tier 2 and 3 colleges and cities, trained in a comprehensive technical/functional and soft skill deployed in projects.**

Impact

- Approx **₹1,50,13,058** cost savings for FY25-26 to the organization by delivering upskilling programs through Virtual Instructor-Led Training (VILT), self-paced recorded sessions, e-books, and online learning platforms. By leveraging in-house digital

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learning models, the company significantly reduced training delivery costs while expanding reach and ensuring flexibility for learners.

Coverage

- **69 trainees** successfully deployed following batch completion, including spillovers and retrained freshers from the previous year.
- **163** on-demand and scheduled trainings delivered through the internal calendar, covering **2,957 consultants a 6.5% increase** over last year's participation.
- **2617** consultants from across the client organization were upskilled in FY25-26 through on-demand technical trainings, improving deployment-readiness and technical adaptability.
- **340** consultants participated in on-demand soft skills trainings, enhancing client communication, teamwork, and workplace professionalism during FY25-26.
- Successfully completed **5 internship programs** focused on **Artificial Intelligence /Machine Learning/ Data Science**, providing hands-on exposure to emerging technologies and strengthening Clover Infotech's early talent engagement and technical mentorship efforts.

Digital Learning & Self-Paced Development

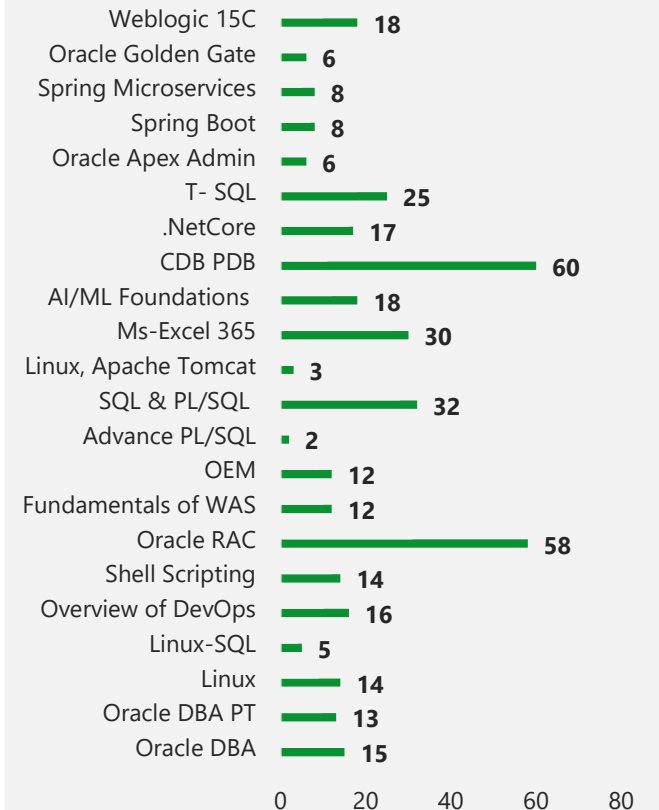
To further strengthen a culture of continuous learning, Clover Infotech introduced new digital learning initiatives aimed at self-paced skill development and industry-relevant knowledge:

- A self-paced learning initiative was launched in August 2024 across key areas including Database Administration (DBA), Software Development, and Soft Skills. In total **50 employees** have successfully earned digital badges, while the remaining participants are actively progressing through their individual learning journeys. This phased approach highlights the program's flexibility and its emphasis on tangible learning outcomes that recognize individual achievement.
- To enhance exposure to real-world insights, recorded live events from the online learning platform were made available to employees. A strong cohort of **93 consultants** actively participated, deepening their expertise in niche and emerging domains and reinforcing the organization's commitment to continuous learning and thought leadership.

These initiatives promote autonomy in professional development while driving engagement through recognition and exposure to global expertise.

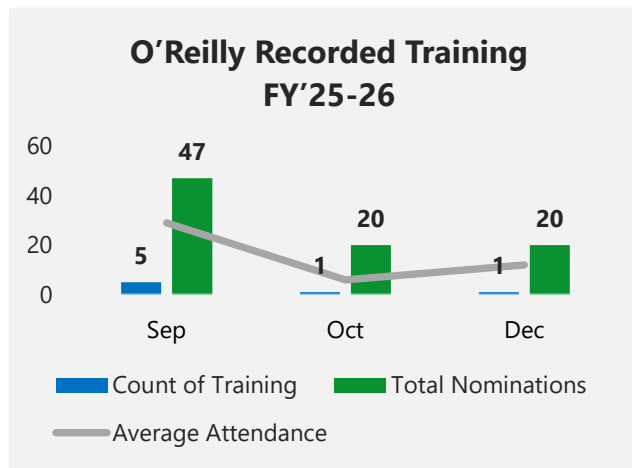
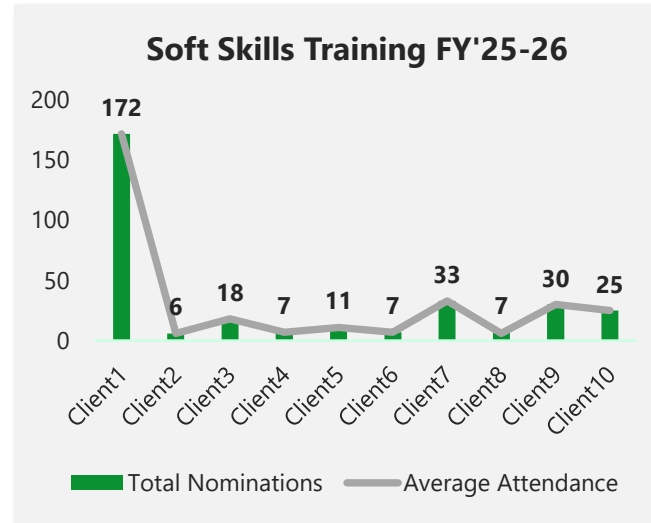
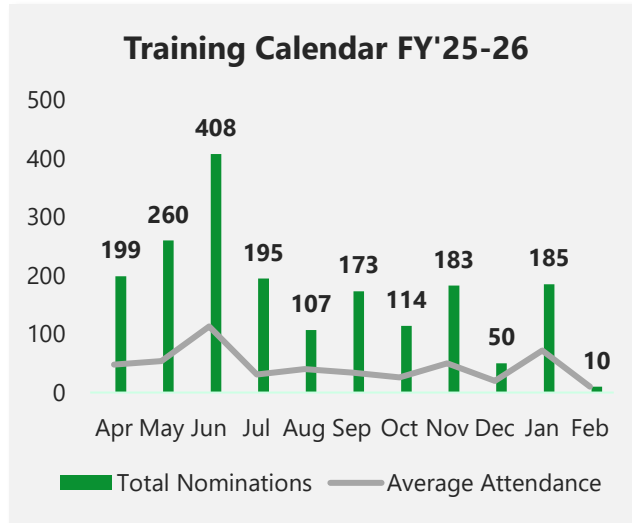
Upskill Training Trends in FY'25-26

On-Demand Training conducted FY'25-26



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163 Total Trainings | **2,617** Total Participants

Environmentally Friendly Training Practices

As part of Clover Infotech's commitment to sustainability, the Academy has adopted eco-conscious strategies that reduce the environmental footprint of its learning and development activities:

- **Paperless Training Delivery**
All training materials including lectures, notes, and assignments are delivered digitally through the Learning Management System (LMS) and

collaboration tools, significantly reducing paper consumption across programs.

- **Virtual Training & Remote Learning**
The majority of training sessions are conducted virtually via platforms like Zoom, Microsoft Teams, and internal LMS portals. This approach not only enables wider accessibility but also minimizes travel-related carbon emissions.
- **Eco-Friendly Assessments**
Assessments, quizzes, and feedback mechanisms are entirely digital, eliminating paper waste and enhancing efficiency in evaluation and tracking.
- **Digital Certification**
Trainees receive completion certificates and recognition in digital formats, avoiding the need for printing and physical distribution thereby conserving energy, ink, and paper.
- **Reusable Digital Content**
Reusable learning resources such as recorded sessions, interactive modules, and e-guides reduce the need to produce new materials for each batch, conserving resources and minimizing redundant effort. These environmentally responsible practices reflect the Academy's commitment with Clover Infotech's broader ESG goals specifically in reducing resource usage and supporting a low-carbon operational model.

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Leadership Development Initiatives FY'25-26

Building a Future-Ready Leadership

In FY 2025–26, the organization continued its focus on structured leadership development, marking the second consecutive year of delivering targeted leadership programs across multiple organizational levels. These programs were strategically designed to strengthen the internal talent pipeline, empower future leaders, and standardized leadership capabilities with long-term business goals.

In collaboration with Narsee Monjee Institute of Management Studies (NMIMS), two distinct leadership tracks were launched.

1. Foundation Leadership Development Program

Aimed at mid-level managers

- **Participants: 30 (Female to Male ratio 7:23)**
- **Total Learning Hours: 100 hours per participant over 12 months.**
- Delivered through a blended approach combining structured classroom sessions, mentoring, and internal knowledge reinforcement.

- Participants presented capstone projects demonstrating application of leadership concepts to real-world work scenarios.
- **Focus areas:** Leadership fundamentals, people management, decision-making, and strategic thinking.



Management Foundation Program - Batch 1 NMIMS

2. Advanced Leadership Development Program

Aimed at senior functional and business leaders

- **Participants: 30 (Female to Male ratio 3:27)**
- **Total Learning Hours: 120 hours per Participant over 12 months.**
- Included high-engagement sessions with business leaders, leadership simulations, and strategy focused modules delivered in partnership with a reputed Indian management institute.

- Concluded with **impact presentations** to senior leadership, linking learning outcomes to business transformation efforts.
- **Focus areas:** Strategic leadership, cross-functional influence, innovation, and transformation.

These leadership programs reflect the organization's sustained commitment to investing in people development and building a robust, future-ready leadership pipeline. By integrating structured learning, real-world application, and senior leadership engagement, these initiatives unify our long-term business strategy and talent sustainability goals.



Advanced Leadership Development Program - Batch 2 NMIMS

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3. Strategic Leadership Program

Andheri: Knowledge Sharing Session '**Strategy Formulation and Execution**' on 25th November @ Andheri Office- **45 participants**. Speaker: Mr. Siddharth Deshmukh.

Audience

- Target group (M-level / roles)- Advanced Leadership Development Programme **Batch 1 & Batch 2**.
- **Program duration: 1 day**
- Number of participants (with Female to Male ratio if available)-45 (5 female 40 males)
- Detailed program structure:
 - ✓ Sessions (offline / online / frequency) in-person
 - ✓ CXO connects (if conducted)- yes By Mr. Siddharth Deshmukh
 - ✓ Assessments- no
 - ✓ Any new additions vs last year- no
- **Key learning interventions/modules:** Strategy
- **Formulation and Execution**
 - ✓ Get a clear understanding of the essential factors to consider while formulating and executing a winning strategy
 - ✓ Learn how your company's competitive and corporate strategies complement each other
 - ✓ Distinguish between tactics that deliver short-term gains and strategies that have long-term strategic competitive advantages

- ✓ Identify and leverage valuable resources and capabilities that can help your company gain an edge in the marketplace
- ✓ Delve deep into business models and assess whether a company's business model is effective
- **Final presentations / capstone (if applicable):** no
- **Program objective (2-3 lines):** Designed to help executives, develop and implement a winning strategy that helps to choose where to play and positions your firm to gain and sustain competitive advantage in the marketplace

Impact/Outcomes: Understand the fundamentals of strategic thinking and strategy setting and leverage right-thinking frameworks and tools to tap into your organisation's core competencies to create a sustainable competitive advantage.



