

# Ascendion Environmental, Social, and Governance (ESG) Statement

Inaugural Statement 2024

## Vice President (Global Business Services) – Statement

As a Vice President - GBS of Ascendion, I am proud to present our inaugural Environmental, Social, and Governance (ESG) report, marking a significant milestone in our journey toward sustainable business practices and responsible growth. Since our founding in 2022, Ascendion has been committed to leveraging the power of AI-first software engineering to create meaningful impact—not just for our Global 2000 clients, but for the communities we serve and the planet we all share. Our mission to positively impact every life we touch extends far beyond technological innovation; it encompasses our responsibility to operate as a force for good in addressing the world's most pressing challenges, from climate change to social equity and ethical governance.

This report represents more than compliance—it embodies our commitment to transparency, accountability, and continuous improvement. As we scale our operations across 12 countries and 40+ global offices, we recognize that our growth must be aligned with our environmental stewardship, social responsibility, and governance excellence. Through our ambitious 55% emissions reduction target by 2030, our focus on diversity and inclusion, and our commitment to ethical AI development, we are setting the foundation for sustainable value creation that will benefit all stakeholders. I am confident that our ESG strategy will not only drive our business success but also contribute to building a more sustainable and equitable future for generations to come.

Jayant Abraham  
Vice President - GBS  
Ascendion Inc.





## Executive Summary



Ascendion's inaugural ESG report demonstrates our commitment to integrating environmental, social, and governance considerations into our core business strategy as a leading provider of AI-first software engineering services. Founded in 2022 and headquartered in New Jersey, Ascendion serves over 400 global clients with a workforce of more than 11,000 professionals across 12 countries. Our comprehensive ESG framework is built on the foundation of our mission to positively impact every life we touch through technology, diversity, and responsible business practices.

Our materiality assessment, conducted using the Sustainability Accounting Standards Board (SASB) framework for Software & Information Technology reporting and the United Nations Sustainable Development Goals (SDGs), identified key ESG priorities across environmental stewardship, social responsibility, and governance excellence. This structured approach ensures our ESG strategy focuses on the topics that matter most to our stakeholders, including employees, clients, investors, and the communities where we operate. The assessment revealed three primary categories of material issues that form the backbone of our sustainability strategy and reporting framework.

From an environmental perspective Ascendion is committed to advancing sustainable development by combating climate change (SDG 13); establishing an ambitious Emissions Reduction Plan targeting a 55% reduction in greenhouse gas emissions by 2030 across Scope 1, 2, and 3 categories. We have set measurable key performance indicators (KPIs) aligned with our SDGs and publicly report our progress on our website, demonstrating our accountability to creating a more sustainable world. Our comprehensive strategy includes optimizing our real estate footprint through hybrid work models, upgrading to ENERGY STAR-certified equipment, increasing digitization to improve energy efficiency, and transitioning to electric vehicles for company transportation. We are also implementing robust waste reduction programs and investing in high-quality carbon credits to offset remaining emissions. Our commitment to environmental compliance is demonstrated by our perfect record with zero instances of non-compliance with environmental laws and regulations.

Our social responsibility initiatives focus on fostering diversity and inclusion, advancing educational opportunities, and supporting community development. As a Great Place to Work® certified company, we prioritize creating an inclusive workplace where diverse perspectives drive innovation (SDG 5). Our workforce spans multiple continents, and we are committed to maintaining high standards of employee well-being, professional development, and community engagement. Through our focus on talent transformation capabilities and our proprietary platforms like ASCENDION AAVA and MeTAL, we are not only advancing our business objectives but also contributing to the broader goal of building a skilled, AI-enhanced workforce. We acknowledge there are a range of human rights issues within the supply chain of the technology sector, such as exploitation of migrant labor, excessive working hours, and mental health concerns – we seek to work with our strategic suppliers to collaborate on developing programs and assessments to understand and ameliorate high risk areas in our supply base.

Our governance framework emphasizes ethical leadership, robust oversight, and transparent decision-making across all levels of the organization. We have established clear roles and responsibilities for the Board of Directors and management, with dedicated oversight of ESG priorities to ensure accountability. Our commitment to board diversity, ethical conduct, and transparent reporting aligns with our goal of maintaining stakeholder trust and supporting sustainable growth. Executive compensation is aligned with long-term company goals, and we maintain the highest standards of corporate integrity in all our business practices. In addition to our own operations, Ascendion ensures responsible consumption and production throughout our supply chain, aligning with SDG 12.



