Straive Sustainability Report 2025

A letter to our Stakeholders

To our valued stakeholders,

As we continue to advance knowledge for several decades now, this report reflects a deeper truth: sustainability at Straive is no longer something we are building toward. It is becoming how we operate.

We publish this report at a moment when the pace of change in our industry has never been faster. Our continued investment in Generative and Agentic AI continues to open extraordinary opportunities for our clients and our people, and with that opportunity comes real responsibility. In 2025, we moved from articulating our commitments to acting on them — strengthening our Responsible AI Policy, expanding mandatory AI ethics training across our workforce, and ensuring that as we scale these technologies, we do so with the same rigor we apply to every other part of our business.

The results this year reflect that discipline. Our combined Scope 1 and Scope 2 emissions fell to 7,960.78 tCO2e — a 15.22% (‘24 vs ‘25) reduction, at the same time outpacing our SBTi-approved target for 2025 by 9%, keeping us firmly on the path to Net-Zero by 2040. Renewable energy now supplies 53.1% of our global electricity, up from 42% the year before, and we were recognized with an 'A' rating from CDP for Supplier Engagement.

Our people remain the foundation of everything we do. We ended the year with more than 19,000 employees globally, women comprising 50.1% of our workforce, and an employee Net Promoter Score of +22.8. We recorded zero reported incidents of workplace harassment across our global footprint, and through Project 25:25, our flagship community initiative, we reached nearly 29,000 students — exceeding our original goal well ahead of schedule. Our governance held equally firm: zero confirmed incidents of corruption or anti-trust violations, and zero substantiated data or privacy breaches, upheld under ISO 27001, SOC 2 Type II, and GDPR.

We are not writing this report to declare victory. Growth brought new challenges alongside our progress as we modernized our infrastructure. We see these as opportunities and tackle them with the same transparency we've brought to everything else in these pages.

We are proud of what we've built so far, and clear-eyed about how much work remains. Thank you for continuing this journey with us.

Sincerely,



Ankor Rai
President and CEO, Straive

Official Statement
on the Relevance of Sustainable Development to Straive

At Straive, we recognize that sustainable development is essential for the long-term success and prosperity of our business, as well as the well-being of our stakeholders and the environment. As a responsible corporate citizen, we are committed to integrating sustainable development principles into our operations, strategy, and decision-making processes.



Our approach to sustainable development is guided by the following principles:

- Environmental Stewardship: We strive to minimize our environmental footprint by reducing waste, conserving natural resources, and promoting sustainable practices throughout our operations.
- Social Responsibility: We prioritize the well-being of our employees, customers, and communities by promoting diversity, equity, and inclusion, as well as ensuring fair labor practices and safe working conditions.
- Economic Sustainability: We aim to create long-term value for our shareholders by investing in sustainable business models, and promoting innovative technologies and solutions.

We recognize that sustainable development is essential for the long-term success and prosperity of our business, as well as the well-being of our stakeholders and the environment. We look forward to continuing to advance our sustainable development agenda and to working with our stakeholders to promote a more sustainable future.

(Signed)
ABHISHEK JAIN
Chief Financial Officer
Head, ESG Executive Committee

Official Statement
on Straive's Commitment to Integrity with Zero Tolerance for Corruption



At Straive, we affirm our unwavering commitment to ethical business practices and sustainability. Our core values of respect, accountability and meritocracy form the bedrock of our zero-tolerance policy towards corruption in all its forms.

We believe in fostering a culture of zero-tolerance for corruption. Our comprehensive governance framework includes robust anti-corruption policies, stringent financial controls, and transparent reporting mechanisms. We actively promote ethical conduct through training programs, whistleblowing channels, and a strong code of conduct that applies to all employees, partners, and stakeholders.

Furthermore, we prioritize environmental sustainability in all our operations. By embedding sustainability principles in our daily activities, we aim to contribute to a more responsible and equitable future.

We firmly believe that integrity and sustainability are not merely compliance requirements, but fundamental pillars of our long-term success. We are continuously striving to enhance our governance structures and improve our environmental performance to build trust and a sustainable future for all.

(Signed)
FRANCIS VICTORIA
Chief Compliance Officer and General Counsel

Official Statement

Straive’s Impact on both People and the Environment

At Straive, we are deeply committed to integrating Environmental, Social, and Governance (ESG) principles into our daily operations, acknowledging the profound interconnectedness between people and environment. To this end, we are dedicated to reducing our environmental impact through such initiatives as renewable energy adoption and energy efficiency programs with the end-goal of becoming carbon neutral by 2040.

We are passionate about fostering a culture that drives diversity, equity and inclusion, where every employee feels valued and empowered to grow. We implement a range of opportunities for development, recognizing that our people are our greatest asset. As a responsible corporate citizen, we also invest in social initiatives that support education, health, and economic development, striving to make a positive difference in the communities we serve.

At Straive, we believe that Environmental, Social, and Governance practices are not only a moral imperative, but also a critical component of our business. We are dedicated to embracing sustainable practices, social responsibility, and environmental stewardship, and are committed to creating a positive impact on society.



(Signed)
MANJU BHARADWAJ
Chief People Officer

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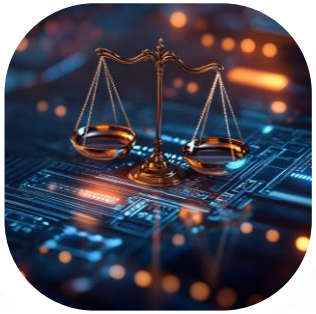
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Chapter 1

Introduction & Our ESG Foundation

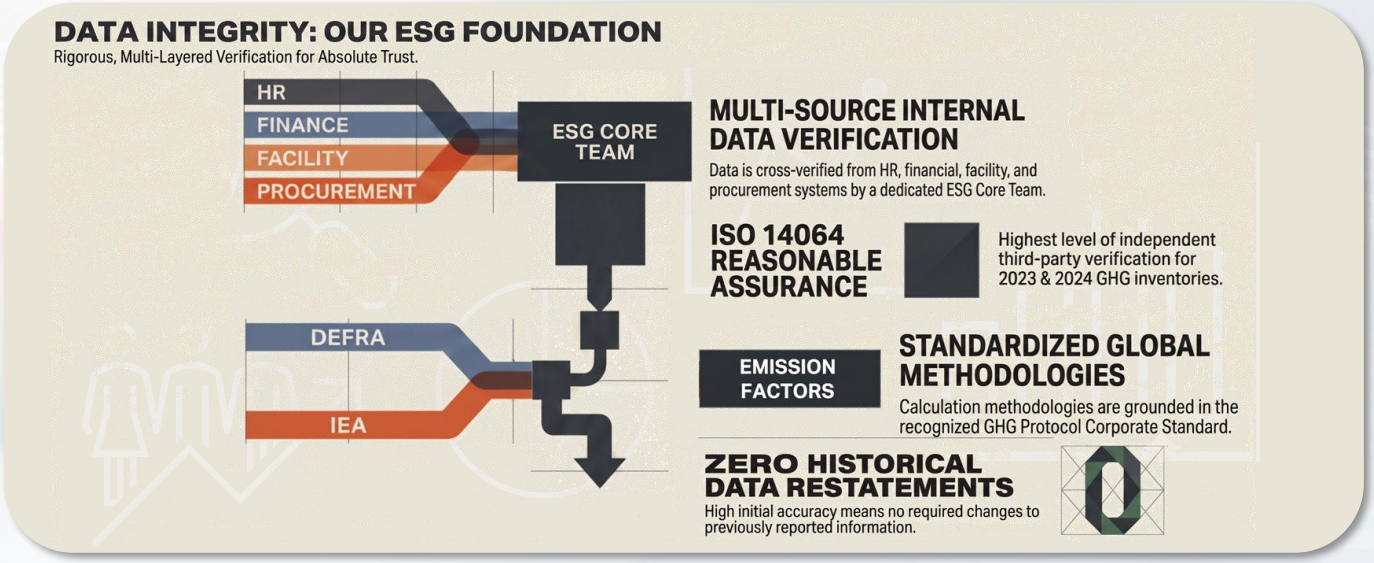


1.1 About This Report

Welcome to the Straive 2025 Sustainability Report. This document represents our second annual publication, building upon the baseline established in our inaugural 2024 report. It offers a transparent and comprehensive account of our progress, and strategic direction concerning our Environmental, Social, and Governance (ESG) commitments. As we continue our 45-year journey of advancing knowledge, this report serves as a testament to our deepening integration of sustainability into the core of our business strategy, operations, and culture.

Our AI-First strategy continues to redefine the landscape of content and data solutions, presenting both unprecedented opportunities for innovation and profound responsibilities. This report details how we are navigating this dual reality, ensuring that as we pioneer advanced AI-driven solutions, we remain steadfastly committed to the ethical, responsible, and sustainable application of technology for the betterment of our stakeholders and society at large.

We are proud of the progress detailed within these pages but remain acutely aware that the journey toward a truly sustainable future is ongoing. We present this report not as a final declaration of achievement, but as an invitation to our stakeholders—our employees, clients, partners, investors, and communities—to continue this critical journey with us, holding us accountable and collaborating toward our shared goals.



1.2 Reporting Profile, Framework, and Standards

Straive has reported with reference to the Global Reporting Initiative (GRI) Standards for the period January 1, 2025, to December 31, 2025. The GRI framework is the world's most widely used standard for sustainability reporting, and its application ensures a balanced and reasonable presentation of our organization's economic, environmental, and social impacts.

Our reporting approach is guided by the foundational principles of the GRI Standards, specifically applying:

- **GRI 1: Foundation 2021:** Applied to understand and implement the core concepts, requirements, and principles of sustainability reporting.
- **GRI 2: General Disclosures 2021:** Applied to provide comprehensive details regarding our organizational profile, governance structure, strategic approach, and stakeholder engagement practices.
- **GRI 3: Material Topics 2021:** Applied to detail our process for identifying and prioritizing our most significant impacts on the economy, environment, and people, including impacts on their human rights.

We prioritized disclosures that correspond to the material topics identified through our double materiality assessment. Our topics, data collection methodologies, and the overall structure of our disclosures have been significantly guided by the framework of the GRI standards. Any limitations or omissions in reporting are noted where relevant.

REPORTING SCOPE & PARAMETERS

Reporting Period: This report covers our activities and performance from January 1, 2025, to December 31, 2025.

Reporting Cycle: We are committed to an annual reporting cycle to ensure timely and consistent communication of our ESG performance.

Publication Date: This report is published in July 2026.

Reporting Boundary: The data and information presented cover all operations under Straive's direct operational control, unless otherwise specified. This includes our major operational sites in India, the Philippines, and Vietnam. The scope covers all full-time and part-time employees and our primary business activities.

Significant Changes: There have been no significant changes in the size, structure, ownership, or supply chain of the organization during the reporting period that would materially affect the comparison of data with the previous year. This report expands upon our 2024 baseline by providing deeper insights into our performance.

1.3 Data Quality, Assurance, and Methodology

Ensuring the accuracy and reliability of our ESG data is paramount to maintaining stakeholder trust. Our data collection and consolidation processes are managed by a dedicated, cross-functional ESG Core Team.

- **Data Collection:** Data is compiled from various internal sources, including human resources information systems (HRIS), financial accounting systems, facility management records, and procurement databases. Cross-departmental collaboration ensures that data is verified at the source.
- **Estimates and Assumptions:** Where direct measurement is not feasible, we utilize established methodologies and internationally recognized emission factors (e.g., from DEFRA and the IEA). All significant assumptions and the basis for calculations are described in the relevant sections of this report.
- **External Assurance:** We are committed to progressively expanding the scope of external assurance for our ESG reporting. In line with this commitment, our 2023 and 2024 GHG Inventories were verified by a third-party assurance provider against the ISO 14064 standard, achieving a level of Reasonable Assurance. Our 2025 GHG Inventory is currently undergoing the same third-party verification process. This independent verification provides our stakeholders with confidence in the accuracy and integrity of our climate-related data.
- **Restatements:** There have been no restatements of information from previous reports.

1.4 Contact and Feedback

We believe that open dialogue is essential for continuous improvement. We welcome and value your feedback on our sustainability performance and this report. Your insights are crucial as we continue to refine our strategy, enhance our initiatives, and improve our disclosures.

For questions, comments, or further information, please contact our ESG team at: sustainability@straive.com.

We invite our stakeholders to continue this critical journey with us, holding us accountable and collaborating toward our shared goals.

1.5 Straive at a Glance

1.5.1 Company Overview

Straive is a global leader in technology-driven content and data solutions, dedicated to advancing knowledge and learning for a better world. For over four decades, we have been the trusted partner to the world's leading publishers, educational institutions, information providers, and diverse enterprises.

Business Model and Value Proposition

Our business is built on transforming information into knowledge. We operate as a service-based organization with primarily office-based operations, powered by our unique people-process-tech framework. This model is increasingly driven by our AI-First strategy, where we leverage cutting-edge technologies, including Agentic and Generative AI, to deliver innovative, efficient, and scalable solutions. Our services are the engine through which we deliver value to our clients and, by extension, create a positive societal impact by facilitating the dissemination of knowledge and enabling smarter business decisions.

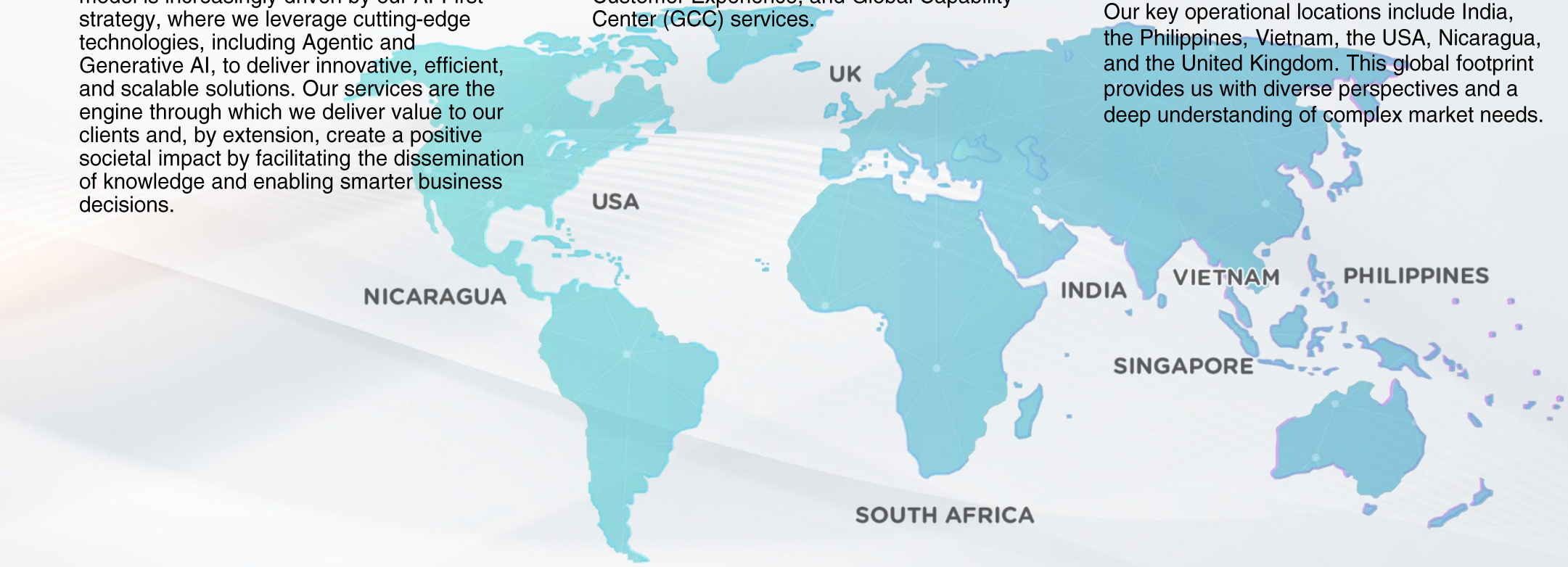
Key Services

Our key service lines include Data Management, AI Design & Deployment, IT & Tech-Ops, Generative AI (GenAI) solutions, Insights & Analytics, Product Engineering & Expert-in-the-Loop Operations, AI-powered Customer Experience, and Global Capability Center (GCC) services.