Strategic Leadership Program Knowledge sharing Session

4. Executive Leadership Program - ISB

- Target group (M-level/roles): CXO's
- **Program duration: 2-3 days Hyderabad**
- Number of participants: 4 (4 males)
- Detailed program structure:
 - ✓ Sessions (offline / online / frequency)- in-person
 - ✓ CXO connects (if conducted)- no
 - ✓ Assessments- Yes
 - ✓ Any new additions vs last year - Yes. This was not conducted previous financial year
- **Key learning interventions/modules:** Strategy Formulation and Execution' 2. Operational Excellence for Leaders
- **Final presentations/capstone (if applicable):** Knowledge sharing session for Senior management.

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- **Program objective (2–3 lines):** CXOs attended executive training programs such as Strategy Formulation and Execution and Operational Excellence for Leaders at Indian School of Business to strengthen strategic leadership capabilities, enhance decision-making, and drive business growth through operational efficiency.

Impact / outcomes: These programs also helped leaders align organizational goals with execution excellence, industry best practices, and transformational leadership approaches.



5. Executive Leadership Program-ISB Hyderabad

Senior Management Convocation - Advanced Leadership Development Programme

We proudly marked the successful **convocation of Batch-1** (May 2023 – April 2024) of our **Advanced Leadership Development Programme**, conducted in collaboration with **NMIMS**. This milestone event celebrated the completion of a year-long, high-impact learning journey designed to strengthen strategic thinking, leadership agility, and innovation readiness among our senior leaders.

The ceremony highlighted our continued investment in **leadership excellence**, underscoring our commitment to nurture talent capable of driving future-ready transformation.

Client site Training

Client-site training sessions were strategically conducted to create a more interactive and engaging learning experience. By delivering sessions at employee work locations, participation levels improved, discussions became more meaningful, and employees were able to relate the learning to their day-to-day work. The sessions also provided HR with an opportunity to connect directly with employees, understand their concerns, and gather valuable feedback,

thereby enhancing the overall employee experience.

Business Impact

- Increased employee participation through convenient on-site delivery.
- Enhanced learning effectiveness with interactive discussions and practical examples.
- Enabled real-time clarification of queries, improving understanding and compliance.
- Strengthened HR connect and employee experience through direct engagement.
- Collected actionable feedback to continuously improve learning initiatives and organizational practices.



5.2 Wellness Workshops and Medical Camps

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In its increased effort to reach out to its employees and showcase the company's commitment to them, Clover Infotech has adopted the following initiatives which eventually lead to reducing stress, promoting a balanced lifestyle which in turn results in job satisfaction and the right frame of mind to approach work each day. The end result; a happy, effective and productive workplace.

Our employees being our major asset, our investment in a strong wellness program that addresses physical, mental and emotional wellbeing is well justified. Our well-tailored and designed webinars go deep in addressing creative ways to encourage employees to come out in a bold way with issues we can help with or advise effectively to keep a clear creative mind at the workstation. These webinars ensure employees put their best foot forward at work.

We continue to effect change and improvement in every webinar or program that we conduct. This ensures that employees can repeatedly attend these ongoing webinars and continue to take away something new each time. We also listen carefully to what our employees tell us as the actual requirements come from their feedback.

As part of our commitment to employee well-being under the **Social pillar of ESG**, Clover Infotech implemented a variety of health and wellness initiatives:

Employee Health Check-up Camp – Supporting Preventive Care

As part of our wellness initiatives, free health check-up camps were organized across our **Andheri, Airoli, Pune, Chennai, and Gurgaon** offices. The camps offered basic health screenings, encouraging employees to take proactive steps toward managing their well-being. Participation across locations reflected strong engagement:

- **Andheri:** 255 employees
- **Airoli:** 245 employees
- **Pune:** 78 employees
- **Gurgaon:** 39 employees
- **Chennai:** 49 employees

This initiative underscores Clover Infotech's commitment to fostering a culture of preventive care and prioritizing employee health.



To mark **International Yoga Day**, guided sessions were held **across our Andheri, Airoli, Pune, Chennai, and Dubai offices**, led by a professional yoga instructor. Employees actively participated in the sessions, which focused on relaxation techniques and the benefits of incorporating yoga into daily routines. The initiative promoted **physical and mental well-being**, reinforcing our commitment to a healthier workplace.



- Organized **annual health checkups** in partnership with Bajaj for senior employees, and **basic health screenings** for all employees across India.
- The Heatwave Awareness Drive led by Disha Tapas focused on educating employees about the health risks associated with extreme temperatures and the importance of preventive care. The session

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highlighted practical measures such as staying hydrated, maintaining a balanced diet, recognizing early symptoms of heat-related illnesses, and adopting simple lifestyle changes to stay safe during peak summer months. This initiative reinforces our commitment to employee well-being by promoting health awareness and encouraging proactive care in challenging climatic conditions.

- The awareness session on World Hypertension Day was conducted by Dr Vimal Pahuja to educate employees on the risks and prevention of high blood pressure. The session emphasized the importance of regular health check-ups, a balanced diet, physical activity, and stress management in preventing hypertension and related complications. It also encouraged early detection and lifestyle modifications, reinforcing our commitment to promoting a healthy and informed workforce.
- To mark **World Hypertension Day**, a company-wide **awareness mailer** was circulated, highlighting the importance of **monitoring blood pressure** and maintaining heart health, Cancer and Alzheimer. The initiative encouraged employees to adopt preventive habits and stay informed about cardiovascular well-being.
- The awareness webinar on World Hepatitis Day was conducted by Dr Chetan Kalal, highlighting the importance of liver health and early detection of

hepatitis. The session covered causes, symptoms, prevention, and treatment options, while emphasizing vaccination, regular screening, and healthy lifestyle choices. It aimed to build awareness, reduce stigma, and encourage proactive health management among employees.

- The Nutrition Awareness Session focused on promoting healthy eating habits and overall well-being among employees. The session emphasized the importance of a balanced diet, portion control, hydration, and mindful eating, along with practical tips to manage common health concerns through nutrition. It encouraged individuals to make informed food choices and adopt sustainable lifestyle changes, reinforcing our commitment to employee health and wellness.
- The webinar on Mental Health and Wellbeing was conducted by Dr Neha Patel, focusing on the importance of emotional resilience and psychological well-being. The session addressed common workplace stressors, early signs of mental health concerns, and practical coping strategies such as mindfulness, work-life balance, and seeking timely support. It encouraged open conversations around mental health, reinforcing our commitment to creating a supportive and inclusive work environment.
- The webinar on World Diabetes Day was conducted by Dr Priyanka Pokhriyal, focusing on raising awareness

about diabetes prevention and management. The session highlighted the importance of regular monitoring, balanced nutrition, physical activity, and lifestyle modifications in controlling blood sugar levels. It also emphasized early detection and proactive care, reinforcing our commitment to promoting a healthier workforce.

- Continued **POSH (Prevention of Sexual Harassment) awareness programs**, ensuring Internal Committee (IC) compliance and a respectful, zero-tolerance workplace culture.
- Delivered **HR policy awareness sessions**, promoting transparency, compliance, and employee empowerment.
- Advanced **financial wellness** through sessions on the **National Pension Scheme (NPS)** and **ITR Filing**, supporting long-term financial literacy and retirement preparedness.
- The webinar on Digital Fraud focused on creating awareness about the rising risks of online scams and cyber threats. The session covered common fraud tactics such as phishing, fake links, OTP scams, and identity theft, along with practical tips to safeguard personal and financial information. It encouraged employees to stay vigilant, adopt safe digital practices, and report suspicious activities, reinforcing our commitment to cybersecurity awareness and responsible digital behaviour.

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We find that high morale is always crucial for the performance of our working team. It is the mental state concerning confidence and enthusiasm that the group experiences. To boost this morale, the company deems it important that careful bonding is encouraged to reach that stage. Productivity and quality are enhanced, and a positive feeling brings employees to the worktable each day.

The HR team, on one Friday of the month, conducts a fun Friday. Here employees are gathered in an informal situation and encouraged to participate in the various team bonding games on offer. A rather sweet reward awaits the winners in the form of a cake which is cut and distributed. Snacks and fun conversation wrap up the afternoon well spent.

On World Environment Day

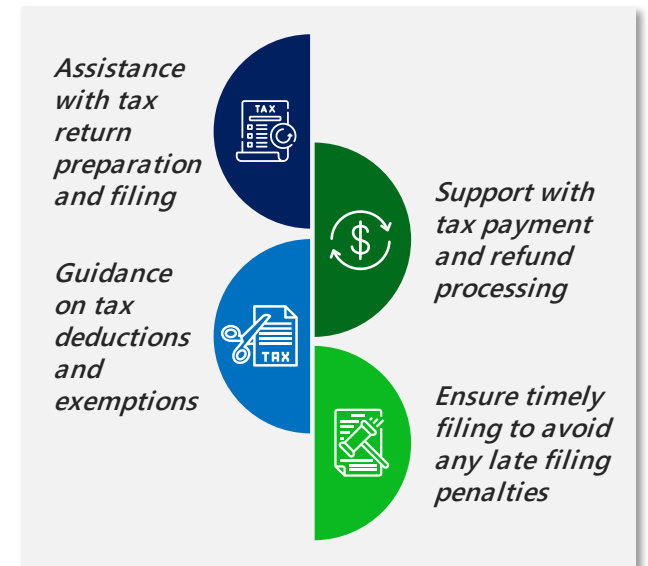
A series of engaging activities such as Seed Sapling and Best Out of Waste were organized to promote environmental responsibility among employees. The Seed Sapling activity encouraged participants to nurture greenery and contribute to a healthier ecosystem, while the Best Out of Waste initiative fostered creativity by transforming discarded materials into useful products. These activities reinforced awareness on sustainability, waste reduction, and the importance of adopting eco-friendly practices in everyday life.



Strengthening Your Finances

Our periodic webinars are conducted to raise awareness on financial planning, investments. Additionally, benefits program including tax-efficient options, life and accident insurance, and Mediclaim coverage.

In support of financial well-being, an ITR Helpdesk was set up at the Andheri office, giving employees direct access to tax consultants for guidance on income tax return filings. This hands-on initiative simplified compliance and was met with positive feedback for its practicality and care.



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State of the mind

A happy mind is a productive one!

Apart from the mental factor the physical wellbeing adds to employee confidence. Our programs covering "look good, feel good!" are designed to guide employees towards better sleep and eating habits.

There are many ways that one can sooth the mind. Clover Infotech offers various programs that they strongly believe in where employees can volunteer their services and time. These include teaching and grooming services to children and young adults, and social services like visits to the institutions, housing, the aged and destitute.