# Materiality Assessment

At Ascendion, our materiality assessment serves as the foundational framework for identifying and prioritizing the ESG topics that are most significant to our business operations and stakeholder interests. Following the SASB framework for Software & IT Services, we recognize that materiality in ESG reporting differs from traditional financial materiality, encompassing topics that are reasonably likely to affect our company's financial condition, operating performance, or enterprise value creation over the short, medium, and long term. This assessment methodology enables us to focus our sustainability efforts and reporting on the issues that matter most, ensuring that our ESG strategy is both strategically relevant to our business model and responsive to the evolving expectations of our diverse stakeholder community.

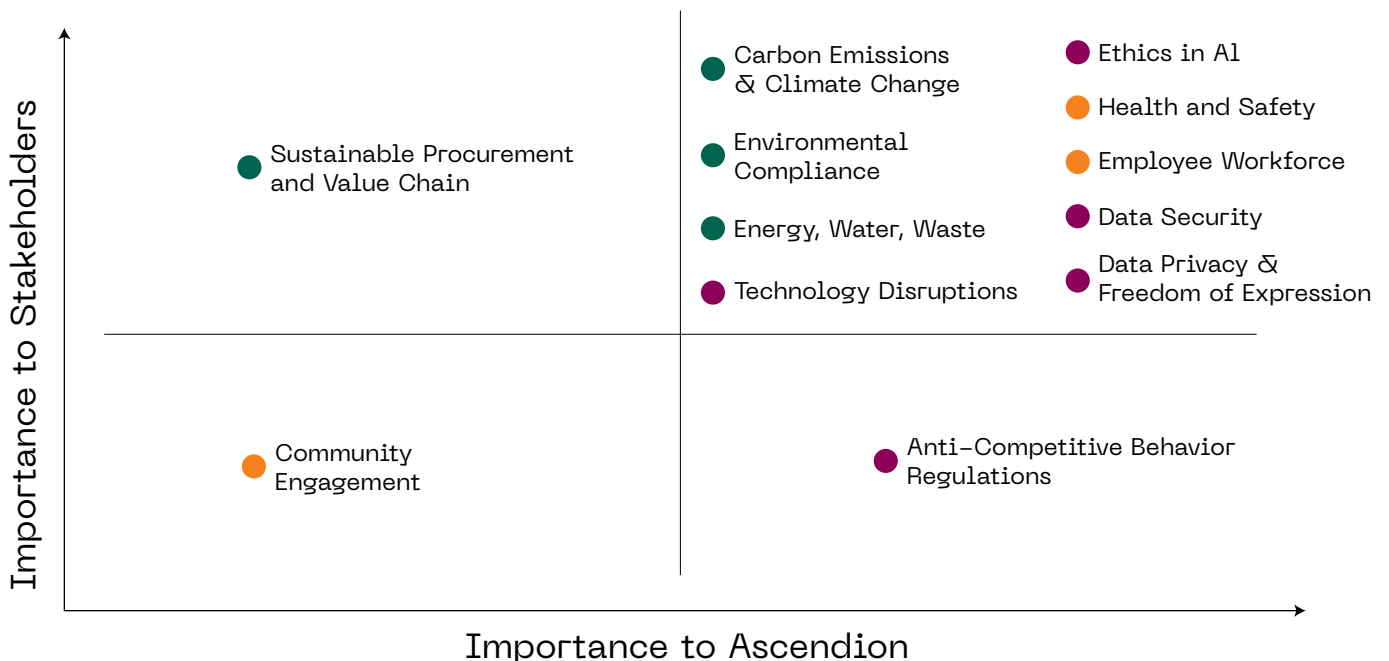
Our materiality assessment process incorporates the principles of double materiality, evaluating both the potential impacts of ESG issues on Ascendion's financial performance and value creation (financial materiality), as well as the impacts our operations and business activities have on the environment, society, and broader stakeholder ecosystem (impact materiality). Through comprehensive stakeholder engagement, industry benchmarking, and alignment with established frameworks including SASB standards for the technology sector, we have identified the material topics that form the basis of our ESG strategy and this inaugural sustainability report. This systematic approach ensures that our sustainability initiatives are strategically aligned with our mission to build a better future through technology while addressing the most pressing concerns of our employees, clients, investors, partners, and the communities where we operate.

The material issues that are identified in this inaugural ESG statement in some cases require data for which Ascendion is still in the process of collecting, and we anticipate that our next publication of this ESG statement will include a broader range of relevant data, specifically focusing on wider insights into baseline status and progress across the material ESG topics.