Organizational Structure and Locations

Headquartered in Singapore, Straive's operations span multiple geographies, supported by a robust, secure IT infrastructure and a talented global workforce.

Our key operational locations include India, the Philippines, Vietnam, the USA, Nicaragua, and the United Kingdom. This global footprint provides us with diverse perspectives and a deep understanding of complex market needs.



1.5.2 2025 Highlights

In 2025, Straive established itself as a significant player in the AI and data analytics space, securing several prestigious industry awards and leadership positions in analyst rankings. Our recognitions primarily focus on our "AI-native" solutions and the operationalization of AI across sectors like Life Sciences, BFSI (Banking, Financial Services, and Insurance), and Sustainability.

Below are some of the major awards and recognitions received by Straive in 2025:



Best Firm for Women in Tech



Newsweek AI Impact Awards



Global Recognition Award



AI Breakthrough Award



Best Fraud Prevention Solution in BFSI



EEF Global Waste Management Awards



NJBIZ Executive Excellence Awards



AIM Top 50 Firms for Data Scientists

India's 100 Most Influential People in AI



Minsky Award for Excellence in AI

AI-Native Pharma Solutions



IAF India Award



Top 100 Best Companies for Women in India

The year 2025 also marked a period of focused execution and measurable progress on our sustainability journey. We continued to build on our foundational commitments, translating strategy into tangible outcomes across our environmental, social, and governance pillars.

ENVIRONMENTAL PERFORMANCE

Advancing Decarbonization

Within our operations, our absolute Scope 1 and Scope 2 emissions fell to 7,960.78 tCO2e, serving as our new performance benchmark as we intensify our reduction initiatives. Overall, we made a steady progress toward our Net-Zero by 2040 goal, with total GHG emissions for 2025 recorded at 20,862.04 tCO2e.

Renewable Energy Leadership

We achieved a significant milestone, with 53.1% of our total electricity consumption sourced from renewable energy, driven by our strategic portfolio of onsite solar, grid-supplied RE, and market-based instruments.

Prioritizing Renewable Energy

Our shift to renewable energy sources like solar and wind helps reduce the broader environmental pressures associated with fossil fuel extraction and combustion, which are major drivers of habitat loss.



SOCIAL COMMITMENT

Fostering an Engaged Workforce

We achieved a global employee Net Promoter Score (eNPS) of +22.8, with a strong survey participation rate of 75%, reflecting a highly engaged and motivated workforce.

Championing Gender Equity

We maintained a strong gender-balanced workforce, with women comprising 50.1% of our full-time employees across a global workforce of over 19,000 people. We further strengthened our commitment to female leadership, with women now holding 27.1% of extended management positions.

Community Impact

Through our Creating Shared Value (CSV) programs, including our flagship "Project 25:25," we continued to exceed our goals, positively impacting 11,300+ individuals globally across 53 community initiatives in 2025.



GOVERNANCE AND ETHICS

Pioneering Responsible AI

We formalized our commitment to ethical innovation by putting in place a Responsible AI Policy, ensuring our AI-driven solutions are developed and deployed with fairness, transparency, and accountability.

Upholding Global Principles

We proudly renewed our commitment as a signatory to the United Nations Global Compact (UNGC), reaffirming our dedication to its ten principles in the areas of human rights, labor, environment, and anti-corruption.

Robust Security Posture

Our commitment to data security is demonstrated by our proactive compliance with key regulations, including EU-GDPR and PCI-DSS. Managed under our ISO 27001-certified framework, this system has enabled us to maintain a flawless record of zero substantiated customer privacy breaches.



1.6 Strategy and Operating Context

Straive operates at the intersection of knowledge, technology, and global commerce. Our sustainability strategy is not developed in a vacuum; it is a direct response to the dynamic and complex world in which we operate. We actively monitor and adapt to the trends that shape our industry and the expectations of our stakeholders.

1.6.1 Trends Affecting Straive

The AI Revolution: The rapid advancement and adoption of Artificial Intelligence, particularly Generative AI, is the single most significant trend impacting our business. It presents immense opportunities to enhance our service offerings, drive operational efficiency, and create new value for clients. Simultaneously, it brings new responsibilities related to ethical development, data privacy, algorithmic bias, and the future of work. Our AI-First strategy is designed to harness the power of AI responsibly, guided by our new Responsible AI Policy.

Climate Change and the Energy Transition: The escalating climate crisis presents both physical and transition risks. Physical Climate Risk is a material concern for our operations, particularly in geographies susceptible to extreme weather events. Transition risks include rising energy costs, evolving carbon regulations, and increasing client and investor demand for demonstrable climate action and transparent reporting. Our commitment and focus on Energy Management are direct strategic responses to this trend.

The Evolving World of Work and Talent: The global "war for talent" in the technology sector requires a compelling Employee Value Proposition. The future of work is flexible, inclusive, and purpose-driven. Attracting, developing, and retaining top talent hinges on our ability to foster a culture of Diversity, Equity, and Inclusion (DEI), provide continuous learning and development opportunities, and prioritize employee well-being.

Heightened Stakeholder Expectations and Regulatory Scrutiny: Stakeholders—from clients and investors to employees and regulators—are demanding greater transparency and accountability on ESG performance. The regulatory landscape is rapidly evolving, with new disclosure requirements emerging globally. This trend reinforces the need for robust governance, rigorous data management, and a proactive approach to sustainability integration.

Our sustainability strategy is a direct response to the dynamic and complex world in which we operate.

1.6.2 Key Risks and Opportunities

Our Enterprise Risk Management (ERM) framework integrates the assessment of sustainability-related risks. Our 2025 analysis reaffirmed three top sustainability risks and their corresponding opportunities:

Energy Management:

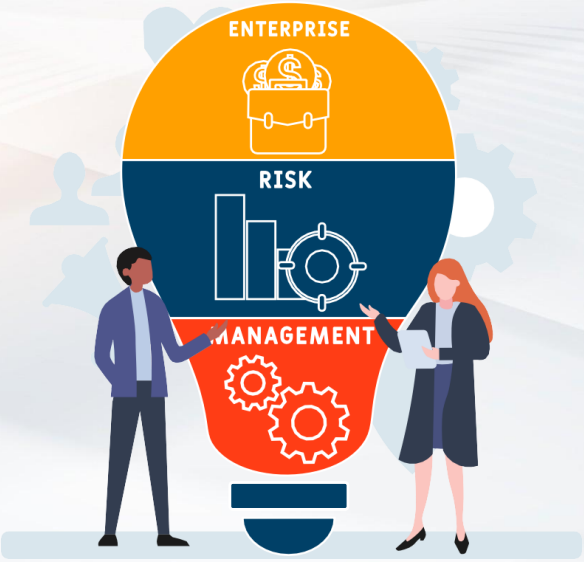
Risk: Our data-intensive operations rely heavily on electricity. Volatility in energy prices, grid instability, and the carbon intensity of grids pose significant financial and reputational risks.
Opportunity: Investment in renewable energy, proactive energy management and efficiency initiatives can lead to substantial cost savings, reduce our carbon footprint, enhance our brand reputation, and meet the growing demand from clients for sustainable service providers.

Physical Climate Risk:

Risk: Our key operational centers in Southeast Asia and other regions are increasingly exposed to physical risks from climate change, such as typhoons, flooding, and extreme heat. These events can disrupt business continuity, impact employee safety, and damage infrastructure.
Opportunity: By strengthening our business continuity planning (BCP) and Disaster Recovery Plan (DRP), investing in climate-resilient infrastructure, and enhancing employee preparedness, we mitigate disruptions, ensure well-being of our people, and build a more resilient organization in the face of climate-related challenges.

Diversity, Equity, and Inclusion (DEI):

Risk: Failing to foster a diverse and inclusive workplace can lead to higher talent attrition, difficulty in attracting skilled professionals, and a lack of innovation. Specifically, we recognize the risk of not achieving our goals for women in leadership, which could limit our perspective and decision-making capabilities.
Opportunity: A strong DEI strategy is a powerful driver of business success. By championing allyship, investing in programs that support female leadership, and cultivating an inclusive culture, we can attract and retain the best talent, foster greater innovation, and create a workplace where every employee can thrive. This strengthens our employer brand and enhances our long-term value creation.



1.7 Sustainability Governance and Management

Effective governance is the bedrock of a successful sustainability strategy. At Straive, we have established a formal, multi-tiered governance structure to ensure that ESG considerations are embedded in our decision-making processes, from the boardroom to our daily operations.

1.7.1 Governance Structure for Sustainability

Our governance framework ensures clear accountability and executive-level oversight for our ESG performance.

Board-Level Oversight: The Board of Directors oversees the implementation of the

ESG policy and ensures that ESG considerations are integrated into Straive's overall business strategy. The Board reviews the company's ESG performance on a regular basis, providing guidance on ESG-related risks and opportunities.

Executive Leadership: Our President and CEO serves as the executive sponsor for sustainability, demonstrating top-level commitment. Our Chief Financial Officer (CFO) chairs the Executive ESG Committee, which comprises C-level leaders from across the organization, including Operations, HR, Finance, IT, and Legal. This committee is responsible for driving the ESG strategy, allocating necessary resources, and monitoring performance against our public targets.

ESG Management Team: The day-to-day implementation of our ESG programs is managed by a dedicated, cross-functional ESG Core Team, led by our Head of Sustainability. This team works directly with business units and corporate functions to gather data, execute initiatives, manage public disclosures (including this report, CDP, and EcoVadis), and champion a culture of sustainability across the company. This embedded structure ensures that ESG is an integral part of our operational fabric, not a siloed function.



1.7.2 Stakeholder Engagement

Building a sustainable business requires an inclusive and continuous dialogue with our key stakeholders. Their feedback is essential in shaping our priorities, identifying emerging risks, and refining our strategy. In 2025, we continued to engage through a variety of formal and informal channels.

	Employees	Clients	Investors	Suppliers	Communities
How We Engage	Regular town halls, anonymous dip-stick surveys (e.g., eNPS), internal development programs, wellness sessions, and direct feedback channels.	Quarterly business reviews, client satisfaction surveys, strategic partnership meetings, compliance audits, and collaborative workshops on innovation and sustainability.	Regular financial reporting, strategic updates, annual sustainability reporting, and direct engagement on our long-term value creation strategy, including ESG risk management.	Our Sustainable Procurement process, supplier audits, our Supplier Code of Conduct, and collaborative initiatives to improve supply chain resilience and responsibility.	Creating Shared Value (CSV) initiatives, local volunteering, and partnerships with non-profits and educational institutions.
Key Themes We Heard in 2025	The continued importance of career development and upskilling in an AI-driven world, desire for flexible work arrangements, focus on mental and physical well-being, and a strong, inclusive culture.	The critical importance of data security and privacy, the need for partners who can demonstrate ethical and responsible AI practices, service reliability, and a growing demand for transparency on our Scope 3 emissions and overall ESG performance.	A clear and continued interest in our long-term resilience, management of climate-related risks, talent retention strategies, robust governance framework, and our strategy for responsible AI implementation.	A need for clear expectations and partnership to build a more resilient and responsible supply chain, with increasing interest in collaborating on decarbonization and circular economy initiatives.	The need for continued support in education, wellness, environmental stewardship, and career readiness, particularly for marginalized groups. Growing interest in digital literacy programs to bridge the technology gap.

1.8 Sustainability Strategy and Roadmap

Our sustainability strategy is inextricably linked to our corporate mission: to be a global leader in technology-driven solutions, advancing knowledge for a better world. This strategy is built on creating enduring value for all stakeholders by responsibly managing our impacts and leveraging our capabilities to address global challenges.

1.8.1 Long-term ESG Vision and Commitments

Our long-term vision is to create a smarter, more informed, and more connected future, driven by innovation and underpinned by sustainability. This vision is anchored by our cornerstone commitment: **to achieve Net-Zero Carbon Emissions by 2040.**



1.8.2 Priority Focus Areas for 2025-2040

Our strategy is organized around three core pillars, which are directly informed by our materiality assessment:

Environmental & Climate: Minimizing our environmental footprint with a primary focus on achieving our 2040 Net-Zero target. This involves decarbonizing our operations through energy efficiency, renewable energy adoption, and engaging our value chain to reduce Scope 3 emissions.



Social & Talent: Empowering our people and communities. We will continue to invest in our 19,000+ global workforce by fostering a diverse, equitable, and inclusive culture, promoting employee well-being, and providing world-class training and development. We will also deepen our community impact through our strategic CSV programs.

Governance & Digital: Operating with integrity and pioneering responsible innovation. This pillar focuses on maintaining the highest standards of ethical conduct, ensuring robust data privacy and security, and leading the industry in the responsible and ethical development and deployment of AI technologies.



1.8.3 Link to UN Sustainable Development Goals (SDGs)

Straive's Corporate Social Responsibility (CSR) is structured as Creating Shared Value (CSV), a strategic approach that leverages employee volunteerism to uplift marginalized communities. This program is proactive in supporting the United Nations Sustainable Development Goals (UN SDGs) and exceeds mandatory compliance.

Straive's CSV initiatives are powered by its global workforce and organized into four key focus areas:

Flagship Initiative

Project 25:25

Goal:
To create a meaningful difference in the lives of 25,000 students globally by 2025.

Impact:
The project exceeded its target ahead of schedule, ultimately impacting close to 29,000 students through the contribution of 618 volunteers providing over 3,756 volunteer hours.



EDUCATION

Breaking the Cycle of Poverty

Straive champions equitable education through a multi-faceted approach designed to enhance student proficiency and learning environments. This includes providing educational grants to public school children, low-income girls, and students with disabilities; refurbishing classrooms; and donating essential tools like PCs, books, and furniture.



ENVIRONMENT

A Commitment to Net-Zero

Aligned with Straive's goal of Net-Zero Carbon Emissions by 2040, these initiatives focus on reducing the company's ecological footprint through cleanup drives, carbon reduction campaigns (such as #ISwitchOff), and reforestation efforts across all operational geographies.



HEALTH AND WELLNESS

Supporting Vulnerable Communities

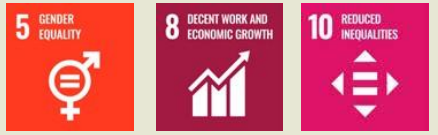
These programs provide critical health support, particularly in remote or underserved areas. Initiatives include constructing water facilities in villages where natural sources are scarce or dangerous, partnering with charitable institutions for feeding programs, and holding annual internal onsite blood donation drives.