We provide the below key benefits to ensure employees can strike a positive work-life balance in all that they do:

- Clover Infotech commits to provide 26 weeks of paid maternity leave to female employees; five days of paid leave to male employees/secondary caregivers to be used within the first 90 days after childbirth, and 12 weeks of paid leave for adoption. Women employees have the option of extended parental leave (90 days on an unpaid basis) to care for and bond with a newborn child anytime within the first year after childbirth.

- All employees in India are covered under medical and accident insurance policies. These benefits are also provided to employees across geographies consistent with applicable laws in each jurisdiction.



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As part of our continued focus on employee engagement and organizational transparency, a **monthly internal newsletter** was published throughout FY'25-26.

This initiative aimed to:

- **Foster a sense of connection** across teams and geographies.
- **Promote awareness** of key organizational updates
- **Celebrate achievements and milestones**, thereby strengthening a culture of inclusivity and shared purpose.

Each edition highlighted

- Leadership messages and strategic priorities,
- Departmental updates and employee spotlights,
- ESG and diversity initiatives, and
- Upcoming events and opportunities for employee involvement.

The newsletter served as a consistent communication channel that helped employees stay informed, engaged, and connected with the organization's values and goals.

Multi-Channel Employee Support: Diya, HR Desk & Client Connect

As part of our ongoing digital transformation and employee support initiatives, Diya, our AI-powered internal helpdesk integrated with iConnect 2.0, played a significant role in enhancing the employee experience.

During the year, a total of 9,171 employee queries were recorded, of which 49% were resolved through Diya, enabling employees to access information and support instantly. The HR Employee Query Desk resolved 36% of the queries, while the remaining 15% were addressed through direct interactions during client-site visits.

This multi-channel support model ensured faster query resolution, improved accessibility, and seamless employee support anytime, anywhere. The initiative reflects Clover's commitment to leveraging digital solutions while maintaining a strong human connect, ultimately enhancing employee experience, responsiveness, and operational efficiency.

Strengthening Connections with all locations

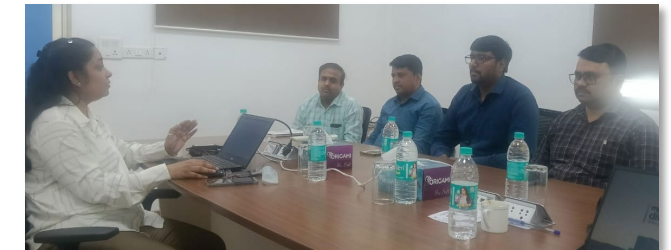
Our HR team actively engaged with teams across the Chennai, Bangalore, Hyderabad, Pune office, fostering meaningful connections and open dialogue. These interactions helped strengthen employee relationships, reinforce organizational values, and build a more connected and collaborative workplace culture. Though distance office but Connected through multiple modes.

Reaching Out

We at Clover Infotech ensure that our employees at client sites never feel alienated from the company by holding regular HR sessions at the various company sites. These sessions serve as a connect for our

employees to share their concerns and experiences. We assure our employees that we always have their back. At those two-way communication sessions, a helpdesk addresses their queries, clarification on policies, benefits and Do's and Don'ts as per company policies.

88 Total Sessions | **2,263** Employee Reached



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Purpose and Focus Areas:

- 1. Mediclaim Awareness**
Educated employees on health insurance coverage, claim process, and eligibility criteria.
- 2. Attendance & Punch-in Discipline**
 - Reinforced the importance of regular attendance and outlined client's compliance expectations.
 - Addressed practical challenges and explained consequences of non-compliance.
- 3. Grievance Redressal**
 - Provided a safe space to voice work-related concerns.
 - All concerns were formally documented and shared with relevant departments for resolution.
- 4. Training Needs Identification**
 - Facilitated two-way dialogue to uncover knowledge or skill gaps.
 - Insights were used to design targeted follow-up training sessions.
- 5. Workplace Conduct & Professionalism**
 - Guided employees on appropriate behaviour, dress code and communication at client sites.
 - Covered escalation protocols, reporting lines, and expected decorum in external-facing roles.

Soft Skills Training through Employee Connect

As part of the broader **Employee Connect initiative**, soft skills training programs were strategically designed and delivered based on **training needs identified during on-site interactions** with employees.

Onsite Training

884

Employees Attended

Organization Level Training

149
Sessions

4,615
Employees Attended



HR insights
January 2026
Celebrating and Connecting with Clover Infotech Team!

Celebrating the Spirit of India: Republic Day 2026
At Clover, we celebrated Republic Day 2026 with great enthusiasm, bringing together employees to honor the spirit of our nation. This special occasion was marked by engaging in contest that encouraged creativity, knowledge, and patriotic expression. We organized a series of exciting in-person and online contests, where employees showcased their talents expressing their love for the country. We extend our heartfelt gratitude to all who participated and contributed to the success of this celebration. Your energy and enthusiasm truly reflect the true spirit of Clover. **Jai Hind!**

Medical Health Checkup: Promoting Employee Wellness
We recently organized a free health checkup camp at our Andheri, Airoli, Pune Baner, Pune Bund Garden, & Gurugram offices, reinforcing our commitment to employee well-being. This initiative offered basic health screenings, encouraging employees to take proactive steps toward managing their health. We were thrilled by the enthusiastic participation of 666 employees. **Together, we are building a healthier workplace!**

Time to Review: Ensure Your Attendance and Leave is Accurate
With the start of the new year, your new leave calendar begins for 2026. Ensure to do the following:
• **Attendance:** Punch in and out and mark your attendance daily.
• **Leave:** Apply leave and have them approved timely.
For any queries or assistance, please feel free to contact the HR team at hr@cloverinfotech.com.

Insurance & Investment Awareness Camp
Clover Infotech conducted an Insurance & Investment Awareness Camp at the Andheri Office on 28th Jan, 2026

5.5 Awards and Appreciation

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To nurture a culture of appreciation and high performance, **326 employees** were recognized across multiple award categories during **FY'2025-26**. The program honoured individuals and teams who demonstrated exceptional performance, innovation, collaboration, and client-centric impact.

Recognition Categories

- **Pat on the Back:** Acknowledging efforts that exceed regular responsibilities and reflect consistent quality.
- **Innovator Award:** Celebrating creativity in process improvement, automation, and out-of-the-box thinking.
- **Circle of Influence:** Recognizing those who drive business value through expertise, communication, and strategic insight.
- **Clover Champion:** Honoring those who represent the organization with distinction at client locations.
- **The Pillar & The Enabler:** Awarding behind-the-scenes contributors who provide critical, reliable support to teams and projects.
- **ACE Award:** Highlighting all-around top performers who set benchmarks in delivery and excellence.
- **Team Award:** Recognizing collective success through outstanding collaboration and execution.



Program Impact

- Reinforced a culture of recognition, motivation, and ownership
- Encouraged innovation and initiative across all levels
- Boosted morale and engagement, especially among client-facing teams
- Created visible role models who embody organizational values

Ongoing Strengthening & Expansion

At Clover Infotech, recognizing excellence is central to fostering a motivated, committed, and values-driven workforce. Our approach to appreciation spans all levels of the organization from senior leadership to teams across functions and geographies promoting a culture of respect and long-term engagement.

Reward & Recognition and Tenure Awards - Quarterly

Every Quarter, we hold a vibrant **Reward & Recognition** and **Tenure Awards** ceremony across the locations, celebrating **achievers** and tenure awardees. Employees were honored for their exceptional performance, dedication, and service milestones.

The event brought together Cloverites from various teams and client locations in a joyful celebration of collective success. Shared meals, engaging conversations, and the spirit of camaraderie made it a memorable day reflecting the unity and appreciation that define the culture at Clover Infotech.

On **July 26, 2025**, Clover Infotech hosted a **combined Reward & Recognition and Tenure Awards Ceremony at Mumbai** location, honouring exceptional contributions across multiple quarters:

- **R&R Awards:** Q2 FY'24-25
- **Tenure Awards:** Recognizing service

Employees were felicitated with **certificates and awards** in a celebratory setting that reflected the company's culture of appreciation and unity. The event brought together teams from across locations, strengthening connections and celebrating shared success.

The program was extended to **client locations**, ensuring that frontline excellence was acknowledged where it

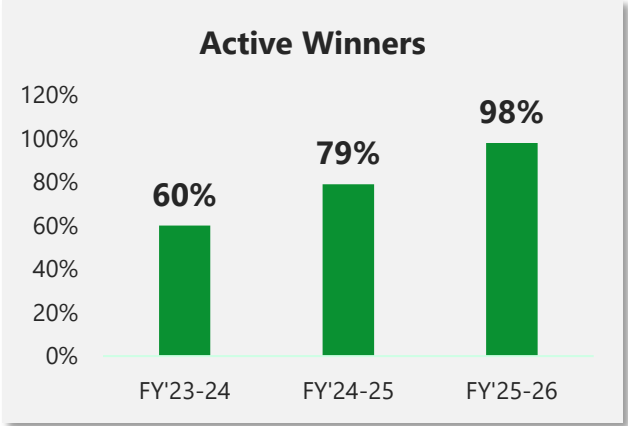
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mattered most. These recognitions served as strong motivators and built deeper employee-client connect. In addition, recognition and engagement activities were successfully rolled out in the **Chennai region**, with plans to **scale further across all delivery locations** in the coming year.

Recognition is driven by impact, behaviour, and balance with business and client success. The program continues to scale across geographies and roles.

We find the employees rewarded & appreciated have continued showing their performance and been active on roll.



5.6 Festival Frolic

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India is a land of festivals and who doesn't thoroughly enjoy the beauty, the colours, the ambience and of course the delicacies that each one brings. We at Clover Infotech like every Indian love and respect each one of these festivals making them our own. We promote a sense of harmony, togetherness, and deep bonding as we participate in each one. The employees coming together regardless of position, caste or creed is encouraged and all differences of the past are forgiven and forgotten. At such gatherings a sense of camaraderie and belonging come to the fore and many a hidden talent is discovered. Being a cosmopolitan company, our celebrations mark season and religious fervour as we celebrate each festival with equal gusto.



Independence Day

On this national holiday a competition was organized across all employee locations asking individuals or groups for photographs of themselves with the shades of tri colour in mind. A competition inviting Patriotic Reel/Video Challenge, Slogan Writing and Freedom through Art.

Ganesh Chaturthi

In the spirit of Ganesh Chaturthi, Clover Infotech embraced both cultural reverence and environmental responsibility. Employees participated in a photo competition showcasing eco-friendly Ganesh idols, accompanied by write-ups on the making process promoting sustainability in celebrations. To further engage our teams, a series of **in presence activities** were held, allowing employees to celebrate the festival virtually with creativity and enthusiasm. The vibrant participation brought the festive spirit alive across locations and reinforced our inclusive and joyful workplace culture.



Navratri

A 9-day extravaganza of colour and dance brought to Mumbai from Gujarat. During these 9 days that culminated with the festival of Dussehra marking good over evil, the employees were encouraged to wear traditional clothing in the 9 colours of the festival. A dance, with its origins in Gujarat called 'Garba' was also played and enjoyed by all present.



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Diwali

The festival of lights and colours was celebrated by the Clover Infotech Team. A competition of floor art called 'Rangoli', Garland Making, Diya Painting and Bay Decoration marked the day along with the games. Traditional attire was encouraged to be worn that day.