The outcome of our materiality assessment is as follows:

## Materiality Matrix

● Environment      ● Social      ● Governance



# Ascendion's Sustainability Material Issues:

Category	Topic	Topic Details
Environment	Environmental Footprint	Includes metrics on carbon footprint, energy consumption, water use, waste management
	Climate Change Adaption and Mitigation	Includes metrics on energy diversification, GHG reduction plans, and risk assessments
	Sustainable Procurement and Value Chain	Includes metrics on supplier sustainability and environmental impact, and supplier onboarding engagement
	Environmental Compliance	Includes details on non-compliance with laws and regulations
Social	Employee Workforce	Includes percent of employees that require a work visa, employee engagement, DEI, talent attraction & retention, employee experience (work-life balance)
	Community Engagement	Includes metrics on impacts to local communities and programs implemented in communities
	Sustainable procurement	Includes metrics on supplier ESG assessments, Scope 3 relevant supplier emissions reductions, and human rights risk management and mitigation.
	Health & Safety	Includes metrics on environment, health, and safety (EHS) trainings, number of injuries, EHS procedures.
Governance	Corporate Ethics, including ethics in AI	Includes details on code of business conduct and ethics, anti-bribery and corruption policies, and whistle blower reporting procedures.
	Data Privacy & Freedom of Expression	Includes details on monetary losses as a result of legal proceedings associated with user privacy, law enforcement requests for user information, countries in which Ascendion core products/services are subject to government monitoring and censoring
	Data Security	Includes metrics on data breaches and approaches to identify cybersecurity standards
	Anti-Competitive Behavior Regulations	Includes details on monetary losses and legal proceedings related to anti-competitive behavior regulations
	Technology Disruptions	Includes details on downtime and performance issues





## Environment



Ascendion's environmental strategy is centered on our comprehensive Emissions Reduction Plan, which targets a 55% reduction in greenhouse gas emissions by 2030 across all three scopes of the GHG Protocol. This ambitious goal reflects our recognition that the technology sector, while enabling sustainability solutions for others, must also address its own environmental impact. Our strategy encompasses multiple interconnected initiatives designed to reduce our carbon footprint while maintaining operational excellence and supporting our clients' sustainability objectives.

Key environmental initiatives include optimizing our real estate footprint through reduced office space and hybrid work models, which significantly lower both energy consumption and commuting-related emissions. We are systematically upgrading to ENERGY STAR- certified equipment across all facilities and increasing digitization to improve energy efficiency throughout our operations. Our commitment to virtual meetings and cloud services not only enhances operational efficiency but also minimizes travel-related emissions. Additionally, we are transitioning our company transportation fleet to electric vehicles and implementing modular furniture solutions to reduce waste generation.

Our environmental performance is underpinned by robust waste reduction programs and strategic investments in high-quality carbon credits to offset remaining emissions. We maintain a perfect environmental compliance record with zero instances of non-compliance with environmental laws and regulations, demonstrating our commitment to exceeding regulatory requirements. This comprehensive approach to environmental stewardship aligns with industry best practices for software engineering companies and positions Ascendion as a leader in sustainable technology services, supporting both our business objectives and global climate goals.

## Social



Ascendion's social responsibility framework is built on our commitment to empowering people and strengthening communities through purposeful action and inclusive growth. As a Great Place to Work® certified company, we prioritize creating a diverse and supportive workplace that fosters innovation, professional development, and employee well-being. Our global workforce of more than 11,000 professionals across 12 countries represents diverse backgrounds, perspectives, and experiences that drive our collective success and enhance our ability to serve clients worldwide.

Our talent transformation capabilities, including our proprietary platforms ASCENDION AAVA and MeTAL, demonstrate our commitment to advancing educational opportunities and building skilled workforces for the AI-powered economy. We invest significantly in employee development through our Ascendion Circles program, which provides formalized communities for engineers to master various crafts including cloud, data, quality engineering, and AI. This approach not only enhances our employees' capabilities but also contributes to the broader technology ecosystem by developing skilled professionals who can drive innovation across industries.

Community engagement is central to our social impact strategy, with initiatives focused on supporting local organizations and addressing societal challenges through technology. Our commitment to diversity and inclusion extends beyond our workforce to encompass our client relationships, supplier partnerships, and community involvement. We actively promote equity and invest in the well-being of our employees and broader communities, recognizing that sustainable business success requires strong social foundations and positive community relationships.