SOCIAL EMPOWERMENT

Uplifting Underserved Sectors

These initiatives focus on future-proofing individuals through technology training, donating IT facilities to underserved areas, supporting the Persons with Disabilities (PWD) sector through entrepreneurial advocacy, and offering economic support to small-scale, women-led businesses.



1.9 Materiality and GRI Alignment

1.9.1 Materiality Assessment Process

Our sustainability strategy is grounded in a Double Materiality Assessment to identify and prioritize the topics that matter most. This process ensures we focus our resources on the issues that present the most significant risks and opportunities for both our business and our stakeholders. In 2025, we conducted a review to validate and refine our material topics.

IDENTIFICATION

We refreshed our broad list of potential ESG topics by analyzing GRI standards, evolving client requirements, stakeholder feedback from 2025, and emerging industry trends, particularly around AI ethics and regulation.

PRIORITIZATION

We assessed each topic along two distinct dimensions, in line with the principle of "double materiality":

Impact Materiality: The significance of our actual or potential impact on people and the planet (our "inside-out" view).

Financial Materiality: The influence of these issues on our long-term enterprise value, success, and risk (our "outside-in" view). This analysis was conducted through structured workshops with our internal leadership and subject matter experts.

VALIDATION

The prioritized list of material topics was presented to our Executive ESG Steering Committee and the Board's Sustainability Committee for review, discussion, and final validation.

This dual-lens approach ensures we focus on risks that could disrupt our business (e.g., data breaches, talent attrition) and opportunities where we can create the most positive, systemic change (e.g., responsible AI, community education programs). Our key material topics continue to span our three core pillars: Environmental & Climate, Social & Talent, and Governance & Digital, with an increased emphasis on Responsible AI within the latter.

Chapter 2

Environmental Stewardship: Charting A Path To Net-zero



2.1 Environmental Philosophy and Strategy

Our commitment to advancing knowledge is intrinsically linked to our responsibility to protect the planet that sustains us. As we continue our 45-year journey, environmental stewardship has evolved from a corporate responsibility to a strategic imperative, deeply woven into our AI-First vision and long-term business resilience. The escalating climate crisis, a defining trend of our time, presents both profound risks and significant opportunities for a technology-driven organization like Straive. Our environmental strategy is therefore a comprehensive roadmap designed to minimize our footprint, manage climate-related risks, and leverage our capabilities to foster a more sustainable future.

Building on the foundational baseline of our inaugural report, this chapter details our tangible progress in 2025. We have moved from articulation to action, translating our Net-Zero 2040 commitment into measurable outcomes against ambitious, science-based targets. This momentum is anchored by a robust governance framework, centered on our ISO 14001-certified Environmental Management System (EMS) and an ISO 14064-verified GHG Inventory. By cementing these rigorous standards into our core operations, we foster a culture of continuous improvement that empowers our teams to innovate daily for a better world.

2.2 Climate Change & Emissions

At Straive, we recognize that addressing climate change is fundamental to creating enduring value for our stakeholders and ensuring the long-term viability of our business. Our operations, particularly our data-intensive services and global office network, are exposed to both the physical risks of a changing climate and the transition risks associated with a global shift to a low-carbon economy. Our climate strategy is therefore twofold: mitigating our own contribution to climate change through aggressive decarbonization and building organizational resilience by adapting to its inevitable impacts.

Our environmental strategy is therefore a comprehensive roadmap designed to minimize our footprint, manage climate-related risks, and leverage our capabilities to foster a more sustainable future.

2.2.1 Climate Strategy & Transition

Our climate transition plan is the strategic blueprint for achieving our cornerstone commitment: Net-Zero greenhouse gas (GHG) emissions across our value chain by 2040. This ambitious goal, validated by the Science-Based Targets initiative (SBTi), guides our capital allocation, operational decisions, and innovation agenda. The plan is built on a foundation of continuous improvement, accountability, and transparency, governed by our ISO 14001-certified EMS, ISO 14064-verified GHG inventory, and our comprehensive Environmental Policy.

Our strategy prioritizes direct emissions reduction through three primary levers:

- **Operational Efficiency:** Systematically reducing energy demand across our facilities through technological upgrades, process optimization, and employee engagement.
- **Renewable Energy Transition:** Aggressively increasing the share of renewable electricity in our energy mix through a portfolio of onsite generation, grid-access, and market-based instruments.
- **Value Chain Engagement:** Collaborating with suppliers, clients, and employees to measure, manage, and reduce our Scope 3 emissions, which constitute the largest portion of our carbon footprint.

Recognizing that our key operational centers in Southeast Asia are increasingly exposed to physical risks such as typhoons and extreme heat, adaptation is a critical component of our



strategy. Our Enterprise Risk Management (ERM) framework explicitly integrates climate risk, informing our Business Continuity Planning (BCP) and our Disaster Recovery Plan (DRP). We strengthened our BCP and DRP protocols with enhanced climate-scenario modeling and invested in climate-resilient infrastructure, including upgraded cooling systems and backup systems at key sites.

Furthermore, we are committed to a just transition, ensuring that our shift to a low-carbon model is equitable and inclusive. This involves upskilling our workforce for the green economy, particularly in areas like sustainable AI and energy management, and supporting our communities through our Creating Shared Value (CSV) programs focused on environmental resilience and education.

2.2.2 GHG Emissions & Targets

Transparent and accurate measurement of our GHG footprint is the bedrock of our climate strategy. Our GHG inventory is prepared in accordance with the GHG Protocol Corporate Standard and is verified by an independent third party against the ISO 14064-1 standard, ensuring the highest level of data integrity and accountability. We have established 2023 as our recalculated baseline year to ensure our targets are grounded in the most robust and comprehensive data, following the verification process conducted by the SBTi.

In 2025, we made significant strides in decoupling our business growth from our carbon emissions. Our total GHG emissions fell to 20,862.04 tCO2e, representing a 6.73% year-over-year reduction from our 2024 performance of 22,367.03 tCO2e. Within our operations, combined absolute Scope 1 and Scope 2 emissions fell to 7,960.78 tCO2e, representing a 15.22% year-over-year reduction from the 9,389.93 tCO2e recorded in 2024. This achievement was primarily driven by targeted reductions in our operational emissions through energy efficiency and renewable energy initiatives.

Addressing climate change is fundamental to creating enduring value for our stakeholders.

Our quantitative GHG emissions profile over the past two years is detailed below:

GHG Emissions (tCO2e)	2024	2025	YOY Change
Scope 1 (Direct)	2,039.10	1,418.78	**-30.42%**
Scope 2 (Location-Based)	7,350.83	6,542.00	**-11.00%**
Scope 3 (Value Chain)	12,977.10	12,901.27	**-.58%**
Total	**22,367.03**	**20,862.04**	**-6.73%**

Note: The 2025 Total GHG Emissions figure is the official number that will be submitted to regulatory and voluntary bodies. It reflects the comprehensive accounting of all relevant emissions categories under the GHG Protocol.

Our Science-Based Targets (SBTi-approved) commit us to a decarbonization pathway aligned with a 1.5°C scenario:

- ***Near-Term Target:*** *Reduce absolute Scope 1 and 2 GHG emissions by 58.8% by 2034 from a 2023 base year.*
- ***Net-Zero Target:*** *Reduce absolute Scope 1 and 2 GHG emissions by 90% by 2040 from a 2023 base year.*
- ***Value Chain Target:*** *Reduce Scope 3 GHG emissions by 63.8% per USD value added by 2034 from a 2023 base year.*

The substantial reductions achieved in 2025 demonstrate that we are firmly on track to meet our near-term commitments. Our operational emissions (Scope 1 and Scope 2) outpaced our annual SBTi target pathway by 9%, falling below the targeted threshold:

Scope 1 & 2 Emissions (tCO2e)	2023	2024	2025
Absolute Performance	9,682.00	9,389.93	7,960.78

Cumulatively, we have achieved a 17.78% reduction in absolute Scope 1 and 2 emissions from our 2023 baseline. While our absolute Scope 3 emissions remained relatively stable, our focus on supplier engagement and sustainable procurement is laying the groundwork for future intensity reductions. We do not currently use carbon credits to offset our emissions, prioritizing direct decarbonization within our own operations and value chain. We will continue to evaluate high-quality carbon removals solely for addressing residual emissions as we approach our 2040 Net-Zero goal.

2.3 Energy Management

As a technology- and data-centric organization, energy is our most significant operational input and the primary driver of our operational carbon footprint. Proactive energy management is therefore a critical component of both our decarbonization strategy and our operational efficiency. Our corporate Energy Policy mandates a continuous focus on optimizing consumption, improving efficiency, and transitioning to renewable sources across all our global offices and data centers.

2.3.1 Energy Consumption & Efficiency

In 2025, our total energy consumption across all global sites was 12,312.7 MWh. This represents a slight increase from 2024, reflecting business growth, the integration of newly acquired facilities, and the rising processing demands of our advanced AI services.

To contextualize this consumption against our business activity, we track our energy intensity, which stood at 0.62 MWh per full-time employee (FTE) in 2025 compared to 0.57 MWh per FTE in 2024.

This intensity increase highlights a key technological challenge: managing the intensive energy needs of expanding AI technologies while pursuing absolute decarbonization goals. To address this, we have intensified our energy reduction initiatives, focusing on:

Infrastructure Modernization: Continuing the widespread replacement of conventional lighting with high-efficiency LED systems and upgrading to energy-efficient HVAC units across our facilities.

Data Center Optimization: Implementing advanced cooling solutions and server virtualization to reduce the Power Usage Effectiveness (PUE) of our data centers, which represent our most energy-intensive corporate assets.

Smart Monitoring: Expanding the deployment of smart digital meters to enable real-time energy tracking, identify anomalies, and empower facility managers to make data-driven optimization choices.

Employee Engagement: Promoting energy-conscious behaviors through awareness campaigns, including our institutionalized "Earth Hour" initiatives, and the Carbon Footprint Challenge, which encourages leaders to offset business travel emissions through tree donations.



2.3.2 Renewable Energy Transition

A cornerstone of our strategy is the transition to clean energy. In 2025, we achieved a significant milestone, sourcing 53.1% of our total electricity consumption from renewable energy, up from 42% in 2024.

This was accomplished through a strategic three-pillar approach:

Onsite Solar

Expanding the capacity of our solar panel installations at our facilities in Pondicherry, India, and Dumaguete, Philippines.

Grid-Supplied Renewables

Sourcing verified renewable electricity directly through the commercial grid for six of our key operational sites across India.

Market-Based Instruments

Strategically procuring 3,431 MWh of Renewable Energy Certificates (RECs) and International RECs (I-RECs) to bridge regional consumption gaps and support global clean energy markets.

Energy Source	2025 (MWh)	%
Renewable Energy (RE)	6,535.30	53.1%
Non-Renewables (Non-RE)	5,777.36	46.9%
Total Energy Consumption	**12,312.66**	**100.0%**

This renewable energy transition successfully allowed us to avoid an equivalent of 4,645.68 tCO2e of market-based emissions, while simultaneously enhancing our energy security and providing a hedge against volatile fossil fuel prices.

2.3.3 Exported Renewable Energy and Grid Decarbonization

Our commitment to the renewable energy transition extends beyond mitigating our own operational footprint; it includes actively contributing to the decarbonization of the local grids in the communities where we operate. A prime example of this is our facility in Pondicherry, India, which utilizes a combined solar energy capacity featuring 70 kW of facility-owned panels alongside a 429 kW builder-installed, grid-connected system.

Because our facilities operate with varying energy demands, particularly on non-working days, these systems frequently generate excess clean power. Within its first 8 months of operation, **we exported a total of 64.5760 MWh back to the local grid.** This export process is meticulously tracked via our Delta monitoring system and verified through locked meters maintained by the local Electricity Board, ensuring absolute data integrity.

2.4 Resource Management

Our commitment to environmental stewardship extends beyond carbon and energy to the responsible management of all natural resources we utilize, primarily water and corporate materials that generate waste. We apply the principles of the circular economy—Reduce, Reuse, Recycle—to minimize our resource footprint and prevent pollution.



2.4.1 Water & Effluents

While Straive is not a water-intensive business, we recognize that water is a precious and often stressed resource in many of the communities where we operate. Our water management strategy focuses on responsible consumption, conservation, and ensuring the quality of our discharge.

In 2025, our total water withdrawal across key operational sites was 101,903.1 cubic meters (m^3), a slight increase from 95,259.75 m^3 in 2024 that is commensurate with our global workforce growth. We actively manage our consumption through the following initiatives:

Conservation Measures: Installing water-efficient fixtures in restrooms and promoting water-saving awareness among employees.

Rainwater Harvesting: Operating a dedicated rainwater collection facility at our Pondicherry, India site. This collected water is reused for landscaping and non-potable applications, reducing our reliance on municipal and groundwater sources.

Wastewater Treatment: Managing all effluents through onsite Sewage Treatment Plants (STPs) in the Philippines and India. All discharged water meets or exceeds local regulatory standards, ensuring we do not negatively impact local water quality. In 2025, we recycled and reused 7,943.5 m³ of treated wastewater for non-potable purposes.

We remain committed to enhancing the precision of our resource tracking and plan to invest in advanced metering systems to better monitor consumption, recycling, and discharge at a granular level.



2.4.2 Waste Management

Our waste footprint is typical of a large, office-based organization, consisting primarily of municipal solid waste (paper, plastics, organic matter) and electronic waste (e-waste) from our IT operations. Our approach is governed by a strict waste management hierarchy that prioritizes waste reduction at the source.

Our commitment extends to the responsible management of all natural resources.

Recycling and Diversion: We prioritize the segregation of waste to maximize recycling rates. Whenever possible, we require third-party waste collectors to issue recycling pathway certifications.

Of the total 108.4 tonnes of waste generated in 2025, 14.5 tonnes (13.4%) have been certified as recycled. Where co-located sites prevent direct tracking, we assume that non-segregated waste is landfilled. Our Facilities Management teams are responsible for the daily tracking, segregation, and responsible disposal of all waste streams.

Waste Reduction: We have implemented clear operational policies to minimize waste generation, including our corporate Policy Against Single-Use Plastics and a secure printing initiative that significantly reduced paper consumption by minimizing abandoned print jobs.

Hazardous Waste: As in previous reporting, 100% of our hazardous waste (22.0 tonnes) is certified treated by authorized vendors specializing in materials recovery.

E-Waste: Our e-waste is managed in strict accordance with our IT Asset Management Policy and local environmental laws.

We actively seek opportunities to extend the life of our IT assets through refurbishment and internal reuse before designating them as waste.

RESOURCE STEWARDSHIP

TOTAL WASTE RECYCLED

13.4%

14.5 tonnes of our solid waste are certified as recycled by third-party vendors

WASTEWATER REUSED **7,943.5 m³**

Onsite Sewage Treatment Plants in the Philippines and India recycle effluents for non-potable applications.

100%

CERTIFIED HAZARDOUS WASTE DISPOSAL

All 22.0 tonnes of hazardous waste processed by authorized vendors for material recovery and recycling.

RAINWATER HARVESTING OFFSETS MUNICIPAL DEMAND

Dedicated facilities in Pondicherry capture and reuse rainwater for landscaping, reducing reliance on local groundwater.

2.5 Biodiversity

Straive acknowledges the global biodiversity crisis and our responsibility to contribute to its solution. While our direct operational impact on biodiversity is low due to the nature of our office-based services, we recognize that some of our facilities are located near biodiversity-sensitive areas. Our approach, therefore, focuses on preventing any indirect harm and, more importantly, making a positive contribution to biodiversity conservation through our strategic community engagement.