Christmas

The feeling of festivity in the air was celebrated with traditional bay decoration, fun games and competitions across the locations.

Eid-Al-Fitr

An evening of recitation from the holy Quran during the holy month of Ramadan in the office led to the celebration of Eid-Al-Fitr.

Holi

The spring festival of colours was celebrated in the office with the anointing of colours followed by snacks for all.

Republic Day

Celebrated Republic Day across all offices with patriotic-themed activities and cultural programs. Employee participation reflected a strong sense of national pride, camaraderie, and our ESG commitment to creating an inclusive and engaging work environment.



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At Clover Infotech, promoting equality and supporting gender balance are among our core values which we closely practice and respect. It is the diversity available to us in a country like ours that allows us to harness the best from all four corners.

Our commitment to women’s empowerment is reflected in our progressive employment practices and inclusive workplace culture. We actively encourage young mothers to rejoin the workforce through our “Bring Young Mothers Back to the Workspace” initiative. Recognizing the importance of work-life balance, requests for extended leave are considered and approved whenever required. We challenge traditional stereotypes regarding gender roles and remain committed to building a gender-balanced workforce. We strongly believe that workplace diversity brings significant benefits, including a wider range of perspectives, enhanced innovation, improved decision-making, and a more inclusive organizational culture. Through these efforts, we continue to create an environment where every individual has the opportunity to thrive and contribute meaningfully.

Our progress highlights during the year

1. Celebrating the Woman

To celebrate International Women's Day, Clover Infotech honoured the achievements and strength of women

across its locations. Engaging activities, including Zumba sessions, a Self-Defence Workshop, and Charm Bracelet Making, were organized at Andheri, Airoli, and Pune offices, creating a memorable and enjoyable experience for employees. The vibrant Zumba session at the Pune office further encouraged fitness and team spirit. These initiatives highlight our ongoing commitment to building an inclusive, supportive, and empowering workplace for women.

2. Periodic Employee Feedback

We have conducted **periodic employee feedback sessions** to ensure that every voice is heard. These initiatives have proven instrumental in strengthening our culture of **inclusion and belonging**, helping employees feel valued and supported regardless of gender, background, or designation.

3. Inclusive Culture and Talent Retention

Employee inputs have directly contributed to enhancements in workplace practices, improving not only employee engagement but also our brand as an employer of choice in a competitive IT talent landscape.

4. International Men's Day (19th November)

A Photo Booth activity was organized to celebrate and appreciate the contributions of men in the

workplace. The initiative encouraged employees to capture moments of pride, positivity, and camaraderie, fostering engagement and a sense of belonging while promoting a culture of recognition and inclusivity.

5. Merit Beyond Marks: Inclusive Hiring Practices

We believe **talent cannot be measured by academic percentages alone**. Our hiring process is intentionally designed to look **beyond top ranks and grade brackets**, focusing instead on the **skills, potential, and attitude** a candidate brings. This inclusive approach ensures that individuals from varied educational and socio-economic backgrounds are given equal opportunities to be considered for roles based on **capability not just credentials**. By challenging traditional filters in recruitment, we are building a more diverse, dynamic, and equitable workforce.

6. Inclusive Leadership by Example

Developing future people managers is a strategic priority. Rather than relying solely on formal training, we emphasize **learning through observation** where employees draw inspiration from the **inclusive behaviours of top and senior management**. This approach promotes fairness, openness, and readiness to take on challenges, supporting our goal of building a **bias-free, equitable leadership pipeline**.

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7. Respecting Faith, Fostering Unity

On August 11, 2025, we hosted a Satyanarayana Puja at our Andheri office, bringing teams together in a spirit of gratitude, harmony, and collective prayer.

Similarly, during the holy month of Ramzan, we organized a Quran Recitation Ceremony at our Andheri and Airoli offices, offering employees a serene space for reflection and spiritual connection. These observances reflect our commitment to respecting diverse faiths and fostering an inclusive workplace where all employees feel seen, valued, and free to express their cultural and religious identities with dignity.



5.8 Health and Safety Risk Assessment

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Our Commitment

At Clover Infotech, safeguarding the health, safety, and well-being of our employees, contractors, and visitors is a core business priority. As a service-based organization operating in an office-based, low-hazard environment, we maintain a proactive Occupational Health and Safety (OHS) framework designed to identify workplace hazards, assess associated risks, and implement effective control measures that protect people while ensuring compliance with applicable legal and regulatory requirements.

Our Occupational Health and Safety Management System is aligned with ISO 45001:2018, enabling us to proactively manage occupational risks, strengthen workplace safety, and continually improve our health and safety performance. During **FY'2025-26**, our Hazard Identification and Risk Assessment (HIRA) process confirmed that **no high-consequence work-related injury risks materialized** across our operations.

Occupational Health & Safety Management

The Occupational Health and Safety (OH&S) Management System applies across Clover Infotech's operational locations and is supported by defined policies, procedures, risk assessments, internal audits, and periodic management reviews.

Hazard Identification and Risk Assessment (HIRA) is conducted and reviewed semi-annually across our

operations to evaluate routine, non-routine, and emergency scenarios. This process enables us to identify potential occupational and environmental risks, determine appropriate mitigation measures, and continuously improve workplace safety. In addition to minimizing potential adverse impacts, the assessment also helps identify opportunities to strengthen operational efficiency and safety performance.

We adopt a preventive approach to workplace safety by:

- **Hazard Identification and Risk Assessment (HIRA):** Regular assessments conducted for routine, non-routine, and emergency activities across operational locations.
- **Risk Mitigation:** Implementation of appropriate controls to eliminate, reduce, or manage identified workplace risks.
- **Incident Management:** Investigation of incidents and implementation of corrective and preventive actions to prevent recurrence.
- **Emergency Preparedness:** Regular workplace inspections, emergency response exercises, and evacuation drills to enhance safety readiness.
- **Regulatory Compliance:** Ongoing monitoring and evaluation to ensure compliance with applicable occupational health and safety requirements.

Employee consultation and participation are integral to our safety culture. Employees are encouraged to report unsafe conditions, hazards, near misses, and safety observations. All reported concerns are reviewed by the concerned teams, appropriate corrective and preventive actions are implemented, and learnings are incorporated into our ongoing risk management process to strengthen workplace safety.

Our Safety Committee continues to play an active role in promoting health and safety across the organization. The committee meets periodically to review workplace safety performance, participate in risk assessments, support safety inspections and incident investigations where applicable, and monitor compliance with the requirements of our ISO 14001 and ISO 45001 Management Systems.

Employee Health, Safety and Well-being

We believe that employee well-being extends beyond workplace safety. Clover Infotech promotes a healthy work environment through preventive health initiatives, ergonomic workplace practices, wellness programmes, and awareness campaigns.

Key initiatives include

- **Occupational Health & Safety:** First-aid facilities and trained first-aiders available across all office locations.

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- **Emergency Preparedness:** Fire detection and firefighting systems supported by periodic evacuation and emergency response drills.
- **Ergonomic Workplace Design:** Ergonomically designed workstations to enhance employee comfort and well-being.
- **Workplace Safety Monitoring:** Regular workplace inspections and preventive safety awareness initiatives conducted by the Administration team.
- **Health & Wellness:** Health, wellness, and preventive care awareness programs for employees.
- **Mental Well-being:** Initiatives focused on supporting employee mental health and overall well-being.
- **Safety Training:** Ongoing occupational health and safety awareness and training programs.

The Company also works closely with contractors, facility management teams, and service providers to ensure that appropriate occupational health and safety requirements are implemented across shared workplaces.

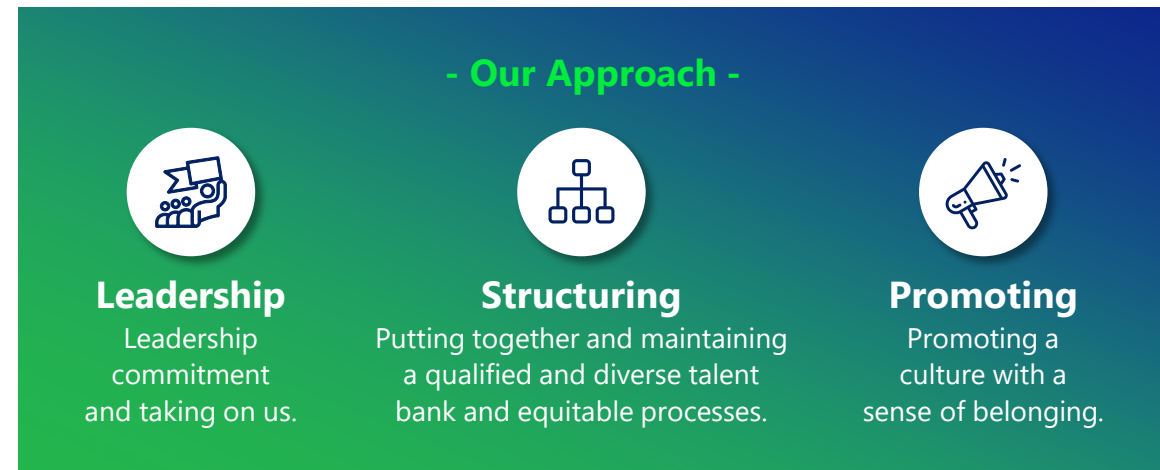
Occupational Health & Safety Performance

Clover Infotech monitors occupational health and safety performance through a structured framework that includes workplace inspections, incident reporting, internal audits, management reviews, and employee participation.

All health and safety-related incidents are monitored and reviewed internally, and **no occupational illnesses or lost-time incidents** were reported **during the year FY'25-26**. The organization remains committed to maintaining a **safe, healthy, and compliant workplace** for all employees and contractors

Enhancing Our Safety Culture

Clover Infotech will continue to strengthen its Occupational Health & Safety Management System by enhancing employee awareness, improving workplace safety programmes, promoting preventive health initiatives, and reinforcing a culture where health, safety, and well-being remain integral to everyday operations.



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Corporate Governance

The Board plays a key role in guiding Company's journey of excellence with accountability. They provide overall strategic insights for our business operations. The Board comprises individuals with high competence and wide-ranging experience to address business ambitions, and at the same time offer diversity of opinions and perspectives to guide strategy.

At the top governance level, there is Board of Directors which provide overall direction to our sustainability efforts. Board members are highly involved in Company matters, reviewing long-term strategic planning, budgets, policies, risk mitigation, and operations, the Board meets at every quarter to discuss the same. The Board is also supported by various Board committees, set up with formal Board approval. The committees review specific areas and assist the Board in discharging its duties.

Board of Directors

As of March 31, 2026, our Board had One Non-Executive Director, Two Executive Director and Two Promoter Directors of which One Director is a Chairman.

Board Diversity

Our Board's diversity harnesses differences in knowledge, skills, industry experience, cultural backgrounds, ages and ethnicity.

Sr No	Name	DIN	Designation	Date of Appointment
1	Mr. Javed Faizullah Tapia	00056420	Director (Promoter/Chairman)	25/05/2000
2	Mr. Azim Faizullah Tapia	00056539	Director (Promoter)	11/03/2021
3	Mr. Farokh Kekhushroo Banatwalla	02670802	Director (Non-Executive)	10/08/2009
4	Mr. Shrikant Keshav Navelkar	03400037	Director (Executive)	15/06/2013
5	Mr. Kunal Gopinath Nagarkatti	03400684	Managing Director (Executive)	22/04/2025

Board Independence

As Company being a Private Limited Company, Company is not required to appoint any Independent Directors on the Board and hence no Independent Directors have been appointed.