An organization like Ascendion must proactively address several sustainable supply chain management challenges to operate responsibly and competitively (SDG 12). These include

reducing environmental impacts such as carbon emissions and resource waste across all stages of the supply chain, from sourcing raw materials to delivering our services. Ensuring transparency and traceability is crucial to verify ethical sourcing practices and minimize risks associated with environmental damage or unethical supplier behavior. Adopting circular economy principles—like recycling, minimizing waste, and designing products for reuse—further reduce our resource consumption and environmental footprint.

Human rights are a central ESG concern for organizations in technology and engineering such as Ascendion. Key issues include safeguarding fair labor practices, eliminating forced or child labor, and protecting workers' rights throughout the supply chain. Ascendion aims to manage these issues through conducting thorough supplier assessments, regular audits, and enforcing clear codes of conduct, and we are building capacity and developing programs internally to enhance our supplier assessment and capacity building to address these issues proactively. We also aim to promote non-discrimination, inclusion, and accessibility, especially for vulnerable populations by adhering to both international human rights standards and local regulations. In this way, we intend to work collaboratively with our strategic suppliers to prevent involvement in human rights abuses and to build a resilient, ethical supply chain that meets our stakeholder and regulatory expectations.

## Governance



Ascendion's governance framework establishes the foundation for ethical leadership, robust oversight, and transparent decision-making across all levels of our organization. Our Board of Directors and management team maintain clear roles and responsibilities with dedicated oversight of ESG priorities to ensure accountability and alignment with stakeholder interests. This governance structure supports our mission to positively impact every life we touch while maintaining the highest standards of corporate integrity and business ethics.

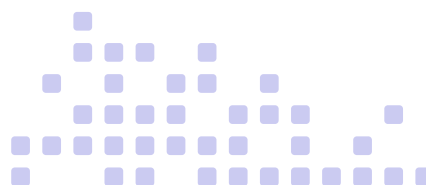
Key governance principles include board diversity, ethical conduct, and transparent reporting practices that support stakeholder trust and long-term value creation. Executive compensation is aligned with long-term company goals, including ESG performance metrics, ensuring that leadership incentives support sustainable business practices. Our commitment to responsible AI development is reflected in our governance of AI technologies, including our ASCENDION AAVA platform, which incorporates ethical considerations and transparency mechanisms to ensure responsible deployment of AI capabilities.

Risk management and compliance are integrated into our governance framework, with regular assessments of ESG-related risks and opportunities. We maintain robust internal controls and reporting mechanisms that support transparent communication with stakeholders about our ESG performance and strategic direction. Our governance practices align with industry best practices for technology companies and support our goal of maintaining stakeholder trust while driving sustainable growth and innovation in the AI-powered software engineering sector.

## ESG Metrics and Performance Data



Detailed ESG metrics and performance data for 2024 are provided in the Appendix, including quantitative measures across environmental, social, and governance categories. These metrics align with SASB standards for Software & Information Technology reporting and provide stakeholders with comprehensive data to assess our ESG performance and progress toward our established targets.






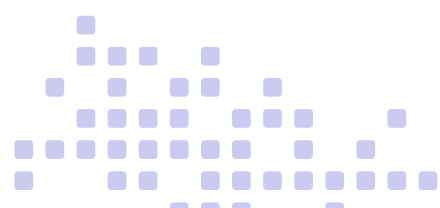
# Appendix

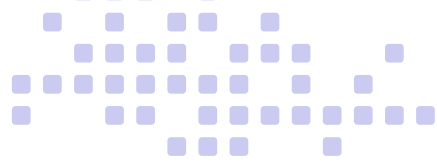


Ascension reported ESG Metrics – 2024 Data


## Environmental Metrics:

Metrics	2024 Data	Framework Reference
 <b>Energy Management</b>		
Total energy consumed (Gigajoules (GJ))	2854.7	SASB: TC-SI-130a.1
Percentage grid electricity (%)	84%	
Percentage renewable (%)	0%	
 <b>Carbon Footprint</b>		
Total energy consumed (Gigajoules (GJ))	0	GRI:305-1
Percentage grid electricity (%)	286.07	GRI:305-2
Percentage renewable (%)	2108.8	GRI:305-3
Percentage renewable (%)	2394.9	GRI:305-4
 <b>Waste Management</b>		
Total Non-Hazardous Waste Recycled (gallons)	2,340.10	GRI:306-4
Percent Paper Recycled (%)	59%	
Amount of Plastic Recycled (gallons)	1,825.70	
Amount of Organic Waste Composted (gallons)	745.72	
Total Waste Recycled (gallons)	2,340.10	
Total Waste Generated (gallons)	3,085.83	