Our Policy on Biodiversity and Nature-Positive Operations outlines our commitment to avoiding negative impacts and actively supporting the protection and restoration of natural ecosystems. High-level screenings of our operational sites have confirmed that our direct activities do not have a negative effect on Key Biodiversity Areas (KBAs), though we have identified facilities located near sensitive zones.

Our shift to renewable energy sources like solar and wind directly helps reduce the broader environmental pressures associated with fossil fuel extraction and combustion, which are major drivers of global habitat loss.

Our primary contribution to biodiversity comes from our proactive CSV programs, which empower our employees to become stewards of their local environments:

Reforestation and Tree Planting

Our volunteers participated in multiple tree-planting drives across all our major geographies in 2025, contributing to the restoration of critical watersheds and the enhancement of local green cover.

Massive Cleanup Drives

We mobilized hundreds of employees for cleanup events, including our annual World Cleanup Day participation, removing plastic and other non-biodegradable waste from rivers, coastal areas, and city streets, directly tackling pollution that harms marine ecosystems.

Carbon Reduction Campaigns

Our #ISwitchOff campaign encourages employees to reduce their energy footprint and connect with nature, fostering a deeper appreciation for the environment. Our Carbon Footprint Challenge encourages leaders to voluntarily convert their travel mileage into funds for our various tree-planting initiatives.



Chapter 3

Social Impact: Empowering our People and Communities



In line with our commitment to human rights and child safeguarding policies, all photos featuring minors in this report have been anonymized. We prioritize children's privacy and safety in digital spaces above all else.

3.1 Building a Supportive and Sustainable Employee Experience

At Straive, our ability to advance knowledge and deliver long-term value is deeply connected to the well-being, growth, and empowerment of the people and communities that shape our ecosystem. Our approach to employment and labor relations is grounded in fairness, transparency, and responsible workforce practices. We focus on providing fair compensation, competitive benefits aligned with local market practices, employee wellness support, and programs that promote work-life balance and long-term financial security.

These frameworks are designed to remain responsive to evolving workforce expectations while also aligning with local regulations and regional employment practices across our locations. Our benefits and support structures are tailored across geographies, employment categories, and career levels to ensure relevance and alignment with local workforce needs, directly contributing to SDG 8 (Decent Work and Economic Growth).

3.1.1 Supporting Growth Through Workforce Expansion and Stability

As Straive continued to evolve and expand its global operations in 2025, our workforce growth reflected both the scale of our business requirements and our continued investment in building strong, future-ready teams. During the year, 5,955 employees joined the organization across locations, reinforcing our operational capabilities and strengthening our ability to support clients across diverse markets.

Hiring activity remained consistently active throughout the year, reflecting ongoing business growth, operational expansion, and evolving workforce requirements. At the same time, we continued to closely monitor workforce stability, employee retention, and overall workforce trends to better understand employee experience and strengthen long-term engagement strategies.

In 2025, our annualized attrition stood at 15.17%, reflecting the organization's continued focus on retention, development, and workforce stability. These insights are regularly reviewed to help inform workforce planning, identify opportunities for improvement, and strengthen initiatives that support a more resilient and engaged workforce.

3.1.2 Supporting Employees Through Key Life Stages

We recognize that employees experience different personal and professional priorities at different stages of life.

Our parental leave and employee support practices are therefore designed not only to meet local regulatory requirements, but also to help employees navigate important life transitions with greater confidence, flexibility, and support.

In 2025, Return-to-work outcomes following parental leave remained positive across key locations, reflecting continued employee engagement and workforce continuity. More than 85% of employees who took maternity leave in 2025 returned to work following the completion of their leave, highlighting the





effectiveness of our employee support, reintegration, and well-being initiatives.

Contributing to these outcomes are employee support initiatives, such as:

Support Group for Expectant Parents: Provides a safe and inclusive platform for new and expecting parents to connect, exchange experiences, access parenting resources, and support one another through shared journeys.

Family Matters: Provides meaningful resources, insightful sessions, and a supportive community throughout employees' parenting journeys. This program includes interactive sessions on psychosocial development, moderated by parenting educators focused on fostering healthier parent-child bonds across different stages of childhood.

3.1.3 Maintaining Transparent Employment Practices

As a global organization operating across multiple business environments, we recognize the importance of maintaining employment practices that are transparent, structured, and respectful of both operational continuity and employee experience.

Our employment frameworks are guided by principles of fairness, consistency, and responsible workforce management. This includes maintaining clearly defined policies relating to role transitions, workplace conduct, employee engagement, and workforce continuity practices across locations.

By maintaining structured and transparent employment practices, we aim to support smoother transitions for employees and teams alike while fostering trust, accountability, and operational stability across the organization.

3.2 Building a Culture of Continuous Learning and Future Readiness

Continuous learning is central to how we strengthen talent, support career growth, and prepare our workforce for a rapidly evolving business and technology landscape.

Our learning and development approach is designed not only to enhance current-role effectiveness, but also to support long-term career mobility, leadership development, and future skill readiness across the organization, contributing directly to SDG 4 (Quality Education) and SDG 8 (Decent Work and Economic Growth).

3.2.1 Foundations for Continuous Growth

Learning at Straive begins with building strong functional, technical, and behavioral capabilities. Our competency-based learning model is designed to guide employees through different stages of their professional journey, from onboarding and role readiness to advanced capability building and leadership preparation.



University Next, Straive's overarching corporate Learning and Development team, comprises highly skilled trainers and learning professionals focused on strengthening organizational capability through structured development interventions. Its programs are aligned to Straive's competency framework, which supports employee development across two complementary dimensions:

Growth Hub (Vertical Growth): Straive's Center for Leadership Development, Growth Hub supports leadership and career progression by helping employees strengthen professional capabilities, prepare for expanded responsibilities, and build leadership readiness over time.

GROWTH HUB

SkillsInfinite (Horizontal Growth):
SkillsInfinite enables employees to expand functional expertise and develop adjacent and emerging skill sets beyond their current roles. Delivered by in-house Subject Matter Experts (SMEs), these programs help employees strengthen competencies, adapt to technological advancements, and build greater professional agility.

Skillsinfinite



This learning ecosystem is further strengthened through multiple learning delivery formats:

Learnovate (Computer-Based Training):
Our centralized CBT platform provides interactive and continuously evolving learning experiences tailored to diverse learner needs. In addition to role-specific and capability-building programs, Learnovate enables the organization-wide delivery of mandatory learning modules focused on compliance, safety, and inclusion. These include programs such as *Organizational Health and Safety Training*, *My Workspace is a Safe Space*, *Prevention of Sexual Harassment (POSH) at Workplace*, and *#ICelebrate You*.

LEARNOVATE
Learn • Innovate • Transform

Instructor-Led Training & VIA Talks: Learning delivery is further strengthened through classroom programs, webinars, and virtual workshops. As part of this format, Straive facilitates *VIA Talks*, a thought leadership and knowledge-sharing initiative designed to encourage broader learning beyond functional training alone. It includes TED Talk-style sessions and leadership conversations where internal leaders and subject matter experts share perspectives, experiences, and insights across a wide range of professional, industry, technology, and workplace-related topics.

3.2.2 Career Progression and Leadership Readiness

As employees progress in their careers, our learning framework evolves to support increasing responsibilities, stronger leadership capability, and long-term career advancement. University Next facilitates ladderized development programs tailored to different career stages and leadership levels, including:

Leadership Development Program (LDP): Tailored for Team Leads and Supervisors.
Management Development Program (MDP): Tailored for Managers and above.
Accelerated Leadership Excellence (ACE): Tailored for High-Potential Leaders.



Straive also invests in targeted initiatives that support more inclusive leadership pathways. Through the **Intentional Career Program (ICP) for Women**, employees are provided with structured opportunities for upskilling, mentoring, leadership development, and career advancement via two specialized programs:

EmpowHER: A customized Management Development Program that combines workshops, mentoring, and developmental interventions to prepare women employees for expanded leadership responsibilities.

LeadHER: A customized LDP for women incorporating mentoring interventions and Lean Six Sigma certification opportunities to strengthen leadership readiness and career progression.

3.2.3 Preparing Employees for an AI-Driven Future

As Straive advances its AI-First strategy, AI literacy and digital capability building have become increasingly important components of workforce development. Our learning agenda

is closely aligned with the organization's broader AI transformation journey, focusing on equipping employees across functions with future-relevant skills that support the responsible and effective adoption of emerging technologies.

Training programs delivered through Learnovate include specialized modules such as *AI for Everyone*, *Responsible Use of AI*, *Prompt Engineering*, and *AI and Machine Learning-related Data Analytics* courses. Learning is further strengthened through **VIA Talks | AI Conversations**, a monthly webinar series featuring AI leaders, industry experts, and subject specialists. Designed as a platform for open exchange, these sessions help employees stay informed on emerging AI trends and expand their understanding of work-related applications of AI. To encourage experimentation and practical adoption, employees are also provided access to secure AI tools and platforms that support hands-on learning across roles and functions.

3.2.4 Connecting Learning with Performance and Long-Term Growth

Learning and development are closely integrated with performance management and career progression at Straive. Employees participate in structured performance review processes that provide regular feedback, identify development opportunities, and align individual growth with organizational objectives.

Annual performance reviews are completed for 100% of eligible employees, reflecting the organization's continued focus on maintaining structured employee-development conversations, enhancing career visibility, and enabling ongoing development planning across the workforce. Our learning framework complements these processes by enabling employees to build relevant competencies, pursue internal mobility opportunities, and prepare for expanded responsibilities over time.

3.3 Creating a Safe, Healthy, and Supportive Workplace

At Straive, employee health, safety, and well-being are integral to building resilient teams, sustaining operational excellence, and fostering a high-performing workplace culture. Our Occupational Health and Safety (OHS) approach focuses on proactive risk management, workplace accessibility, preventive healthcare, and employee participation, contributing directly to SDG 3 (Good Health and Well-being). This commitment is validated by our achievement of **ISO 45001 certification**, reflecting our structured efforts to strengthen safety governance, risk management processes, and continuous improvement across operations.

3.3.1 Safety and Prevention in Everyday Operations

Workplace safety is embedded into day-to-day operations through structured governance, proactive monitoring, and preventive risk-management practices. Regular hazard identification and risk assessments support early detection and mitigation of risks, while site-level monitoring mechanisms maintain the effectiveness of safety controls.



During 2025, multiple operational sites conducted structured hazard identification and risk assessment activities as part of workplace safety monitoring. Targeted risk-reduction outcomes were achieved across assessed locations, and all critical risk controls were validated as effective. Our operations maintained strong safety performance, with zero work-related injuries, zero fatalities, and no major workplace incidents reported.

3.3.2 Shared Responsibility and Preparedness

At Straive, workplace safety is a shared responsibility. Employees regularly participate in safety awareness, routine safety drills, occupational first aid, and emergency preparedness training to strengthen response capability. Employees also complete mandatory Organizational Health and Safety Computer-Based Training, which reinforces understanding of workplace hazards, preventive safety practices, and individual responsibilities.

3.3.3 Accessible and Inclusive Workplace Infrastructure

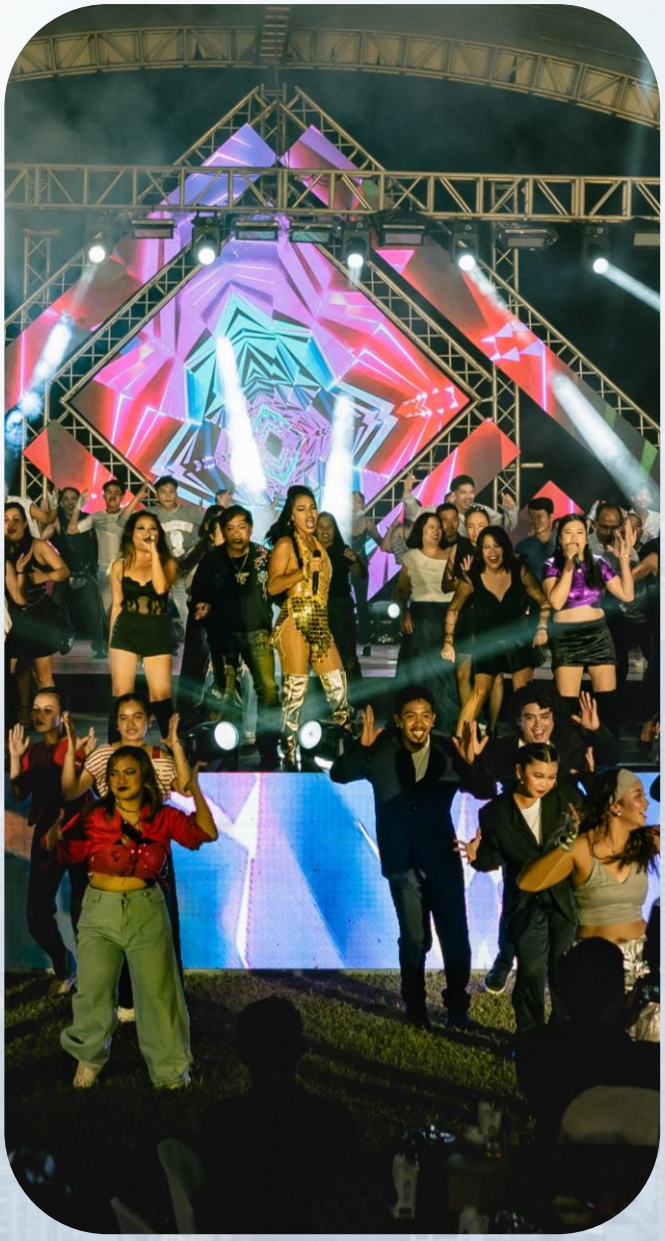
Creating a healthy workplace requires supporting employees through accessible, inclusive, and ergonomically designed environments.

Straive continues to strengthen workplace infrastructure and physical facilities. Several operational sites provide all-inclusive restrooms, dedicated lactation rooms for nursing mothers, and accessibility-focused infrastructure — such as ramps, lifts, and mobility-friendly pathways — designed to support employees using wheelchairs, crutches, or other mobility devices.

3.3.4 Holistic Employee Well-being Beyond the Workplace

Our approach to employee well-being extends beyond occupational safety to include preventive healthcare, mental wellness, emotional support, and broader lifestyle management initiatives:

- **Promoting Preventive Healthcare and Health Awareness:** Free medical check-ups were conducted across locations to support the early identification and management of potential health risks, including chronic conditions such as hypertension and diabetes. Health awareness initiatives covered a broad range of topics, including hand hygiene, oral health, heat stroke prevention, seasonal flu awareness, cancer awareness, HIV awareness, obesity, hypertension, and workplace-related safety.
- **Strengthening Mental Health and Emotional Well-being:** Straive conducted multiple webinars and awareness sessions focused on mental resilience, stress management, workplace pressure, and under-recognized mental health challenges such as masked depression. Dedicated mechanisms include:
  - *Peer Support for Mental Health:* Monthly interactive sessions led by licensed healthcare professionals that provide practical approaches to managing mental well-being at work while creating safe, judgment-free spaces.



- *Self-Care Sessions:* Monthly webinars focused on resilience, holistic well-being, and work-life balance, covering topics such as yoga, mindfulness, fitness, financial planning, and mind-body care.
- *Funtastic Fri-Yays:* A dedicated meeting-free period every third Friday of the month that encourages employees to engage in self-learning, collaborative activities, team bonding, and personal development.
- *Employee Assistance Programs (EAPs):* 24/7 confidential counseling and professional support services available to employees across locations at no cost for personal, emotional, family, and work-related concerns.