Board Committees

The Board has constituted the following Committees to review and look after specific areas and provide required assurance to the Board:

- Corporate Social Responsibility (CSR) Committee
- Audit and Accounts Committee
- Investment Committee

Tenure of Directors

There are no provisions in the Companies Act that specifies the tenure of Executive / Non Executive / Promoter Director of a Private Limited Company, hence the Directors are appointed without any fixed tenure.

Details of Board Meeting in FY'2025-26

As per the provisions of the Companies Act, 2013, a Director needs to attend at least 1 (one) Board Meeting, held during the previous 12 Months.

- Following is the Board Meeting Attendance Details for FY'2025-26
- Attendance in Board Meeting (Total meetings held - 6 Board Meetings)

Sr No	Name of Directors	Meeting Attended	% Attendance
1	Mr. Javed Faizullah Tapia	4	67
2	Mr. Azim Faizullah Tapia	6	100
3	Mr. Farokh Kekhushroo Banatwalla	5	83
4	Mr. Shrikant Keshav Navelkar	6	100
5	Mr. Kunal Gopinath Nagarkatti	6	100

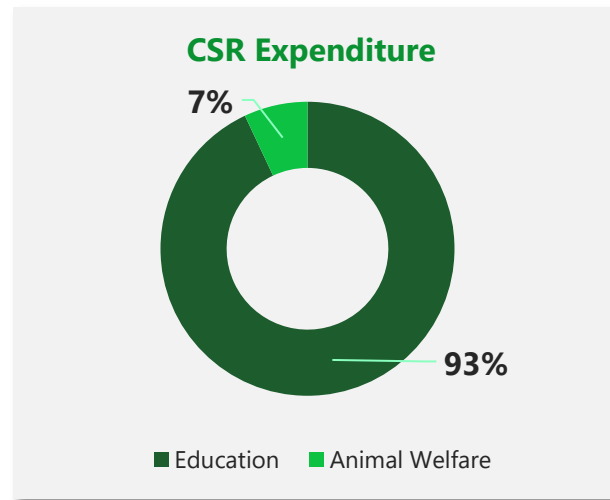
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CSR Governance

Company' CSR initiatives is governed by its CSR Policy (available on Company's Website) which is in conformity with the provisions of the Companies Act, 2013. In the financial year 2025-26 Company spent **₹47,83,355** in CSR initiatives through various implementing agencies (Registered Trusts/Societies) in following Area:

Sr No	Area of CSR Expenditure	Amount spent	% Amount Spent
1	Education	44,83,355	93.73
2	Animal Welfare	3,00,000	6.72



Roles and Responsibilities of Board Committee

Related Party Transactions

In compliance with the requirement of applicable laws, rules and regulations, names of related parties and details of transactions with them have been disclosed in the financial statements of the Company.

Corporate Social Responsibility (CSR) Committee

Sr No	Name of Members	Designation
1	Mr. Farokh Kekhushroo Banatwalla	Chairman
2	Mr. Javed Faizullah Tapia	Member
3	Mr. Shrikant Keshav Navelkar	Member

CSR committee is responsible for driving the Company's CSR initiatives. The committee gives strategic direction, finalize and approve annual goals of the CSR programs selected, allocate budgets on a yearly basis and monitor progress.

- Recommend the CSR Policy to the Board for approval which shall indicate the activities to be undertaken by the Company as specified in Schedule VII.
- Recommend the amount of expenditure to be incurred on the CSR activities to the Board for approval.

- Ensure that the CSR Policy of the Company is monitored on a regular basis and is updated from time to time for any change or enhancement in scope and the same is recommended to the Board for approval.
- Define the modalities and monitoring the progress of the activities being undertaken under the policy.
- Approve the design of the CSR activities and the budgets proposed by any implementing partners and recommend to the Board for approval.
- Oversee the monitoring mechanism for the activities and the policy and ensure monitoring of the CSR programs.
- Ensure formulation of Annual Action plan for CSR spending
- Oversee the overall implementation and reporting of the CSR projects as approved by the Board.

Audit and Accounts Committee

Sr No	Name of Members	Designation
1	Mr. Farokh Kekhushroo Banatwalla	Chairman
2	Mr. Javed Faizullah Tapia	Member
3	Mr. Azim Faizullah Tapia	Member

Roles and responsibility of Audit and Accounts Committee is as follows:

- Appointment of Internal Auditors and Statutory Auditors and terms of such appointed auditors.

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- Review of financial statements and Accounts Report thereon.
- Review of existing accounting policies and implementation/provide guidance on new/changed accounting policies and practices in the Industry and supervise major accounting entries.
- Review of the quarterly financial statements with the management prior to submission to the Board for approval.
- Review new/renewals of Loans/Bank Limits.
- Evaluate Financial Controls and Risk Management Systems.
- Review adequacy of Internal Audit functioning.
- Review findings of Internal and Statutory Auditors.
- Any other functions as per Audit Committee requirement.

Investment Committee

Sr No	Name of Members	Designation
1	Mr. Azim Faizullah Tapia	Chairman
2	Mr. Farokh Kekhushroo Banatwalla	Member

Roles and responsibility of Investment Committee is as follows:

- To monitor Investment and to review and recommend to the Board, investments that are to be made.

- To carry out any other activity(s) as the Investment Committee may deem appropriate after approval of the Board of Directors or as may be directed by the Board of Directors from time to time.

Independent Validation

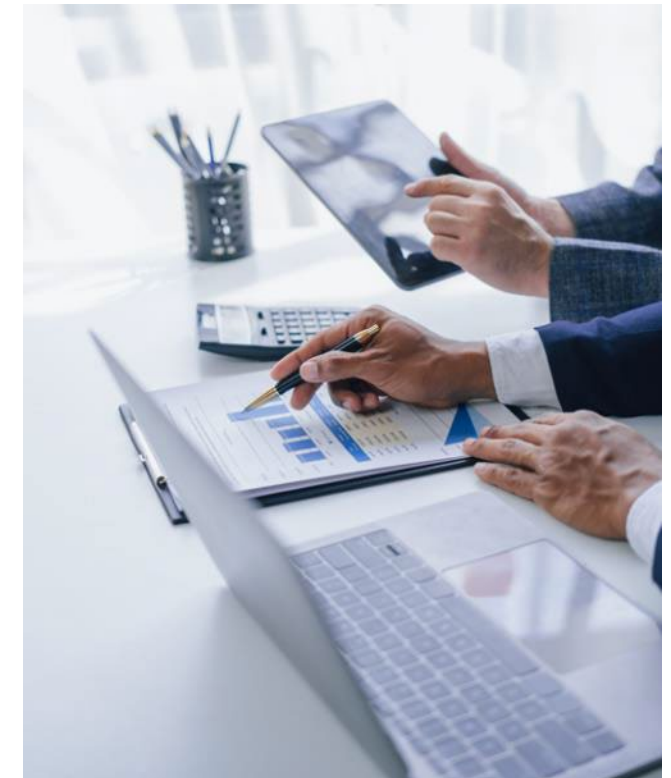
Company has appointed an independent third party as an Internal Auditor in compliance with the applicable provisions of the Company Act. Internal Audit is conducted periodically to identify areas of vulnerabilities, and mitigation actions are taken to mitigate the risks. The main objectives of internal audit are highlighted hereunder:

- To evaluate the Company's internal controls;
- To ensure adequate compliance with laws, rules and regulations;
- To establish better procedures and policies;
- To ensure integrity and accountability.

Taxation

Company is committed to good tax practices and ensure that all tax compliance and regulatory requirements are fulfilled in a timely manner. We stand by our commitment to delivering high standards of business practices. We look at tax compliance as a moral responsibility to society rather than a legal mandate.

Finance team overseas the Tax governance and communicates all matters of importance regarding tax and regulatory compliance and highlights the risks arising from it to the Board.



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In FY'2025–26, Clover Infotech has advanced from operational support and vendor coordination to embedding sustainability principles across supply chain management. We recognise that supply chains significantly shape environmental, social, and economic impact. Accordingly, our program integrates responsible sourcing, ethical governance, and supplier accountability into procurement practices, ensuring resilience and long-term ESG value creation.

We recognise that supply chains are not just operational backbones but also critical levers of environmental and social impact. As global expectations evolve, our procurement and vendor management practices are being recalibrated to deliver measurable sustainability outcomes while maintaining business continuity.

“While currently focused on operational support and vendor coordination, the Administration team is working toward integrating sustainability principles into supply chain practices.”

A company’s supply chain plays a significant role in shaping its overall environmental, social, and economic impact. Over the long term, business performance is increasingly influenced by how effectively these impacts are identified, managed, and mitigated. As supply chains evolve and expand, keeping them connected with sustainability expectations poses both challenges and opportunities. Our supply chain program is designed

with a comprehensive understanding of these dynamic requirements, ensuring responsiveness to both operational needs and responsible sourcing principles.

Supply Chain Dynamics - Procurement

Procurement processes are structured to ensure fairness, competitiveness, and traceability. Every transaction is documented, audited, and aligned with ISO standards.

- **Local Sourcing Commitment:** We continue to source 100% of products and services from suppliers based in Maharashtra. This strengthens regional economic contribution, reduces logistics costs, and lowers carbon emissions by minimizing long-distance transportation.
- **Vendor Governance:** Annual vendor evaluations are conducted against ISO 14001:2015 (Environmental Management) and ISO 45001:2018 (Occupational Health & Safety) standards. Suppliers are required to demonstrate compliance with environmental and safety benchmarks.

Strategic Anchors

Our supply chain strategy is anchored in four guiding principles:

- **Environment:** Suppliers are encouraged to exceed environmental standards, adopt green technologies, and implement ecological sustainability programs.

- **Labor & Human Rights:** Partnerships are limited to suppliers who uphold human rights, employee welfare, fair wages, and safe working conditions.
- **Ethics:** Suppliers must adhere to the highest standards of integrity, transparency, and anti-corruption practices.
- **Sustainable Procurement:** Procurement decisions integrate ESG considerations, ensuring responsible sourcing and long-term resilience.

Looking Forward - FY'2026 and Beyond

- **Policy Integration:** Transitioning from practice-based governance to a fully documented sustainability-driven procurement policy.
- **Carbon Reduction:** Expanding local sourcing and adopting digital procurement systems to further reduce emissions.
- **Supplier Development:** Collaborating with vendors to build ESG compliance capacity, innovation, and resilience.
- **Technology Enablement:** Leveraging AI-driven procurement analytics to monitor sustainability performance and enhance decision-making.
- **Sustainability Benchmarking and Readiness:** Strengthening procurement practices in line with globally recognized sustainability assessment frameworks, promoting transparency, accountability, and responsible sourcing.

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Clover Infotech’s value chain is evolving to meet the demands of a rapidly transforming digital economy. The organization integrates sustainability across every operational layer — from procurement to service delivery — ensuring that **environmental responsibility, ethical governance, and stakeholder trust** remain central to its business model.