- **Supporting Caregivers across Life Stages:** Employees navigating caregiving and family-related responsibilities are supported through targeted learning, peer networks, and parenting resources.

Dedicated pregnancy and parenting-related sessions covered topics such as infant safety, CPR and emergency response, family planning, fertility challenges, and managing pregnancy-related anxiety.

Initiatives such as **Support Groups for Expectant Parents** and **Family Matters** help provide employees with parenting resources, learning opportunities, peer support networks, and safe spaces to connect and exchange experiences across different stages of the parenting journey.

At Straive, employee health, safety, and well-being are integral to building resilient teams, operational excellence, and fostering a high-performing workplace culture.

3.4 Fostering a Diverse, Equitable, and Inclusive Workplace

Diversity Equity & Inclusion #ICelebrateYou

We believe that diverse perspectives, equitable opportunities, and inclusive cultures are essential to building a resilient, innovative, and globally connected organization, contributing directly to SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), and SDG 10 (Reduced Inequalities). Rather than viewing DEI as a standalone initiative, we treat it as a long-term organizational commitment supported through structured policies, inclusive talent practices, leadership accountability, and systems that promote fairness, respect, and psychological safety.

3.4.1 Representation and Equity Across the Employee Experience

For us, building an inclusive workplace begins with strengthening representation across the organization while ensuring equitable access to opportunities at every stage of the employee journey. We regularly monitor workforce diversity metrics across employee categories and leadership levels to better understand representation trends and identify opportunities to strengthen inclusion.

As of 2025, women represented 50.1% of our overall workforce, with representation distributed across junior, mid-level, and senior roles. While this reflects a slight decrease from 54% in the previous year, the change was primarily influenced by the organic integration of newly

acquired companies into the organization's overall workforce composition. We continue to focus on strengthening representation through deliberate talent attraction initiatives:

- **RecruitHER:** A focused hiring initiative aimed at strengthening the representation of women across the organization by encouraging more inclusive recruitment practices and expanding access to career opportunities for women across functions and levels.

- **Reignite:** A specialized second-career program designed to support women returning to the workforce after career breaks. Through flexible employment options and structured support mechanisms, the program enables smoother reintegration into professional roles.

Equal opportunity remains a foundational principle guiding our employment and talent management practices. We are committed to ensuring that decisions relating to hiring, development, performance management, career progression, and compensation are based on merit, capability, and business requirements.



3.4.2 Embedding Inclusion Across Leadership Journeys and Culture

Our DEI efforts are embedded across workplace culture, employee experience, talent practices, and career development initiatives. The corporate DEI Policy reflects our commitment to fostering an inclusive workplace, promoting diversity in hiring practices, and ensuring equitable access to career growth opportunities across the employee lifecycle.

As detailed under Section 3.2.2, our leadership pipelines are reinforced through targeted development programs like ***EmpowHER*** and ***LeadHER***, which are complemented by **University Next**'s broader leadership pathways such as ***Accelerated Leadership Excellence (ACE)***. To further strengthen an inclusive workplace culture and everyday behaviors, we facilitate **Allyship**, an inclusion-focused initiative integrated into leadership development programs and supported through local awareness initiatives to equip employees with practical strategies to become effective advocates for diversity, equity, and inclusion.

Our commitment to inclusion is further reinforced through active participation in local industry-led organizations, professional networks, and DEI-focused forums. Across regions, we engage with organizations such as the IT & Business Process Association of the Philippines (IBPAP) and the Philippine Business Coalition for Women Empowerment (PBCWE) in the Philippines, as well as the National Association of Software and Service Companies (NASSCOM) and Avtar in India.

These external engagements complement our internal inclusion efforts and provide opportunities to contribute to broader industry progress. For example, Straive's participation in the PBCWE in 2025 reflected our continued commitment to fostering safe, respectful, and equitable workplaces. During the year, we were also recognized among the Top 100 Best Companies for Women in India (BCWI) by Avtar and Seramount for the third consecutive year, reflecting our ongoing efforts to advance inclusive workplace practices and support the growth and representation of women across the organization.

3.4.3 Safe, Respectful, and Inclusive Workplace Experiences

Fostering inclusion also requires creating workplace environments where employees feel safe, respected, supported, and empowered to raise concerns when needed. We therefore maintain a zero-tolerance approach toward harassment, discrimination, and inappropriate workplace conduct through our Policy against Harassment in the Workplace (Safe Space) and Prevention of Sexual Harassment (POSH) policy.

The framework is designed to support respectful workplace interactions while ensuring that concerns are addressed fairly, confidentially, and in a timely manner. Employees are supported through clearly defined reporting channels, confidential grievance redressal mechanisms, structured investigation and resolution processes, and ongoing awareness and sensitization initiatives. In 2025, no incidents relating to workplace harassment were reported across the organization, reflecting our continued focus on maintaining a safe and respectful work environment.

To further reinforce inclusive workplace behaviors, employees participate in mandatory CBT programs focused on workplace respect, inclusion, and safety via **Learnovate**. These include:

- **My Workspace is a Safe Space:** Designed to foster a culture where employees can bring their whole selves to work, feel respected, and contribute meaningfully without fear, bias, or exclusion.
- **#ICelebrate You:** Created to ensure that every individual feels safe, empowered, and valued by celebrating diversity, encouraging appreciation of differences, and fostering a stronger sense of belonging.
- **Prevention of Sexual Harassment (POSH) at Workplace:** Conducted to strengthen awareness of appropriate workplace conduct, support legal compliance requirements, and empower employees to contribute toward safer work environments.



3.5 Creating Economic Value Within Local Communities

At Straive, we believe that long-term business growth is closely connected to the strength and resilience of the communities and local economies in which we operate. Beyond delivering business value, we recognize our responsibility to contribute positively to regional economic development through responsible employment practices, local talent development, operational investments, and ecosystem partnerships, aligning with SDG 8 (Decent Work and Economic Growth) and SDG 10 (Reduced Inequalities).

3.5.1 Economic Participation Through Employment and Talent Development

Creating economic value begins with enabling fair, inclusive, and responsible access to employment opportunities while strengthening the long-term growth of local talent ecosystems.

Our employment practices are guided by compliance with applicable local wage regulations and internally defined pay policies designed to promote fairness, consistency, and market alignment across employee categories.

In addition to fixed compensation structures, employees are supported through performance-linked reward mechanisms such as variable incentive pay, annual performance incentives, and merit-based increases. We also continue to strengthen our focus on equitable compensation practices across the organization, periodically reviewing compensation structures to support alignment with internal equity principles. Alongside responsible employment practices, local hiring plays an important role in how Straive builds sustainable and regionally aligned operations across geographies. By prioritizing talent within local markets, we strengthen regional expertise, improve contextual understanding, and create employment opportunities that contribute directly to local economic participation and workforce development. To expand these pathways, we actively collaborate with local Non-Governmental Organizations (NGOs) and community groups to facilitate inclusive recruitment drives, ensuring that individuals from marginalized and underrepresented backgrounds gain viable access to technology and data services careers.

3.5.2 Supporting Regional Economies Through Operational Presence

Our operational footprint across locations contributes to local economic activity through continued investments in workplace infrastructure, facilities, operational support systems, and engagement with regional business ecosystems.

These investments support business continuity and operational efficiency while also generating waves of indirect economic value through the engagement of local vendors, service providers, and support functions.

Beyond direct employment, workforce expansion and operational activities contribute to economic participation across extended value chains, supporting networks of businesses, and local communities.

In parallel, our participation in regional industry associations and collaborative forums helps advance professional capability building, strengthening the long-term competitiveness of the local talent pipelines where we operate.

Our own volunteer employees further reinforce this shared growth, by driving the #iSupport program, where our teams actively engage with the local women entrepreneurs and provide them a platform to do business with our own employees.



3.6 Creating Shared Value Through Community Engagement

At Straive, community engagement is embedded into how we create long-term value as an organization. Guided by our commitment to Creating Shared Value (CSV), we strive to ensure that our growth contributes meaningfully to the social and economic development of the communities in which we operate, partnering with local stakeholders to ensure programs remain contextually relevant, appropriately governed, and responsive to community needs.



In 2025, our community engagement efforts, which spanned across India, the Philippines, Vietnam, Singapore, and Nicaragua, achieved the following global metrics:

Let it be,CSV
Being Good. Being Better.

11,300
individuals
Total Beneficiaries Reached

1,400
employees
Active Employee Volunteers

6,300
hours
Total Mobilized Volunteer Hours

53
community initiatives
Total Dedicated Projects

30
partner organizations
Ecosystem Partners engaged

To strengthen its culture of purpose, Straive hosts the Good Awards. This internal initiative celebrates outstanding community engagement, volunteerism, and collaboration. While traditionally focused on team achievements, the 2025 edition also honored individuals showing exceptional personal commitment. Their inspiring contributions sparked the creation of the **#iVolunteer** category, which will formally recognize individual impact starting next year.

Good Awards
Honoring CSV Excellence

Education Vanguard Award
Nicaragua CSV Team
for education support initiatives at Escuela Santa Teresa Los Cocos

Green Guardian Award
Dumaguete Operations
for the Amlan Coastal Clean-Up initiative

Multiplier of Good Award
PH Fun Run Organizing Committee
for the Fun Run fundraising program

Social Change Advocate Award
LearningMate India
for the #iSupport initiative

3.6.1 Stronger Communities Through Local Partnerships

Our community engagement model is built on collaboration. Across locations, we work closely with educational institutions, local government units, healthcare organizations, NGOs, and community groups to identify priority areas and design interventions that respond to local realities. Employee volunteering remains central to this approach, allowing us to channel both time-based and skill-based contributions toward initiatives where they can create meaningful impact. Increasingly, employees are contributing professional capabilities, particularly in education, digital literacy, and emerging technologies, to support long-term community development outcomes.



3.6.2 Impact Delivery Across Four Core Focus Areas

Our CSV initiatives are structured around four interconnected focus areas that reflect both identified community needs and areas where we believe Straive can leverage its capabilities to support the United Nations Sustainable Development Goals (SDGs):

Expanding Access to Education and Future-Ready Skills

Education continued to be one of our largest areas of community impact in 2025, reaching over 5,000 beneficiaries through access, infrastructure, capability building, and long-term student development initiatives:

- *Access and Infrastructure:* Large-scale school supply distribution drives supported more than 3,400 students across the Philippines (including Dumaguete and Parañaque) and India (N. Varadhan Govt. Middle School in Pondicherry). Office-wide donation initiatives supported organizations such as the Umang Foundation, Samaritan Welfare, and the Ratna Nidhi Charitable Trust through contributions of books, stationery, toys, and resources designed for children with disabilities. Structural interventions included establishing library facilities at the Panchayat Union Middle School.
- *Global Outreach:* In Nicaragua, employees supported students at the Santa Teresa School through scholarship fund awards for seven students, primary school book

donations, and interactive school visits that reached over 500 students. In India, volunteers collaborated with Seva Chakkra Samajam to provide school uniforms, essential supplies, and meals for students.

- *Future-Ready Capability Building:* Employees conducted training sessions on AI and ethics at Metro Dumaguete College, while digital capability-building initiatives such as Excel training and student immersion programs were delivered in collaboration with Silliman University's Technical, Educational, Vocational and Entrepreneurial Center (SU-TEVEC) and Hannam University.
- *Career Guidance Programs:* We continued to strengthen career-oriented initiatives such as *Project Puthri* and *Career Bridge*. Straive participated in the 15th edition of Udyog Utsav at Bishop Heber College in Trichy, India, where organizational leaders engaged with more than 1,000 students through knowledge-sharing sessions focused on career intentionality and future opportunities. Additional engagement sessions conducted under Project Puthri reached over 150 government school students, encouraging educational aspirations among young women.
- *Foundational Literacy:* Through the *Saajha* initiative in Delhi and Noida, over 3,900 children participated in assessments designed to strengthen foundational reading and mathematics skills via parent-led learning models and digital engagement. In Puducherry, the *Sharana Digital and Language Lab* equipped 600 youth and



women with digital literacy and functional English skills during the year, with 84% of job-seeking participants reporting that the program contributed to their employment opportunities. Additional support was provided through residential academic programs in Haryana, providing competitive examination coaching, coding exposure, and mentorship that resulted in student placements across leading academic and professional pathways.



Supporting Health, Well-being, Nutrition, and Preventive Care

Our health initiatives focused on strengthening awareness, improving access to preventive care, supporting nutrition, and extending healthcare services to vulnerable communities:

- *Preventive Care and Mobilization:* In 2025, health initiatives reached over 1,300 beneficiaries across the Philippines through vaccination drives, blood donation campaigns, and community feeding

initiatives. In partnership with organizations such as the Red Cross and San Pablo Colleges Medical Center, employees donated blood to support local *healthcare systems*. Community feeding programs were conducted at institutions such as San Antonio High School and Batinguel Elementary School.

- *Primary Healthcare Services:* In India, the *SSF Medical Centre and Healthcare Program* in Kulburu, Jharkhand, provided primary healthcare services to more than 4,000 residents through mobile outpatient clinics, health camps, telemedicine consultations, emergency medical transportation, and access to essential medicines, strengthening care in a region with limited medical infrastructure.
- *Nutrition Support:* In Jharkhand, the *Kusum Early Childhood Education and Nutrition Centre* provided nutritious meals for tribal children alongside early childhood education support. Straive also supported school nutrition initiatives through partnerships with Akshaya Patra, including an electric food distribution vehicle serving meals to approximately 3,500 children across 14 schools in Hyderabad, and infrastructure enhancements in Puducherry supporting meal delivery to more than 55,000 children across 291 schools under the Mid-Day Meal Program.
- *Care for Seniors:* In the Philippines, 28 employee volunteers spent the Labor Day holiday at the House of Somang, a home for the aged in Parañaque, donating groceries and spending meaningful time with more than 50 elderly beneficiaries. In Singapore, employees supported senior citizens at Saint Theresa's Home through donations of essential items, benefiting 48 residents.
- *Fundraising:* The corporate *CSV Fun Run*, conducted across Dumaguete, Parañaque, and Laguna, brought together more than 650 employees and raised funds for organizations including SOS Children's Villages and the House of Somang.



Encouraging Environmental Responsibility Through Collective Action

Our environmental sustainability programs focused on encouraging community participation in conservation efforts and promoting responsible resource use:

- *Coastal Ecosystem Protection:* In 2025, environmental initiatives impacted over 3,600 beneficiaries through a large-scale coastal clean-up drive in Amlan, Philippines, protecting a vital marine ecosystem while strengthening awareness around environmental stewardship.
- *Marine Habitat Restoration:* In Puducherry, India, we supported long-term ecosystem restoration through the *Artificial Reef Project*. Implemented in partnership with the Kuddle Life Foundation, the project focuses on



deploying artificial reef modules designed to restore marine habitats, enhance biodiversity, reduce coastal erosion, and support sustainable livelihoods for small-scale fishing communities.