Internal stakeholders, including employees and delivery teams, are catalysts for innovation and operational excellence. They embed sustainable practices into daily workflows, driving efficiency and resilience. **External stakeholders** — customers, suppliers, regulators, and communities — influence the company’s sustainability trajectory through expectations of transparency, compliance, and social impact. Together, these groups form a dynamic ecosystem that propels Clover Infotech’s ESG performance across geographies.



IT Infrastructure

Value Chain Sustainability in IT Infrastructure

Clover Infotech integrates sustainability principles across the IT infrastructure value chain by focusing on responsible procurement, efficient operations, and environmentally sound asset lifecycle management.

Upstream – Responsible and Ethical Procurement

Clover Infotech’s procurement practices emphasize responsible sourcing and supplier accountability. The organization prioritizes:

- Energy efficient IT hardware to reduce lifecycle emissions.
- Vendor compliance with environmental, ethical, and regulatory standards.
- Collaborative supplier engagement, encouraging partners to adopt sustainable practices and transparent reporting.

This upstream focus aligns with responsible procurement frameworks that supports long term resilience in the supply chain.

Lifecycle Oriented IT Asset Management

Clover Infotech adopts a circular economy approach to asset management, ensuring maximum utilization and minimal waste:

- Procurement of durable and repairable equipment.

- Preventive maintenance and upgrades to extend asset life.
- Refurbishment and reuse of functional assets within the organization.
- Participation in supplier take back and authorized recycling programs.

These practices reduce electronic waste and contribute to sustainable IT asset lifecycle management.

Operational Efficiency and Energy Stewardship

Operational excellence is achieved through:

- System optimization and virtualization to reduce energy intensity.
- Deployment of energy saving configurations across infrastructure.
- Continuous performance monitoring to identify inefficiencies and improve resource utilization.

This reflects a data driven sustainability mindset, aligning with industry best practices for energy optimization.

Downstream Value Chain - Customer Impact

Clover Infotech’s digital solutions empower clients to achieve their own sustainability objectives. Through resource-optimized architectures, cloud-based efficiencies, and responsible technology deployment, the company helps clients reduce environmental impact and enhance operational resilience.

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This downstream influence positions Clover Infotech as a strategic sustainability enabler within the IT services ecosystem.

Governance and Compliance

IT infrastructure operations are governed through defined policies and procedures aligned with regulatory requirements and recognized standards. Compliance and risk management practices ensure responsible handling of IT assets and support ethical and sustainable operations.

Human Resource

The Human Resource function at Clover Infotech is more than a support system — it is **a strategic enabler of ESG transformation**. By focusing on well being, inclusion, ethical governance, and community engagement, HR ensures that sustainability is embedded into the company's DNA.

This positions Clover Infotech as a **responsible employer and trusted partner**, capable of delivering digital solutions that balance business growth with environmental and social stewardship.

HR acts as the bridge between **business objectives and social responsibility**, enabling the company to deliver services responsibly while nurturing a resilient and future ready workforce.

ESG Dimensions of HR Sustainability

- **Workforce Well Being** Clover Infotech integrates well being into its sustainability agenda by offering structured health programs, mental wellness initiatives, and safe workplace practices. These efforts reduce attrition, enhance productivity, and align with global occupational health standards.
- **Sustainable Talent Development** HR invests in continuous learning and digital skilling, preparing employees for emerging technologies while embedding sustainability awareness into training modules. This ensures that the workforce contributes to both **business resilience and environmental responsibility**.
- **Inclusive Culture & Equity** Diversity and inclusion are treated as strategic imperatives. HR policies promote equal opportunity, gender balance, and representation across leadership roles, reinforcing Clover's commitment to **social sustainability**.
- **Ethical Governance** Transparent HR frameworks ensure compliance with labour laws, ethical conduct, and data privacy. Regular audits and grievance mechanisms strengthen accountability and build trust among employees and external stakeholders.
- **Community Engagement** HR encourages employee volunteering and CSR participation, extending the organization's sustainability impact beyond the workplace. This builds stronger community relationships and enhances Clover's social footprint.

Corporate Quality

"Excellence is the gradual result of always striving to do better." - Pat Riley

The Corporate Quality function at Clover Infotech serves as a **cornerstone of organizational integrity**, ensuring that excellence, compliance, and sustainability are woven into every aspect of operations. In alignment with our **ESG framework**, quality systems, governance structures, and skilled professionals collectively drive responsible practices and long-term stakeholder value.

I. Governance Standards and Global Benchmarks

Clover Infotech's ESG commitments are anchored in **globally recognized certifications and control mechanisms** that reinforce operational integrity and stakeholder trust:

- a. **ISO 9001:2015:** Ensures consistent service delivery, customer satisfaction, and process optimization.
- b. **ISO 14001:2015:** Governs energy efficiency, waste reduction, and resource optimization, supporting carbon footprint reduction.
- c. **ISO 45001:2018:** Embeds proactive workplace safety and employee well being.
- d. **ISO/IEC 27001:2022:** Strengthens data privacy and cybersecurity resilience.
- e. **SOC 1 & 2 Type II:** Validates internal controls for security, confidentiality, and integrity.

Each certification is transforming compliance into a **strategic enabler of sustainable growth and ethical governance**.

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II. Policy Governance and Operational Accountability

Clover Infotech’s governance model is built on dynamic policies and SOPs that evolve with international standards and ESG priorities.

In FY’2025-26, we:

- Introduced policies on AI and External Tool Usage, **data protection, ethical conduct, workplace safety, carbon usage, and third-party compliance.**
- Aligned frameworks with ISO/IEC 27001, ISO 14001, and ISO 45001.
- Embedded ESG KPIs into SOPs to ensure measurable sustainability outcomes.
- Integrated ESG indicators and KPIs into SOPs, ensuring operational adherence to sustainability commitments and stakeholder expectations.

These policies enhance transparency, guide operational conduct, mitigate compliance risks, and strengthen stakeholder confidence.

III. Digital Quality Systems and Platforms

To ensure consistent implementation and monitoring of our integrated management systems, we have invested in a digital platform that support process automation, compliance tracking, and data-driven decision-making. These include:

- **Audit Management:** Enables end-to-end lifecycle management of internal audits, including planning, scheduling, execution, and tracking of corrective actions. It ensures timely

closure of audit findings and readiness for external surveillance or certification audits.

- **Enterprise Quality Management System (QMS) Platforms:** Provide centralized document control, risk management, non-conformance reporting, and performance tracking. These platforms also facilitate seamless collaboration across functions, ensuring that all stakeholders remain harmonised with quality and compliance requirements.
- **Environmental Monitoring and Reporting:** These Objective reporting capture and track environmental KPIs such as energy usage, emissions, paper consumption, and recycling metrics. Objective metrics provide insights into trends and progress against sustainability targets.

These systems form the backbone of our ESG data integrity, transparency, and continuous improvement efforts.

IV. Skilled Personnel and Competency Framework

The Corporate Quality Team comprises **certified auditors, EOHS specialists, and information security professionals.** Through a **Competency Development Framework**, personnel are regularly upskilled on emerging standards and ESG trends. Moreover, the team leads cross-functional awareness initiatives on environmental compliance, cybersecurity hygiene, occupational safety, and ethical practices, thereby fostering a culture of quality, accountability, and ESG-conscious behaviour throughout the organization.

V. Looking Ahead – ESG Global Rating with EcoVadis

Clover Infotech’s Corporate Quality Team is evolving its role from compliance monitoring to a catalyst for ESG-led value creation. Building on ISO and SOC certifications, the team is preparing for a global ESG rating with EcoVadis in 2026.

Future priorities include:

- Expanding audit frameworks to integrate ESG metrics.
- Digitalizing assurance processes for enhanced traceability.
- Strengthening supplier evaluations against environmental and social standards.
- Upskilling teams to meet global ESG rating criteria and stakeholder expectations.

By embedding ESG deeper into quality systems and pursuing EcoVadis benchmarking, Clover Infotech aims to remain agile, transparent, and globally aligned, ensuring sustainable delivery and long-term stakeholder trust.

Governance and compliance at Clover Infotech are holistic and integrated, spanning IT infrastructure, human resources, and corporate quality. By embedding ESG principles across these domains and pursuing EcoVadis benchmarking, Clover Infotech positions itself as a globally responsible technology partner, committed to transparency, accountability, and sustainable growth.

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Clover Infotech's Information Security Strategy: Enabling Trust and Resilience in a Digital World.

Our commitment to strong information security underpins our ESG strategy by ensuring responsible digital operations, customer trust, and regulatory compliance. Through certified governance frameworks and resilient practices, we safeguard the digital ecosystem that powers our services.

At Clover Infotech, we recognize that trust, confidentiality, and data integrity are foundational to the services we deliver across BFSI and non-BFSI sectors. As an ISO/IEC 27001:2022 certified organization, we are committed to the highest standards of information security, ensuring robust governance over data handling, access controls, and risk mitigation. Additionally, we conduct SOC 1 Type II & SOC 2 Type II assessments on client demand, reinforcing our coordination with global best practices in data privacy, availability, and processing integrity. Our security-first approach combines technical, physical, and procedural safeguards to protect client data throughout its lifecycle, enabling secure digital transformation and regulatory compliance across industry verticals.

The Board of Directors, along with the Managing Director and Chairman, regularly reviews Clover Infotech's Information and Cybersecurity Management System, including the progress and performance of service delivery. These reviews are conducted on a quarterly basis and are presented to stakeholders annually as part of our governance transparency.

The organization has appointed a Chief Information Security Officer (CISO) who is responsible for overseeing security policies, ensuring incident response readiness, and maintaining compliance with client-specific requirements and applicable regulatory standards.

Clover Infotech has been ISO/IEC 27001:2022 certified since 2019 and consistently meets the requirements of external audits. We also conduct regular Vulnerability Assessments and Penetration Testing (VAPT) on our critical systems to proactively identify and mitigate risks, reinforcing our commitment to information security.

Our Information Security Strategy is structured around a layered defence model that integrates preventive, detective,

and responsive capabilities, reinforced by strong governance, employee awareness, and continuous improvement.

Technical & Operational Controls

We have implemented a multi-layered security architecture, matched with our ISMS scope and reviewed annually to ensure ongoing relevance and effectiveness.



Preventive Controls

Firewalls, endpoint protection, secure configurations, and strict access restrictions reduce the attack surface and enforce system hardening.



Detective Controls

Our Security Operations Center (SOC) and DLP mechanisms provide monitoring, anomaly detection, & threat identification across endpoints, networks, and cloud environments.



Responsive Capabilities

A defined Incident Management mechanism enables rapid containment, investigation, and recovery. This is supported by tested Business Continuity and Disaster Recovery (BC/DR) procedures to ensure operational resilience.

Governed
by Policy

Driven by
Controls

Strengthened
by People

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Physical Security Governance

The safety and security of our employees, assets, and infrastructure are fundamental to our operational integrity. As part of our organizational governance under the ISO/IEC 27001:2022-based Information Security Management System (ISMS), we have successfully implemented defined security perimeters, along with controls over the siting, strength, and access to those perimeters, in line with the standard's physical and environmental security requirements. These measures are in place across all office locations, ensuring proactive risk management, workplace safety, and continuously attuned with our information security objectives.

Facility Surveillance and Monitoring

All our office premises are under 24/7 CCTV surveillance, with cameras strategically installed in key access points, common areas, and external entry zones. Surveillance footage is retained for a period of 30 days, as per our internal security policy, and is used solely for safety and incident investigation purposes.

The health status of surveillance systems is monitored through regular checks by the Administration team. Fortnightly reports are shared with the relevant internal stakeholders to ensure continuity, performance, and immediate resolution of any technical issues.

Access Control and On-Site Security

To ensure the physical security of critical infrastructure and restricted areas, our organization has implemented a structured Access Control System managed by the Administration team. Access is granted based on employee roles and business requirements, in keeping with the principles of least privilege and need-to-access.

- Access card mechanisms are in place across all facilities, supporting multiple access categories, including:
 - ✓ Permanent employee access
 - ✓ Temporary or time-bound access
 - ✓ Visitor access with proper authorization
- Access control machines and dedicated software are used to manage and monitor access events. Access cards are issued only to authorized personnel following formal approval protocols.
- Restricted areas, such as the Server Room and UPS Room, are subject to role-based access control, and access rights are reviewed periodically by the Administration Head to ensure continued relevance and security compliance.

This approach ensures that physical access to sensitive zones is controlled, logged, and auditable, contributing to our adherence to ISO/IEC 27001:2022 physical and logical access control requirements and supporting our broader ESG and information security goals.

Visitor Management

We maintain comprehensive visitor access records through both digital software-based registers and physical logbooks for all the locations. This dual-layer tracking ensures traceability and supports audits when needed. Visitor identification and authorization procedures are in place to safeguard internal spaces and data. Our front desk and administration/security staff are trained to manage visitor movement, issue visitor badges, and monitor adherence to organizational protocols.

Data Privacy and Information Protection

The safeguarding of personal and sensitive data belonging to clients, employees, and partners form an integral part of our operational and governance practices. Our data privacy framework is reconciled with international standards and evolving regulatory requirements to ensure responsible data handling.

Privacy Governance Framework

Our organization has implemented a Data Privacy Governance Framework that meets with:

- ISO/IEC 27001:2022 – Information Security Management System (ISMS)
- The Digital Personal Data Protection (DPDP) Act, 2023 in India

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- Client-specific contractual obligations for data handling and confidentiality

We follow the principles of lawful, fair, and transparent processing, with a strong focus on data minimization, purpose limitation, access controls, and security-by-design.

Key Data Privacy Practices

- **Access Control:** Role-based access, multi-factor authentication and periodic review of user/privilege are enforced to limit access to sensitive data.
- **Data Handling Policies:** Data classification, retention, and disposal guidelines are defined and followed rigorously.
- **Third-Party Data Sharing:** Vendor contracts include clauses on confidentiality, data security, and breach notification.
- **Data Subject Rights:** Mechanisms are in place to support rights related to access, rectification, and erasure of personal data.
- **Incident Management:** A structured escalation and response mechanism is in place for privacy-related incidents or breaches.

Information Security Governance

Our ISMS is governed by a dedicated Information Security Audit Team, with oversight from senior

management. All security policies, procedures, and standards are formally documented, communicated, and subject to annual review.

Key governance practices include:

- Clearly defined roles and responsibilities
- Board-level risk reporting
- Structured internal audits and compliance reviews

Risk Assessment & Treatment

We conduct periodic risk assessments covering organizational assets, third-party dependencies, and emerging cyber threats. Risk treatment plans are created based on business impact and regulatory obligations, with proactive remediation strategies.

Our ISMS ensures alignment with

- ISO/IEC 27001:2022 controls
- SOC 1 & 2 Trust Principles
- BFSI sector regulations (e.g., RBI & SEBI guidelines)
- Client-specific information security requirements

Training and Awareness

To strengthen our information security culture and ensure regulatory compliance, we conduct regular training and awareness programs for all employees:

- **Monthly ISMS Training:** Instructor-led sessions are facilitated by the HR team to reinforce best practices in data privacy, phishing prevention, and secure data handling.
- **Self-Paced Learning Modules:** A dedicated online learning portal hosts interactive ISMS modules, enabling employees to learn at their own pace and revisit key concepts as needed.
- **Mandatory Participation:** All employees are required to complete ISMS Awareness training upon joining and participate in periodic refreshers.
- **Coverage Areas:** Topics include cyber hygiene, Secure usage artificial intelligence tool, phishing simulation awareness, access control responsibilities, clean desk policy, secure coding, ITSM, incident reporting, guidelines for employees working from client premises, email & internet guidelines and compliance with the Data Privacy and Data Protection.

These initiatives help ensure our workforce remains vigilant, aware of evolving threats, and stays with our Information Security Management System (ISMS) objectives.

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Risk Management

Our Approach

At Clover Infotech, our **Risk Management** framework provides a structured, proactive, and ongoing approach to identifying, assessing, and managing risks across our business operations. The framework is developed and maintained in agreement with leading international standards, including **ISO 9001 (Quality Management)**, **ISO/IEC 27001 (Information Security)**, **ISO 14001 (Environmental Management)**, and **ISO 45001 (Occupational Health & Safety)**.

Risk Management is embedded across strategic and operational levels, ensuring effective oversight and accountability:

- The Board of Directors provide annual oversight of the enterprise risk profile and strategic risk exposure.
- Top Management reviews risks on a semi-annual basis, including emerging risks, response strategies, and key risk indicators.
- The Corporate Quality team serves as the risk coordination function, working closely with all business units.

The Three Lines of Defence Model

Clover Infotech adopts the Three Lines of Defence model to ensure risk ownership, control effectiveness, and independent assurance:

- **First Line:** Business functions own and manage risks through day-to-day operations, including project delivery, IT operations, and client services.
- **Second Line:** The Corporate Quality team and compliance officers set risk management frameworks, conduct monitoring, and support policy implementation.
- **Third Line:** Internal and external auditors provide independent assurance on the design and effectiveness of risk controls.

Policy Commitments and Due Diligence

Our risk management practices reflect Clover Infotech's policy commitments to ethical business conduct, environmental stewardship, and stakeholder well-being. Risk assessment processes are embedded in our operations, due diligence checks for suppliers, data handling protocols, and workforce safety programs. ESG-related risks are integrated into the risk register to ensure a consistent and sustainable response.

Business Continuity and Disaster Preparedness

Clover Infotech has established an organization-wide Business Continuity and Disaster Management Plan to ensure operational resilience in the face of unforeseen disruptions. This plan outlines structured procedures to maintain critical business operations during emergencies and is matched with applicable regulatory and industry best practices.

As part of infrastructure resilience, the Administration team maintains and monitors Uninterruptible Power Supply (UPS) systems, ensuring continuous power backup during outages and reducing the risk of operational downtime.

An Emergency Preparedness Plan is also in place, which identifies potential emergency scenarios including natural calamities and defines appropriate response protocols for each.

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Environment Metrics

GHG Emission

Clover Infotech's ESG Performance	Unit	FY 25-26
Scope 1		
Fugitive Emissions	tCO2e	268.592
Scope 2		
Purchased Electricity	tCO2e	831.798
Scope 3		
Purchased Goods & Services	tCO2e	6.873
Capital Goods	tCO2e	80.35
Fuel- and Energy-Related Activities (not in Scope 1 or 2)	tCO2e	95.624
Upstream Transportation & Distribution	tCO2e	1.7152
Waste Generated in Operations	tCO2e	11.671
Business Travel	tCO2e	112.809157

Note: For FY'2025-26, Clover Infotech has enhanced its GHG accounting methodology by updating the emission factors and refining the calculation approach in line with the latest available guidance and recognized emission factor databases.

Energy

Total Energy Consumption	Unit	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Purchased Electricity (Non - renewable)	MWH	651.11	872.17	857.692	1,061.87	1,121.99

Energy Intensity

Total Energy Consumption	Unit	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Energy Intensity per Premises Area	kWh / m2	-	-	-	218.58	230.96
Energy Intensity per Employee	kWh / Employee	-	-	-	1,538.93	1,602.40

***Note:** We have started calculating the Energy intensity from FY'24-25.

Water

Total Water Consumption	Unit	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Private (Drinking)	m ³	80.324	228.455	251.996	303.172	-
Municipal Water	m ³	-	4,127.657	10,931.960	9,587.952	12,724.645

Waste

Total E-Waste Submitted	Unit	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
E-Waste submitted to Recycling Centre	Kg	280	225.39	-	261	654

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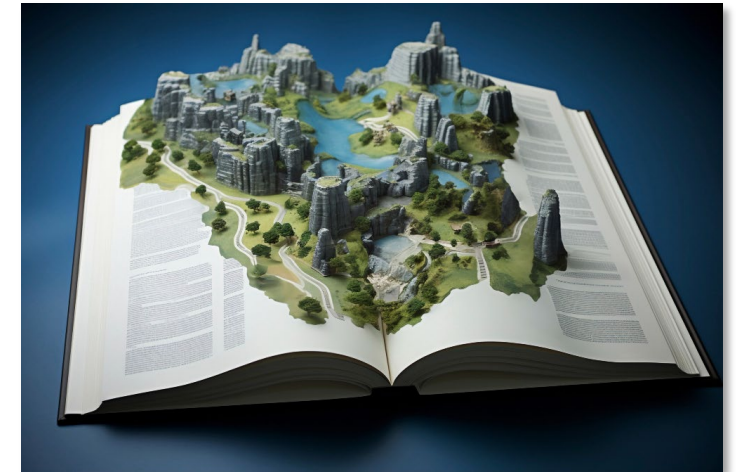
Social Metrics

Talent Count: Global

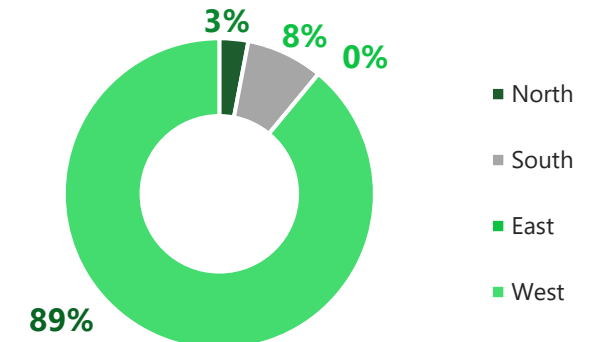
Geographies	FY'20-21	FY'21-22	FY'22-23	FY'23-24	FY'24-25	FY'25-26
India	3,160	3,841	4,343	4,600	4,796	5,166
UAE	15	22	23	33	29	27
USA	-	-	-	2	2	1
Canada	-	-	-	1	2	2
Singapore	-	-	-	-	1	1

Talent Count: India

India Region-wise	FY'20-21	FY'21-22	FY'22-23	FY'23-24	FY'24-25	FY'25-26
North	91	109	93	127	194	142
South	174	219	291	258	234	444
East	1	1	0	0	0	0
West	2,894	3,512	3,959	4,215	4,368	4,580



India Employee Count Region-wise FY'25-26



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Social Metrics

India

Gender	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Female	455	613	775	787	779	834
Male	2,705	3,228	3,568	3,813	4,017	4,332
Total	3,160	3,841	4,343	4,600	4,796	5,166

UAE

Gender	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Female	3	2	5	8	6	6
Male	12	20	18	25	26	21
Total	15	22	23	33	32	27