- *Circular Economy and Upcycling:* Across India and Singapore, employees led several waste-reduction initiatives. In Mumbai and Kolkata, initiatives such as *Tote for Taste* involved employees hand-painting eco-friendly reusable bags for local food vendors as an alternative to single-use plastic bags. Employees also participated in *Upcycle for Impact*, transforming discarded materials into repurposed products for community use. Teams in Singapore supported *Green Square* initiatives focused on the repurposing, repair, and reuse of old and used clothing, extending product lifecycles. In Vietnam, employees participated in global environmental campaigns such as World Cleanup Day.

Enabling Inclusion and Economic Participation



We implemented initiatives aimed at enabling greater inclusion and economic participation among underrepresented and underserved groups:

- *Market Access for Artisans:* Through initiatives such as *#iSupport*, we created platforms for NGOs, women entrepreneurs, and artisans in India to showcase and sell handcrafted products through workplace-led events across Mumbai, Kolkata, and Chennai, providing income-generation opportunities.
- *Livelihood Development:* In partnership with organizations such as the Ayang Trust and The/Nudge Institute, we supported women-led entrepreneurship and collective enterprises in rural and tribal communities across Northeast India, helping build sustainable livelihood opportunities through skill development and market access.

  Additional vocational training programs in Noida equipped economically disadvantaged youth and women with practical skills in computing, tailoring, beauty culture, and communication.
- *Advocacy for Diverse Abilities:* We advanced inclusion through initiatives that support individuals with diverse abilities.

  Through partnerships with organizations such as Pratham Padakshep, children with disabilities received access to therapy, special education, vocational training, and skill-development support designed to foster independence.

  Complementing these efforts, programs such as Project Puthri and MITR promoted gender inclusion by supporting career awareness among young women and encouraging adolescent boys to become advocates for respect, allyship, and gender sensitivity.

  Beyond direct volunteering, employees in the Philippines participated in recurring Employee Club Bazaar fundraising initiatives to mobilize support for community causes.



3.6.3 Measuring Impact Responsibly and Sustainably

To strengthen continuity of impact, we increasingly emphasize sustained engagement models, including long-term institutional partnerships and "adopted beneficiary" approaches. These models enable more consistent follow-through, improved monitoring of outcomes, and stronger community relationships over time.

One example is Punta Elementary School in Laguna, which has been a long-standing CSV partner since 2014. Through this sustained partnership, Straive's Laguna CSV Team established a computer laboratory at the school in 2017, helping strengthen access to technology-enabled learning. In the same year, the school received the *Best Implementor of ICT Award* from the Philippines' Department of Education, reflecting the positive outcomes that can be achieved through sustained partnerships.

Chapter 4

Governance: Leading With Integrity, Building With Trust



4.1 Governance as a Foundation for Long-term Resilience

At Straive, integrity is a foundational pillar. Weaving ethical standards into our daily workflows ensures enduring credibility and stakeholder trust. As a global content and data solutions provider, transparent leadership, ethical conduct, strong compliance, and robust risk management are critical to shaping operational value and maintaining a sustainable business. By prioritizing governance and upholding ethical conduct across all services and locations, we drive meaningful change, cultivate innovation, promote inclusion, and build a lasting legacy for all stakeholders.

Strong governance and clear, ethical standards are the engine behind our growth. Our leadership is rooted in keeping all facets of our operations honest, responsible, and accountable, ensuring every step and every interaction is guided by integrity. We do not just establish policies; we constantly refine our processes. From how we safeguard client data to how we listen and communicate with our employees, we ensure we meet global standards while remaining a dependable corporate partner.

To stay proactive in future-proofing our business, we continue to sharpen our policies across three critical dimensions:



Driving Impact via Governance Structure

Consisting of C-suite executives and Board oversight, our Executive ESG Committee leads our corporate ESG strategy. They draw from diverse perspectives, backgrounds, and experiences to drive well-rounded decisions and optimal outcomes.



Managing Operational Risks

We remain up-to-date with evolving data privacy laws and global regulations, and vigilant against changing threats to cybersecurity. Guiding our daily work is the Code of Business Conduct and Ethics, alongside our anti-bribery and anti-corruption frameworks and mechanisms that allow for the confidential reporting of ethical concerns.



Seizing Opportunities

We strive to be a high-trust partner by employing responsible business practices backed by our risk management and accountability frameworks. We believe that by establishing long-term resilience through compliance, integrity, and accountability, sustainable value creation naturally follows.

4.1.1 Governance Structure & Oversight Roles

We believe there is no other way to do business but to do what is right at all times. Thus, we have built a governance structure where everyone—from our Board members and executive leaders to every single employee and supplier—plays a critical part in keeping our workplace ethical and sustainable.

1. **Board of Directors:** Our Board serves as the visionary architect of our future, ensuring that ESG is integrated as a core part of Straive's corporate identity. By regularly reviewing our sustainability performance, overseeing the implementation of our ESG policies, and identifying emerging risks and opportunities, they empower the organization to turn sustainability challenges into long-term strategic advantages.

2. **Executive ESG Committee:** Chaired by our Chief Financial Officer (CFO) and under the executive sponsorship of our President and CEO, the Executive ESG Committee acts as our engine for change, transforming high-level strategy into meaningful action. Comprising C-level leaders from across Operations, HR, Finance, IT, and Legal, this committee is responsible for:

   - Driving our comprehensive ESG strategy and setting public sustainability targets.
   - Allocating necessary organizational resources and leading the execution of ESG projects.
   - Tracking corporate compliance against global regulations and reporting progress transparently to the Board of Directors.

3. **Management Team:** Serving as the direct, essential bridge between policy and practice, our dedicated leaders champion ESG principles within their respective departments, ensuring every team member understands their role in our sustainability journey. They work with the ESG Core Team to make sure our daily operations reflect our corporate commitments.

4. **ESG Management Team:** The day-to-day implementation of our ESG programs is efficiently managed by a dedicated, cross-functional ESG Core Team, led by our experienced Head of Sustainability. This team works directly with business units to successfully gather performance data, execute sustainability initiatives, manage public disclosures (including GRI, CDP, and EcoVadis), and champion a culture of sustainability across the company.

5. **Employees:** Every single employee significantly contributes to our shared goals by upholding our values of human rights, social responsibility, and workplace equality. Through their active participation, compliance with corporate policies, and regular feedback, they help us constantly improve and maintain an inclusive, responsible workplace culture.

6. **Suppliers and Partners:** We view our trusted suppliers and partners as important, vital extensions of our own team. By collaborating with vendors who share our core values and ethical standards, we create a ripple effect of responsible business practices across our global supply chain, protecting both people and the planet.

4.2 Business Ethics & Integrity

To reinforce trust and safety among stakeholders and mitigate operational risks, we implement and continue to enhance proactive risk management strategies.

Our approach to business integrity involves a comprehensive system where we regularly assess our operations for corruption risks, maintain clear communication and training on our anti-corruption, anti-trust, and anti-bribery policies, and provide full transparency regarding our corporate compliance record. We maintain advice and whistleblowing channels where anyone can safely ask questions or report a concern, making sure transparency stays at the heart of our culture.

4.2.1 Corporate Governance & Anti-Corruption Framework

We engage in honest business practices by following all laws and regulations, including those against insider trading, in both letter and spirit. Our commitment to integrity means we do not engage in any form of direct or indirect bribery or corruption intended to influence government officials, regulators, or commercial entities. We do not seek unfair advantages through unethical payments and keep all financial transactions transparent, accurate, and compliant with the law.

Our anti-bribery and anti-corruption framework consists of several key policies that ensure business pressures or market conditions do not become an excuse to compromise integrity, ensuring everyone at Straive upholds these standards daily.



- **Code of Business Conduct and Ethics:** Our Code of Business Conduct and Ethics serves as the overarching guideline for all Straive companies, employees, affiliates, and subsidiaries, establishing the highest standards of integrity, accountability, and transparency in every location where we operate. The Code translates our core values into actionable standards that govern our relationships with customers, suppliers, and society at large. It provides clear definitions and operational steps to ensure we adhere to the law, steer clear of conflicts of interest, and act responsibly, with all standards cascaded to contractors and suppliers for mandatory compliance. Its comprehensive scope includes:
  - Key responsibilities of employees, independent contractors, and suppliers.
  - Straive's foundational values, core principles, and compliance commitments.
  - Legal and ethical standards concerning competition, fair dealing, and corporate opportunities.
  - Confidentiality of information and the proper use of corporate assets and property.
  - Disclosures, enterprise risk management, and relations with shareholders and investors.
  - Implementation, compliance monitoring, and enforcement mechanisms of the Code.
- **Anti-Competitive Behavior, Anti-Trust, and Fair Dealing:** We play fair across all our commercial relationships, making sure we never take unfair advantage of anyone through manipulation, concealment, withholding of information, or abuse of privileged data. We commit to dealing fairly



and honestly with our customers, partners, suppliers, competitors, and employees, ensuring that every interaction is built on mutual respect and objective facts.

- **Preventing Conflicts of Interest:** We ensure that every business decision made by our employees, executives, and consultants is focused solely on what is best for our collective success as a company, completely independent of personal interest or potential private gain.
- **Anti-Bribery: Handling Gifts, Entertainment, and Sponsored Travel:** This supplemental anti-corruption policy protects our professional objectivity by providing clear guardrails on how to handle gifts, entertainment, hospitality, or sponsored travel offers from external parties, strictly prohibiting any exchange that could lead to biased decision-making or the appearance of impropriety.

4.2.2 Whistleblowing Mechanisms

Our Whistleblowing Policy is designed to be a clear and secure roadmap for reporting any breaches of our leadership rules, corporate policies, or ethical standards. It covers all internal and external stakeholders and outlines every step of the grievance process, from initial submission to fair and independent investigation and resolution. Crucially, this policy includes a strict no-hostility, zero-retaliation guarantee for any individual who brings ethical concerns forward in good faith.

Localized Whistleblower Ombuds: To assist in implementing our Whistleblowing Policy within the workplace, we have trained a network of Localized Whistleblower "Ombuds"—volunteer employees who act as a trusted, accessible point of contact to help their colleagues navigate and report grievances in every operational region.

Corporate Governance Inbox: We maintain a dedicated, continuously monitored Corporate Governance Inbox where employees, partners, suppliers, and clients can reach out with high-level concerns regarding business integrity or policy compliance, with all inputs addressed promptly and professionally by our compliance team, and in full compliance with our strict non-retaliation protocols.

4.2.3 Employee Communication Channels

A culture of integrity can only be assured if everyone feels safe to speak up. To support this, we have built accessible internal communication channels designed to protect our people and our values.

An integral part of these avenues are our employee engagement surveys, such as the eNPS, which serve as regular methods for gauging employee satisfaction and afford us insights into areas requiring operational improvement.

We have established platforms that provide clear guardrails for ethical conduct, offering secure and confidential ways to seek advice or report concerns, guaranteeing a private space for every voice without fear of negative pushback:

Coffee Talks: Small, informal forums where team members can sit down and speak openly with senior leaders about the topics, operational challenges, and workplace matters that matter most to them.

Coffee Talk
Insightful and fun conversations

My Voice Matters: Our 24/7 confidential online platform where any employee can securely report experiences, grievances, or concerns regarding any operational facet, including office facilities, security, payroll, workplace conduct, and engagement.

My Voice Matters

4.2.4 Upholding Human Rights & Ethical Operations

Rooted in the UN Guiding Principles on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, we maintain a hardline approach against human rights violations, child labor, and modern slavery in all its forms.

Our robust global framework ensures that these standards are upheld across our internal operations and our extended supply chain via three primary policy tools:

Upholding and Integrating Human Rights: Our comprehensive Human Rights Policy governs every aspect of our business, serving as our promise to create an equitable, safe, and dignified environment for our global workforce and the communities to which we belong. The policy guides our operations across the following core areas:

Equal Opportunity and Non-Discrimination: We operate as an equal opportunity employer, offering equal access to resources and ensuring decisions regarding hiring, advancement, and compensation are based strictly on merit, capability, and performance, with zero tolerance for discrimination.

A Harassment-Free Workplace: We constantly shape a culture where diversity is protected, and everyone feels safe. We do not tolerate harassment of any kind and provide full support to anyone who experiences or reports an issue.

Fair Pay and Benefits: We provide fair and competitive wages and benefits that fully meet or exceed legal minimums and accurately reflect the valuable work our teams perform.

A Safe and Healthy Workplace: We prioritize the health of our workforce through continuous training, comprehensive protective gear, and dedicated medical resources to ensure our facilities remain secure.

Transparent Communication: We respect our employees' right to have a collective voice and do not prohibit employee organization, striving for openness and constructive dialogue.

Fighting Against Child Labor: We strictly prohibit any form of child labor across our operations and supply chain, supported by stringent age-verification and recruitment protocols.



Standing Against Forced Labor: We firmly condemn all forms of forced labor, taking active steps to ensure our business is entirely free from coercion, intimidation, or modern-day slavery.

Respect for Local Laws: No matter where we operate in the world, we comply fully with all applicable local, regional, and international human rights laws and employment regulations.

Respect for Indigenous Peoples' Rights: While we do not operate within any formally identified indigenous territories, we are committed to upholding the rights of indigenous peoples. We ensure our recruitment processes and operational policies are free from bias, respecting and protecting the heritage of all communities regardless of cultural background.

Alignment of Social Compliance: To safeguard our organization and stakeholder rights, our Human Rights Policy extends to all personnel, including on-site teams and third-party providers. We actively collaborate with our vendors to ensure full alignment with our social compliance standards, encompassing strategic security planning, risk management, cyberdefense mechanisms, digital identity protection, and full-scale managed security applications across all geolocations.

Commitment to Continuous Improvement: We do not settle for compliance baselines, constantly reviewing our organizational practices to identify opportunities to enhance our human rights performance.



Ensuring Child-Labor-Free Operations and Supply Chains: We believe every child deserves a safe childhood, which is why we do not permit child labor across our global footprint. Going beyond local labor laws, we hold ourselves to the highest international standards, including ILO conventions, strictly prohibiting the employment of individuals below the legal minimum age for work in any jurisdiction where we operate.

Strict Age Requirements: We define a child as anyone under the age of 18, adhering to the standards set by the ILO to ensure no minor is placed in a role that compromises their development or education.

Total Supply Chain Coverage: This policy is mandatory for our direct hires and extends to every supplier and partner we work with, regardless of location.

Rigorous Verification: We have built safety nets into our recruitment processes, requiring multi-step age verification and mandatory government-issued document checks to ensure no minor is ever recruited.

Shared Responsibilities: Our leadership and ESG teams lead the way by making sure these rules are active and effective in our day-to-day operations, while our procurement and hiring teams act as the first line of defense by strictly vetting every partner and recruit. We also expect all employees to stay alert and use our confidential channels to report any anomalies, supported by regular training to ensure everyone understands how to prevent child labor risks.

Enforcing Fair, Free, and Ethical Labor Standards: Every person is entitled to the right to work freely and with dignity. Our operational practices are anchored on cultivating an ethical and equitable workplace where any necessary extended hours are performed entirely voluntarily, compensated fairly, and always aligned with mutual agreement and legal standards.

Modern-Day Slavery Protocols: Our frameworks involve regular audits of our supply chain to identify and mitigate operational risks, working actively to keep our global operations free from coercion and exploitation.

Ethical Hiring Parameters: We ensure all employment is completely voluntary, strictly prohibiting exploitative practices such as holding onto original identity documents, charging recruitment fees, or using deceptive recruitment tactics.

Global Alignment: We align our operations with the highest international standards, including ILO conventions and local labor laws, ensuring we meet or exceed legal requirements wherever we operate.

Proactive Risk Management: We do not wait for problems to arise, regularly assessing our supply chain for vulnerabilities and conducting targeted audits to ensure partners meet our high ethical bar. We empower employees and partners to be our eyes and ears, encouraging them to report suspicious signs through confidential channels, supported by training to spot exploitation.

4.2.5 Standardized Reporting and Grievance Process

Putting great policies in place is only half the battle; the other half is making sure our people feel 100% safe when they need to speak up. Straive maintains a standardized grievance and reporting process across the entire organization. Whether a concern relates to diversity, equity, and inclusion (DEI), corporate governance, or operational practices, the mechanism for resolution remains uniformly rigorous, transparent, and fair.

Wherever we operate, our processes strictly adhere to the laws of the land to ensure full legal and cultural alignment. We have built a framework of safety and confidentiality around this unified reporting process, guaranteeing that anyone who highlights a concern is listened to, respected, and protected against any form of retaliation.

4.3 Data Privacy & Information Security

Protecting the data entrusted to us is a responsibility we take personally. We strive for gold-standard privacy management, ensuring our defense systems are not just compliant, but among the most resilient in the industry. This high level of security is fueled by our team's proactive mindset, allowing us to seamlessly meet global privacy regulations and safeguard both our clients and our company.

Because we operate on a global scale, our information security infrastructure is built to align with premier international standards, including **ISO 27001:2022, ISO 9001, SOC 2 Type II**, the **EU General Data Protection Regulation (GDPR)** security framework, the **Health Insurance Portability and Accountability Act (HIPAA)**, and the **Payment Card Industry Data Security Standard (PCI DSS)**. These frameworks provide us with an outstanding blueprint for identifying risks and effectively managing any security incidents—from potential data breaches to complex cyberattacks—before they can impact our business.

To stay ahead of evolving threats, we conduct regular audits and maintain industry-leading certifications, ensuring that the highest levels of security are upheld in every corner of Straive. To keep our global operations secure, we have established a comprehensive Information Security Policy that sets clear expectations for every employee, contractor, and partner. This policy is designed to lock down sensitive data, prevent unauthorized access, and minimize the risk of breaches or information misuse. At the heart of our protection strategy are our Global Security Teams and volunteer cyberdefenders, who monitor our data perimeter 24/7, collaborating to implement ironclad security controls across our network.



4.3.1 Information Security Management System (ISMS)

Our Information Security Management System (ISMS) guards the Confidentiality, Integrity, and Availability of all our assets, whether stored in the cloud, on devices, or on paper. Rooted in ISO 27001:2022 and aligned with the NIST cybersecurity framework, our ISMS turns complex security practices into a clear, categorized roadmap. Making accountability and transparency the foundation of data handling ensures top-tier security remains a non-negotiable part of our corporate responsibility.

Operationalizing Data Protection: Our management strategy focuses on maintaining the trust of clients and stakeholders through a rock-solid security framework. We are fully committed to a "Zero Data Breach" record, achieved by following strict privacy protocols and aligning with global standards like GDPR. We use a proactive, five-step continuous risk assessment framework to stay ahead of threats. By integrating this into our Enterprise Risk Management (ERM) process, we spot and fix vulnerabilities before they become problems.

Our Performance Record: Our record speaks for itself: in 2025, we maintained our target, achieving zero substantiated complaints or incidents regarding customer privacy breaches or data loss. We continue hitting our zero-breach target by combining a rigorous risk management system with strict privacy protocols, constant assessments, and mandatory training that keeps our team ready.

4.3.2 Certification and Compliance Alignment

To provide complete transparency, 100% of Straive's operational sites are aligned with the following premier global certifications and compliance frameworks:

ISO 27001:2022 Certification: Serving as the foundation of our ISMS, this certification is proof of our proactive mindset, demonstrating that we utilize a risk-based approach and ironclad security controls to keep client and company data safe across the globe.

SOC 2 Type II Certification: Verified by an independent, third-party audit, this certification confirms that we handle data securely and responsibly day in and day out, giving our clients—especially those in highly regulated industries—the peace of mind they require to build long-term partnerships with us.

GDPR Compliance: More than a legal checkbox, our total compliance with the European Union's General Data Protection Regulation serves as the foundation of our Zero Data Breach promise, ensuring that personal and sensitive information is always handled with the highest level of care.

PCI DSS Compliance: Sticking to the Payment Card Industry Data Security Standard means we have put airtight security measures in place to protect cardholder and billing information from fraud and unauthorized access, proactively reducing risk across commercial transactions.

ISO 9001 Quality Management Certification: A reflection of our solid governance, this certification guarantees that we maintain consistent, high-quality standards in everything we do, which builds long-term trust and keeps our operations running smoothly.

HIPAA Compliance: Underscoring our dedication to our healthcare and life sciences clients, our compliance ensures that sensitive patient and healthcare information is protected under strict security standards, maintaining total confidentiality.

4.3.3 Employee Participation & Security CBTs

Firewalls and software are only as effective as the people using them. Because the human element remains a primary target for cyber threats, active employee participation is our most critical line of defense.

By engaging employees in keeping a safe digital environment through mandatory training and cybersecurity initiatives like our Rakshan volunteer team, we effectively cultivate the mindset that security is a daily habit owned by every member of our team.

We bring our security and compliance goals to life by mandating all employees to complete targeted **Computer-Based Training (CBT) modules** via **Learnovate**, ensuring that everyone at Straive takes data privacy protection and responsible use of technology to heart. These aren't just one-off sessions; they are routine, comprehensive modules that keep everyone up to speed on our latest privacy policies and operational guidelines. These mandatory CBTs include:

- *Corporate Governance*
- *Data Privacy*
- *Information Security*
- *Responsible Use of Artificial Intelligence*

4.3.4 The Raksha Program

Named after the Sanskrit word for "protection," the Raksha Program is a dedicated community of employee volunteers committed to strengthening Information Security and Data Privacy (ISDP) across Straive. With data as a critical corporate asset, this proactive group works to build a more resilient digital environment by raising awareness and sharing specialized knowledge across the organization.

Becoming a "**Rakshan**" provides employees with high-level professional development opportunities, including exclusive webinars on emerging cybersecurity trends and monthly events designed to expand their professional network. Through specialized InfoSec training, volunteers sharpen their technical expertise and play a direct role in safeguarding sensitive data. To encourage a culture of continuous learning, the *Raksha Ripples* initiative rewards volunteers for successfully cascading security awareness to their colleagues, ensuring that our "Zero Data Breach" commitment is supported by a highly informed and vigilant workforce.



CASE STUDY
Responsible Use of AI

Developing and using AI responsibly is a foundational commitment within our daily operations. As an AI-First organization, we manage ethical deployment through three primary pillars:

Continuous Training: We empower employees through expert webinars and mandatory AI training. This ensures strict alignment with policies mandating data privacy, IP protection, and eliminating algorithmic bias. Employees learn clear guidelines, such as never sharing proprietary or customer data with public models, and verifying AI outputs to prevent misinformation.

Proactive InfoSec Campaigns: Our Information Security team safeguards our ecosystem by monitoring cyber threats, staying updated on best practices, and leading organization-wide cybersecurity campaigns. They also helm the Rakshans program to raise digital safety awareness and maintain ironclad security controls.

Rigorous Tool Testing: We use a dedicated Large Language Model (LLM) environment to securely vet, stress-test, and refine AI tools before public deployment.

These initiatives ultimately ensure our organization has the capability, platform, and awareness to use and develop AI responsibly every time.

Chapter 5

Sustainable Supply Network & Supplier Engagement



5.1 Management Approach & Policy Tools

Straive's ESG criteria are seamlessly integrated across our business infrastructure, extending directly from board-level oversight into every node of our global supply network. As a premier provider of technology-driven content and data solutions, we view our procurement activities as a significant lever for driving positive systemic change. This commitment is reflected in our achievement of a **Rating of A from the Carbon Disclosure Project (CDP) for our Supplier Engagement Assessment in 2025**, validating our proactive approach to supply chain maturity and climate risk collaboration.

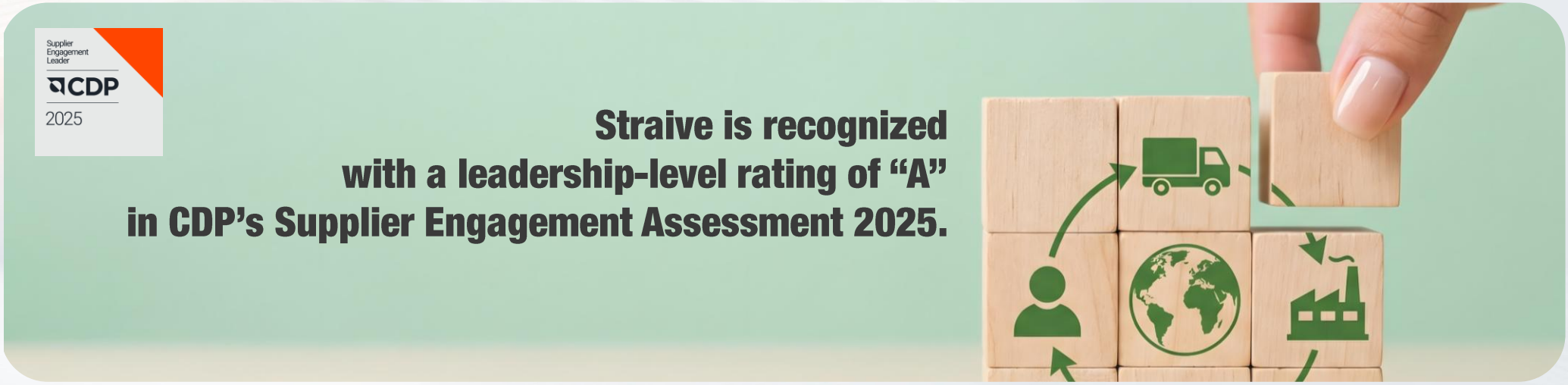
Our strategic approach to managing environmental impacts within our value chain is guided by a robust triad of specialized policies managed by our Global Procurement Team, in close coordination with the corporate ESG Core Team:

Sustainable Procurement Policy: Mandates the prioritization of eco-friendly materials and service alternatives that emphasize waste minimization, circular economy principles, and low-carbon operational footprints.

Responsible Procurement and Use of Paper: Establishes strict rules requiring all paper products across offices, operations, and customer fulfillment lines to be ethically sourced from vendors validated by certified bodies like the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). Procurement rules strictly prioritize items graded 3 or 5 under the PREPS Grading System.

Policy Against Single-Use Plastic: Drives the elimination of single-use plastic across operational facilities and establishes strict containment goals to cultivate a plastic-free vendor network. This policy has successfully eliminated 90% of targeted plastics onsite.

Central to our environmental due diligence is a robust contractual framework. All vendor engagements carry strict compliance expectations regarding environmental protection. Our Supplier Code of Conduct legally binds suppliers and their subcontractors to respect applicable state, regional, and municipal environmental regulations. A failure to uphold these sustainability clauses or to implement environmental risk mitigation constitutes a material breach of contract and provides grounds for the immediate termination of the commercial relationship.



5.2 Environmental Performance & Screening Disclosures

Straive actively evaluates supply chain impacts beyond simply analyzing absolute spend data. The enforcement of our standardized Supplier Code of Conduct and pre-accreditation ESG criteria serve as the foundational proof of our screening commitment. While the specific numerical percentage of new suppliers screened using environmental criteria is currently being formalized for comprehensive future tracking, compliance screening remains mandatory across the onboarding lifecycle of the Global Procurement Team. As of 2025, 100% of our active suppliers have signed and acknowledged our Supplier Code of Conduct.

In our carbon performance tracking, sustainable procurement stands as a primary lever for managing our significant Scope 3 value chain emissions—specifically targeting upstream emissions hotspots generated by our technological transformation, data center expansions, and facility modernization efforts. Through the operational control approach, our procurement strategy targets improvements across paper, IT assets, and facility servicing to drive meaningful reductions in value chain carbon intensity over time.

5.3 Social Responsibility in Sourcing

Straive's social supply chain parameters are rooted in ensuring fair labor standards, human dignity, and non-discrimination across our upstream networks. We mandate that our suppliers, consultants, and contractors respect the human rights guidelines established under our global policy, which directly aligns with the United Nations Guiding Principles on Business and Human Rights. Our operational enforcement relies on two core pillars managed by the Global Procurement Team and corporate Human Resources:

Supplier Code of Conduct (Social Mandates): Enforces a strict, zero-tolerance policy against modern slavery, human trafficking, child exploitation, or forced labor. Suppliers must proactively provide credible evidence of legal compliance with universal labor and child laws. It explicitly guarantees fair working hours, safe and ergonomic working environments, fair wages, and the right to freely associate and engage in collective bargaining.

Supplier Contractor Relations Policy: Instills strict internal anti-discrimination guardrails. It mandates that all internal personnel uphold fair opportunities and deliver equitable, transparent, and unbiased treatment to all third-party service providers during commercial transactions, regardless of race, gender, age, religion, or sexual orientation.

Our Supplier Code of Conduct serves as a comprehensive pre-qualification tool and compliance baseline for all incoming vendors. To ensure adherence, the Global Procurement Team utilizes structured due diligence workflows and periodic supplier audits. Any vendor or consultant breaching our social compliance requirements, such as DEI and anti-discrimination benchmarks, faces clear contractual consequences, up to immediate termination of the business relationship and liability for any financial or reputational damages sustained by Straive. Our sustainability disclosure framework is actively working to track explicit quantitative metrics on the percentage of subcontractors evaluated through formal social checklists to continually eliminate operational risks.

Supplier Engagement



Mandatory ESG Onboarding

Awareness campaigns and structured orientations for top 20 vendors ensure corporate value alignment.

Supplier Training Mandates

Vendors with 1+ year engagement must provide ESG and ethical training to employees.

ESG-Weighted Evaluations

Sustainability metrics are explicitly weighted within ongoing performance reviews to benchmark excellence.



Social Responsibility & Social Mandates

100%

Supplier Code Acknowledgement

Every active supplier has signed and acknowledged the standardized environmental and social mandates.

UNGC Principles Alignment

Supply chain parameters are rooted in the United Nations Guiding Principles.

5.4 Procurement Practices and Economic Impacts

Our economic engagement with suppliers balances commercial efficiency with shared social progress.

Our management approach targets local procurement and supplier diversity as a mechanism to fuel local socioeconomic development across our primary global operating locations, including the Americas, India, the Philippines, and Vietnam. This strategic framework seeks to create robust commercial pathways for underrepresented economic groups to compete fairly for our business contracts. The Global Procurement Team actively tracks and engages our top vendor portfolios to build long-term, mutually beneficial partnerships rooted in transparent pricing models and shared ethical expectations.

To drive meaningful, long-term compliance and support suppliers as they transition along the sustainability maturity curve, Straive has institutionalized a rigorous business review and verification cycle. This structured approach expands beyond transactional tracking to actively embed sustainability into our daily commercial workflows:

Contractual Integration & Vendor Onboarding: Our standard vendor accreditation process integrates mandatory ESG criteria. Initial engagement includes structured awareness campaigns and orientations across our top 20 vendors to ensure profound alignment with our corporate values.

Supplier Training Mandates: Suppliers whose commercial engagement with Straive continues for more than one year are required to provide comprehensive training to their employees regarding our core ESG principles, local labor laws, and ethical codes of conduct.

Vendors must retain verified completion records for three years, subject to verification during annual reviews.