India Age Wise	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
18-30	2,049	2,106	2823	2,611	2,738	2,733
30-50	1,095	1,365	1,490	1,942	2,019	2,382
50 & above	16	20	30	47	39	51

New Hire - Global	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
India	1,037	2,623	2,693	1,731	2,029	2,021
UAE	5	8	7	19	12	18
USA	-	-	-	2	2	0
Canada	-	-	-	1	1	0
Singapore	-	-	-	-	1	0

Global New Hire – Age Wise	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
18-30	727	1,817	1,955	1,023	1,257	1,322
30-50	307	801	734	697	765	695
50 & above	3	5	4	11	7	4

Global New Hire - Gender Wise	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Female	133	433	463	269	269	346
Male	909	2,198	2,237	1,484	1,485	1,693

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Social Metrics

Inclusion (%)

Gender Diversity Female %	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
India	14%	16%	18%	17.1%	16%	16%
UAE	20%	9%	26%	25%	19%	22%

Women in Management position (India)

Women in Management	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Junior	12.31%	14.16%	15.73%	15.76%	15.01%	14.94%
Middle	1.52%	1.38%	1.63%	1.17%	1.11%	1.16%
Senior	0.57%	0.42%	0.48%	0.17%	0.15%	0.04%

Women in Management position (UAE)

Women in Management	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Junior	20%	9.09%	17.39%	18.18%	24.14%	11%

Attrition (%)

India

Gender Wise	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Female	17%	14%	14%	17%	19%	17%
Male	83%	86%	86%	83%	81%	83%

UAE

Gender Wise	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25	FY 25-26
Female	0%	50%	11%	0%	26%	21%
Male	100%	50%	89%	100%	74%	79%

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Governance Metrics

Ethics	Unit	FY'21-22	FY'22-23	FY'23-24	FY'24-25	FY'25-26
Business Ethics Code of Conduct	Yes / No	Yes	Yes	Yes	Yes	Yes
Anti-Bribery Ethics Policy	Yes / No	Yes	Yes	Yes	Yes	Yes
Sexual Harassment of Women at Workplace	Yes / No	Yes	Yes	Yes	Yes	Yes
Data Privacy Policy	Yes / No	Yes	Yes	Yes	Yes	Yes

Board Structure	Unit	FY'21-22	FY'22-23	FY'23-24	FY'24-25	FY'25-26
Size of the Board	Nos.	5	4	4	4	5
Number of Directors with Financial, Audit, and Accounting Expertise	Nos.	4	3	3	3	4
Number of Non-Executive Directors on the Board	Nos.	2	1	1	1	1
CEO Duality	Yes / No	No	No	No	No	No
Independent Chairperson	Yes / No	No	No	No	No	No
Number of Women on Board	Nos.	0	0	0	0	0
Number of Board Members with Industry and Technology Experience	Nos.	4	3	3	3	4
CSR Committee Size	Nos.	3	3	3	3	3
Audit and Accounts Committee Size	Nos.	2	2	3	3	3
Investment Committee Size	Nos.	2	2	2	2	2

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 2: General Disclosures	2-1	Organizational details	Report Profile	9
	2-2	Entities included in sustainability reporting	About Clover Infotech	14
	2-3	Reporting period, frequency, contact point	Report Profile	9, Back Page
	2-4	Restatements of information	Report Profile	9
	2-5	External assurance		External assurance will be considered as the Company's ESG reporting practices continue to mature.
	2-6	Activities, value chain, business relationships	About Clover Infotech, Value Chain at clover	14 74
	2-7	Employees	ESG Highlights, ESG Performance	12 82
	2-8	Workers who are not employees	ESG Performance	83
	2-9	Governance structure and composition	Maintaining Pristine Business Practices, ESG Performance	70 85
	2-10	Nomination and selection of highest governance body		Not Reported
	2-11	Chair of highest governance body		Not Reported
	2-12	Role of governance body in overseeing impacts		Not Reported
	2-13	Delegation of responsibility for managing impacts		Not Reported
	2-14	Role of governance body in sustainability reporting		Not Reported
	2-15	Conflicts of interest		Not Reported
	2-16	Communication of critical concerns		Not Reported
	2-16	Communication of critical concerns		Not Reported

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 2: General Disclosures	2-17	Collective knowledge of governance body		Not Reported
	2-18	Evaluation of governance body performance		Not Reported
	2-19	Remuneration policies		Not Reported
	2-20	Process to determine remuneration		Not Reported
	2-21	Annual total compensation ratio		Not Reported
	2-22	Statement on sustainable development strategy	Our ESG Strategy	18
	2-23	Policy commitments	Our ESG Strategy	20
	2-24	Embedding policy commitments	Value Chain at Clover Infotech	75
	2-25	Processes to remediate negative impacts	Value Chain at Clover Infotech	75
	2-26	Mechanisms for seeking advice and raising concerns	Value Chain at Clover Infotech	75
	2-27	Compliance with laws and regulations		Not Reported
	2-28	Membership associations		Not Reported
	2-29	Approach to stakeholder engagement	Value Chain at Clover Infotech	75
	2-30	Collective bargaining agreements		Not Reported
GRI 3: Material Topics	3-1	Process to determine material topics	Materiality Assessment	24
	3-2	List of material topics	Materiality Assessment	24
	3-3	Management of material topics	Materiality Assessment	24
	207-2	Tax governance, control, risk management		Not Reported
	207-3	Stakeholder engagement on tax concerns		Not Reported
	207-4	Country-by-country reporting		Not Reported
GRI 301: Materials	301-1	Materials used by weight/volume		Not applicable. As an IT services company, our business operations do not include manufacturing activities.

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 301: Materials	301-2	Recycled input materials used		Not applicable. As an IT services company, our business operations do not include manufacturing activities.
	301-3	Reclaimed products & packaging		Not applicable. As an IT services company, our business operations do not include manufacturing activities.
GRI 302: Energy	302-1	Energy consumption within organization	ESG Performance	81
	302-2	Energy consumption outside organization		Not Reported
	302-3	Energy intensity	ESG Performance	81
	302-4	Reduction of energy consumption	Our ESG Strategy	18
	302-5	Reductions in product/service energy requirements		The Company does not manufacture products or currently quantify reductions in customers' energy requirements resulting from its services.
GRI 303: Water and Effluents	303-1	Interactions with water as shared resource	Resource Management	31
	303-2	Management of water discharge impacts	Resource Management	31
	303-3	Water withdrawal	Resource Management	32
	303-4	Water discharge	Resource Management	32
	303-5	Water consumption	Resource Management	32
GRI 304: Biodiversity	304-1	Operational sites near protected areas		Not applicable. The Company's operations are not located in or near protected or high biodiversity value areas.
	304-2	Significant impacts on biodiversity		Not applicable. The Company's operations are not located in or near protected or high biodiversity value areas.
	304-3	Habitats protected/restored		Not applicable. The Company's operations are not located in or near protected or high biodiversity value areas.
	304-4	IUCN/national list species affected		Not applicable. The Company's operations are not located in or near protected or high biodiversity value areas.

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 305: Emissions	305-1	Direct GHG emissions	Greenhouse Gas (GHG) Emissions	35
	305-2	Energy indirect GHG emissions	Greenhouse Gas (GHG) Emissions	35
	305-3	Other indirect GHG emissions	Greenhouse Gas (GHG) Emissions	35
	305-4	GHG emissions intensity	Greenhouse Gas (GHG) Emissions	36
	305-5	Reduction of GHG emissions	Greenhouse Gas (GHG) Emissions	36
	305-6	Ozone-depleting substances		The Company's operations do not generate or report ozone-depleting substance emissions.
	305-7	NOx, SOx, other emissions		The Company's operations do not result in significant air emissions requiring reporting under this disclosure.
GRI 306: Waste	306-1	Waste generation & impacts	Resource Management	30
	306-2	Management of waste impacts	Resource Management	30
	306-3	Waste generated	E-waste Management	34
	306-4	Waste diverted from disposal	E-waste Management	34
	306-5	Waste directed to disposal	E-waste Management	34
GRI 308: Supplier Environmental Assessment	308-1	New suppliers screened environmentally		Not Reported
	308-2	Negative environmental impacts in supply chain		Not Reported
GRI 401: Employment	401-1	New employee hires & turnover	ESG Performance	83
	401-2	Benefits for full-time employees	Employee Bonding and Benefits	57
	401-3	Parental leave		Not Reported
GRI 403: Occupational Health and Safety	403-1	OHS management system	Health and Safety Risk Assessment	67
	403-2	Hazard identification & investigation	Health and Safety Risk Assessment	67
	403-3	Occupational health services	Health and Safety Risk Assessment	67
	403-4	Worker consultation on OHS	Health and Safety Risk Assessment	67
	403-5	Worker training on OHS	Health and Safety Risk Assessment	68

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 403: Occupational Health and Safety	403-6	Promotion of worker health	Wellness Workshops and Medical Camps	55
	403-7	Prevention/mitigation of OHS impacts	Health and Safety Risk Assessment	68
	403-8	Workers covered by OHS system	Health and Safety Risk Assessment	68
	403-9	Work-related injuries	Health and Safety Risk Assessment	68
	403-10	Work-related ill health	Health and Safety Risk Assessment	68
GRI 404: Training and Education	404-1	Avg. training hours per employee	Employee Development Programs	49
	404-2	Programs for upgrading skills	Employee Development Programs	49
	404-3	Employees receiving performance reviews	Employee Development Programs	49
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies & employees	ESG Performance	85
	405-2	Ratio of women to men salary		Not Reported
GRI 408: Child Labor	408-1	Operations at risk for child labor		Not applicable to our business and industry. Clover has a Zero-tolerance policy towards Child Labour
GRI 409: Forced or Compulsory Labor	409-1	Operations at risk for forced labor		Not applicable to our business and industry. Clover has a Zero-tolerance policy towards Forced or Compulsory Labour
GRI 411: Rights of Indigenous Peoples	411-1	Violations of indigenous peoples' rights		Not Applicable - as our operations are in urban areas under city administration limits.
	413-2	Negative impacts on local communities		Not Reported
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria		Not Reported
	414-2	Negative social impacts in supply chain & actions taken	Supply Chain Sustainability	73

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Disclosure Topic	GRI Indicator	Description	Report Topic	Page number Reference
GRI 415: Public Policy	415-1	Political contributions		As per our Code of Business Conduct Policy, we do not make any political contributions.
GRI 416: Customer Health and Safety	416-1	Assessment of health & safety impacts of products/services		Not applicable to our business and industry
	416-2	Incidents of non-compliance concerning health & safety		Not applicable to our business and industry
GRI 417: Marketing and Labelling	417-1	Requirements for product/service information & labelling		Not applicable to our business and industry
	417-2	Incidents of non-compliance concerning product/service labelling		Not applicable to our business and industry
	417-3	Incidents of non-compliance concerning marketing communications		Not applicable to our business and industry
GRI 418: Customer Privacy	418-1	Substantiated complaints on breaches of customer privacy & data loss	<u>Our ESG Strategy</u>	20



2nd Floor, Dhana Singh Processors Building,
Vazir Glass Lane, J B Nagar,
Andheri (East), Mumbai - 400059,
Maharashtra, India

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