Continuous Risk Due Diligence: Suppliers are required to complete operational self-audits and maintain record traceability for three years to proactively mitigate ethical, labor, and corruption risks within their own downstream tiers.

Suppliers engaging in occasional or one-time transactions are required to provide verified documentation of corporate sustainability reports or equivalent employee training evidence.

Supplier Performance Evaluation: ESG performance metrics are explicitly weighted within our comprehensive, ongoing supplier performance evaluations, allowing us to actively benchmark compliance, reward excellence, and implement collaborative corrective action plans where gaps are identified.

Through this integrated approach—blending strict environmental standards, deep social compliance, and cooperative vendor capability-building—Straive continues to build a resilient, responsible, and transparent global supply network that powers a sustainable future.

Chapter 6

Closing The Loop: Reflections and Commitments



6.1 Alignment with the Ten Principles of the UN Global Compact

As a proud signatory to the United Nations Global Compact (UNGC), Straive has actively woven its Ten Principles into our corporate infrastructure, daily workflows, and extended value chain. Below is an honest appraisal of our progress, improvements, and the systemic challenges we encountered across these four fundamental pillars.

HUMAN RIGHTS (Principles 1 & 2)



Our operational enforcement extended protection to 100% of our personnel, including onsite teams and third-party contractors. Through our standardized grievance mechanisms and the implementation of our Policy against Harassment (Safe Space), we achieved a milestone of zero reported incidents of workplace harassment across our global footprint in 2025.

While our immediate suppliers align with our frameworks, ensuring deep traceability within third-party sub-contracting networks requires intensified oversight. Moving forward, we are refining our vendor audit methodologies to enhance visibility into the lower tiers of our supply chain.

LABOR STANDARDS (Principles 3, 4, 5 & 6)



Our multi-step onboarding mandates age and documentation checks, preventing minor recruitment across all jurisdictions. Aligned with Principle 6 (Non-Discrimination), women comprised 50.1% of our 19,000+ global workforce and held 27.1% of extended management positions (C-suite and direct reports). Retention strategies kept annualized attrition at 15.17%—well below the tech industry average—directly supporting SDG 8.

Integrating 2025 acquisitions slightly shifted workforce composition, causing a minor drop from our 2024 female baseline of 54%. Aligning talent and cultural metrics for new units remains a key focus for HR and DEI.

ENVIRONMENT (Principles 7, 8 & 9)



We made significant progress toward our SBTi-validated 2040 Net-Zero goal. In 2025, combined Scope 1 and Scope 2 emissions dropped to 7,960.78 tCO_2e — a 15.22% year-over-year reduction beating our annual SBTi target by 9%, and an 17.78% drop against our 2023 baseline. Driven by solar, green grids, and clean energy certificates (RECs/I-RECs), renewable energy supplied 53.1% of global electricity, avoiding 4,645.68 tCO_2e. We also eliminated 90% of single-use plastics and recycled 7,943.5 m^3 of wastewater.

However, AI-driven data processing raised energy intensity to 0.62 MWh/FTE, while infrastructure upgrades doubled e-waste and hazardous waste to 22.0 tonnes.

ANTI-CORRUPTION (Principle 10)



Grounded in our Code of Business Conduct and Ethics, Straive enforces zero tolerance for insider trading, bribery, extortion, and anti-competitive practices, maintaining zero confirmed corruption or anti-trust incidents in 2025. Governance is supported by volunteer Localized Whistleblower "Ombuds" networks and our 24/7 "My Voice Matters" portal. ISO 27001:2022, SOC 2 Type II, and GDPR compliance yielded zero substantiated data or privacy breaches.

Evolving privacy frameworks and AI regulations demand agile compliance and continuous vendor auditing.

6.2 Sustainability Initiatives and Improvements for 2026

The year 2025 has been a definitive period of focused execution, operational decoupling, and strategic maturation for Straive.

As a technology-driven content and data solutions leader, we have successfully navigated the dual reality of leveraging advanced technologies like Generative and Agentic AI while anchoring our growth in a rock-solid Environmental, Social, and Governance (ESG) foundation. By operating across our major hubs in India, the Philippines, Vietnam, Nicaragua, Singapore, the US, and Europe, we have translated high-level sustainability aspirations into verifiable, systemic corporate habits.

Guided by the Global Reporting Initiative (GRI) Standards and backed by a rigorous double materiality framework, our initiatives in 2025 proved that commercial expansion and ethical stewardship can comfortably coexist. As we cross into 2026, Straive will intentionally scale its ESG ambitions, shifting from compliance-driven baseline alignment to quantified, verifiable, and accountability-driven ESG performance across our environmental, social, and governance disciplines. Our strategic roadmap for 2026 focuses on six core execution pillars:

Decarbonization and Scope 3 Mitigation: We will undergo rigorous third-party verification of our 2025 GHG Inventory against the ISO 14064 standard during Q2 2026. Building on our 2025 CDP 'A' Rating for Supplier Engagement, we will actively engage our top 20 supply chain partners to transition from stable baselines to absolute Scope 3 carbon reduction pathways, specifically targeting upstream hotspots.

Aggressive Renewable Energy Adoption: We aim to aggressively lower our dependence on non-renewable grid energy, expanding our global renewable energy intake past the current 53.1% milestone through expanded onsite solar infrastructure in India and the Philippines, alongside localized direct green power purchase agreements.

Supply Chain Transparency and ESG Screening Quantification: The Global Procurement Team will formalize and integrate explicit quantitative ESG scorecards into 100% of our vendor onboarding workflows.

We will move beyond qualitative contractual alignment to publish absolute statistical percentages of subcontractors evaluated via rigorous environmental and social checklists.

Evolving Community and Economic Shared Value: Building on the monumental success of "Project 25:25"—which eclipsed its goal by reaching nearly 29,000 students ahead of schedule—Straive will introduce its next-generation Creating Shared Value (CSV) blueprint.

This framework will deploy more employee volunteer networks into localized digital-literacy and ethical AI programs, directly targeting the digital divide within underserved communities across our sites.

Advanced Diversity, Equity, and Inclusion (DEI) Engineering: We will deepen our targeted female leadership pipelines by expanding the footprint of our signature EmpowHER and LeadHER management training programs. We will actively deploy targeted recruitment drives through our RecruitHER and Reignite avenues to elevate female representation across our technical, engineering, and data science disciplines.

Continuous Governance and Ethical AI Scaling: We will continuously audit and stress-test our Responsible AI Policy against global legal shifts. Completion of our mandatory "Responsible Use of AI" CBT module will remain a strict 100% compliance expectation for all active global personnel, locking down high-integrity data security across our entire global perimeter.

By combining technological excellence with deep moral accountability, Straive enters 2026 fully equipped to engineer a smarter, more equitable, and fundamentally sustainable world.

In 2026, Straive moves beyond compliance to quantified, verifiable, accountable ESG performance.

GRI Index



Disclosure	Location
GRI 2: General Disclosures 2021	
2-1 Organizational details	Section 1.5.1, Company Overview (Page 10)
2-2 Entities included in the organization's sustainability reporting	Section 1.2, Reporting Profile, Framework, and Standards (Page 9)
2-3 Reporting period, frequency and contact point	Sections 1.2–1.4 (Pages 8–9)
2-4 Restatements of information	Section 1.3, Data Quality, Assurance, and Methodology (Page 9)
2-5 External assurance	Section 1.3, Data Quality, Assurance, and Methodology (Page 9)
2-6 Activities, value chain and other business relationships	Section 1.5.1, Company Overview (Page 10)
2-7 Employees	Sections 1.5.2 and 3.1.1 (Pages 11, 27)
2-8 Workers who are not employees	Not separately disclosed in this report
2-9 Governance structure and composition	Section 4.1.1, Governance Structure & Oversight Roles (Page 43)
2-10 Nomination and selection of the highest governance body	Discussed in our ESG Policy
2-11 Chair of the highest governance body	Section 4.1.1, Governance Structure & Oversight Roles (Page 43)
2-12 Role of the highest governance body in overseeing the management of impacts	Section 4.1.1, Governance Structure & Oversight Roles (Page 43)

Disclosure	Location
GRI 2: General Disclosures 2021	
2-13 Delegation of responsibility for managing impacts	Sections 4.1.1 and 4.1 (Pages 43–44)
2-14 Role of the highest governance body in sustainability reporting	Sections 1.7.1 and 4.1.1 (Pages 14, 43)
2-15 Conflicts of interest	Section 4.2.1, Corporate Governance & Anti-Corruption Framework (Page 45)
2-16 Communication of critical concerns	Sections 4.2.2 and 4.2.3 (Pages 45–46)
2-22 Statement on sustainable development strategy	A Letter to Our Stakeholders (Page 3); Official Statement, Page 4
2-23 Policy commitments	Sections 4.2.1 and 4.2.4 (Pages 45–47)
2-24 Embedding policy commitments	Sections 4.1.1 and 4.2 (Pages 43–48)
2-25 Processes to remediate negative impacts	Sections 4.2.2 and 4.2.5 (Pages 45, 48)
2-26 Mechanisms for seeking advice and raising concerns	Sections 4.2.2 and 4.2.3 (Pages 45–46)
2-27 Compliance with laws and regulations	Section 4.2.1 (Page 44); A Letter to Our Stakeholders, Page 3
2-28 Membership associations	Section 3.4.2 (Page 34); Section 6.1, UNGC signatory (Page 56)
2-29 Approach to stakeholder engagement	Section 1.7.2, Stakeholder Engagement (Page 15)
2-30 Collective bargaining agreements	Section 4.2.4, Transparent Communication (Page 46)

Disclosure	Location
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Section 1.9.1, Materiality Assessment Process (Page 18)
3-2 List of material topics	Section 1.9.1, Materiality Assessment Process (Page 18)
3-3 Management of material topics	Chapters 2–5, respective management-approach sections
2-10 Nomination and selection of the highest governance body	Section 1.9.1, Materiality Assessment Process (Page 18)
GRI 101: Biodiversity 2024	
101-1 Policies to halt and reverse biodiversity loss	Section 2.5, Biodiversity (Page 25)
101-2 Management of biodiversity impacts	Section 2.5, Biodiversity (Page 25)
101-4 Identification of biodiversity impacts	Section 2.5, Biodiversity (Page 25)
101-5 Locations with biodiversity impacts	Section 2.5, Biodiversity (Page 25) — sites noted qualitatively
101-6 Direct drivers of biodiversity loss	Section 2.5, Biodiversity (Page 25)
101-8 Ecosystem services	Sections 2.5 and 3.6.2 (Pages 25, 41) — reforestation, marine habitat restoration

Disclosure	Location
GRI 102: Climate Change 2025	
102-1 Transition plan for climate change mitigation	Section 2.2.1, Climate Strategy & Transition (Page 20)
102-2 Climate change adaptation plan	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-3 Just transition	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-4 GHG emissions reduction targets and progress	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-5 Scope 1 GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-6 Scope 2 GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-7 Scope 3 GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
102-8 GHG emissions intensity	Energy intensity is reported (Section 2.3.1, Page 22)
102-9 GHG removals in the value chain	Section 2.3.1, Energy Consumption & Efficiency (Page 22)
102-10 Carbon credits	Section 2.3.1, Energy Consumption & Efficiency (Page 22)

Disclosure	Location
GRI 103: Energy 2025	
103-1 Energy policies and commitments	Section 2.3, Energy Management (Page 22)
103-2 Energy consumption and self-generation within the organization	Sections 2.3.1 and 2.3.2 (Pages 22–23)
103-3 Upstream and downstream energy consumption	Data is aggregated with Purchase Goods & Services and Capital goods
103-4 Energy intensity	Section 2.3.1, Energy Consumption & Efficiency (Page 22)
103-5 Reduction in energy consumption	Section 2.3.1, Energy Consumption & Efficiency (Page 22)
GRI 202: Market Presence 2016	
202-2 Proportion of senior management hired from the local community	Section 3.5.2, Supporting Regional Economies (Page 36) — discussed qualitatively
GRI 203: Indirect Economic Impacts 2016	
203-1 Infrastructure investments and services supported	Sections 3.5.2 and 3.6.2 (Pages 36, 38–39)
203-2 Significant indirect economic impacts	Section 3.5.2, Supporting Regional Economies (Page 36)
GRI 204: Procurement Practices 2016	
204-1 Proportion of spending on local suppliers	Section 5.4, Procurement Practices and Economic Impacts (Page 54) — discussed qualitatively

Disclosure	Location
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Section 4.2.1, Corporate Governance & Anti-Corruption Framework (Page 44)
205-2 Communication and training about anti-corruption policies and procedures	Sections 4.2.1 and 4.3.3 (Pages 44, 50)
205-3 Confirmed incidents of corruption and actions taken	A Letter to Our Stakeholders (Page 3); Section 6.1 (Page 56)
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Section 2.4.1, Water & Effluents (Page 23)
303-2 Management of water discharge-related impacts	Sections 2.4.1 and 2.4.2 (Pages 23–24)
303-3 Water withdrawal	Section 2.4.1, Water & Effluents (Page 23)
303-4 Water discharge	Section 2.4.2, Waste Management (Page 24)
303-5 Water consumption	Section 2.4.1, Water & Effluents (Page 23) — total withdrawal reported; consumption not separately broken out
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
305-2 Energy indirect (Scope 2) GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
305-3 Other indirect (Scope 3) GHG emissions	Section 2.2.2, GHG Emissions & Targets (Page 21)
305-4 GHG emissions intensity	Not separately disclosed (see 102-8)

Disclosure	Location
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305-5 Reduction of GHG emissions	Sections 2.2.2 and 2.3.2 (Pages 21, 23)
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Section 2.4.2, Waste Management (Page 24)
306-2 Management of significant waste-related impacts	Section 2.4.2, Waste Management (Page 24)
306-3 Waste generated	Section 2.4.2, Waste Management (Page 24)
306-4 Waste diverted from disposal	Section 2.4.2, Waste Management (Page 24)
306-5 Waste directed to disposal	Section 2.4.2, Waste Management (Page 24)
GRI 308: Supplier Environmental Assessment 2016	
308-1 New suppliers that were screened using environmental criteria	Section 5.2, Environmental Performance & Screening Disclosures (Page 53) — percentage still being formalized
308-2 Negative environmental impacts in the supply chain and actions taken	Sections 5.1 and 5.2 (Pages 52–53)

Disclosure	Location
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401-1 New employee hires and employee turnover	Section 3.1.1, Supporting Growth Through Workforce Expansion and Stability (Page 27)
401-3 Parental leave	Section 3.1.2, Supporting Employees Through Key Life Stages (Pages 27–28)
GRI 403: Occupational Health and Safety 2018	
403-1 Occupational health and safety management system	Section 3.3, Creating a Safe, Healthy, and Supportive Workplace (Page 31)
403-2 Hazard identification, risk assessment, and incident investigation	Section 3.3.1, Safety and Prevention in Everyday Operations (Pages 31–32)
403-3 Occupational health services	Section 3.3.4, Holistic Employee Well-being Beyond the Workplace (Page 32)
403-4 Worker participation, consultation, and communication on occupational health and safety	Section 3.3.2, Shared Responsibility and Preparedness (Page 32)
403-5 Worker training on occupational health and safety	Section 3.3.2, Shared Responsibility and Preparedness (Page 32)
403-6 Promotion of worker health	Section 3.3.4, Holistic Employee Well-being Beyond the Workplace (Page 32)