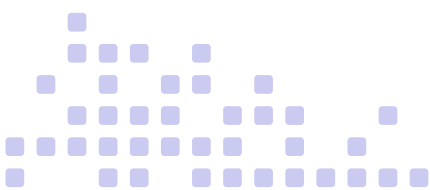




## Social Metrics:

Metrics	2024 Data	Framework Reference
 <b>Employee Workforce</b>		
Percentage of employees that require a work visa (%)	<15%	SASB: TC-SI-330a.1
Description of any potential risks of recruiting employees that require a work visa, and how the entity manages these risks	In 2024, less than 15% of our workforce required a work visa. While recruiting employees on work visas supports access to a broader talent pool, it also brings certain compliance considerations. For example, if the percentage of work visa holders exceeds 15%, the company would be subject to additional regulatory obligations, including higher government filing fees and specific attestation requirements under U.S. immigration laws. In such instances, we engage qualified immigration counsel to ensure full compliance with applicable legal requirements. This includes adhering to Department of Labor and USCIS guidelines, maintaining accurate documentation, and remitting all associated fees. We are committed to meeting all regulatory responsibilities in a timely and lawful manner as and when these thresholds are met.	
Percentage of employee engagement (%)	70%	SASB: TC-SI-330a.2
Description of methodology employed	Engagement Methodology Employed: The methodology for calculating engagement in Qualtrics dashboards typically involves aggregating responses to specific survey items that measure key aspects of employee engagement. These items are designed to capture employees' emotional and cognitive connection to their work and organization. Here's a general overview of how engagement scores are calculated: <b>1. Selection of Engagement Items:</b> Engagement is calculated based on responses to specific survey questions that reflect core engagement drivers, such as: <ul style="list-style-type: none"><li>-Satisfaction with the company as a workplace.</li><li>-Intent to stay with the company.</li><li>-Confidence in leadership.</li><li>-Alignment with company values.</li><li>-Opportunities for growth and development.</li></ul>	

<p>Description of any potential risks of recruiting employees that require a work visa, and how the entity manages these risks</p>	<p><b>2.Scoring Responses:</b> Each response is assigned a numerical value based on the scale used in the survey (e.g., 1-5 or 1-7 Likert scale). Higher values typically indicate more favorable responses.</p> <p><b>3.Aggregation of Scores:</b> The scores for all engagement-related items are averaged to produce an overall engagement score. This average is often expressed as a percentage (e.g., 70%).</p> <p><b>4.Weightting (if applicable):</b> In some cases, items may be weighed differently based on their importance or impact on engagement, as determined by statistical analysis or organizational priorities.</p> <p><b>5.Benchmarking:</b> The engagement score may be compared to internal or external benchmarks to provide context on how the organization is performing relative to others.</p> <p>Ascendion's engagement score is 70%, which represents the average favorability across the engagement-related survey items. This score provides a snapshot of how engaged employees feel overall.</p>	
<p>Percentage of executive management, non-executive management, technical employees, and all other employees broke down by gender and diversity group representation (%)</p>	<p>Total Employees: 326</p> <p>Executive/Sr. Management (16):</p> <ul style="list-style-type: none"> <li>- Male: 15 (94%)   Female: 1 (6%)</li> <li>- Asian: 11 (69%)   White: 4 (25%)   Other: 1 (6%)</li> </ul> <p>First/Mid-level Managers (183):</p> <ul style="list-style-type: none"> <li>- Male: 141 (77%)   Female: 42 (23%)</li> <li>- Asian: 144 (79%)   White: 38 (21%)   Other: 1 (1%)</li> </ul> <p>Professionals (78):</p> <ul style="list-style-type: none"> <li>- Male: 53 (68%)   Female: 25 (32%)</li> <li>- Asian: 63 (81%)   White: 13 (17%)   Black: 1 (1%)</li> <li> </li> <li>Other: 1 (1%)</li> </ul> <p>Sales Workers (24):</p> <ul style="list-style-type: none"> <li>- Male: 21 (88%)   Female: 3 (12%)</li> <li>- White: 21 (88%)   Black: 2 (8%)   Asian: 1 (4%)</li> </ul> <p>Administrative (25):</p> <ul style="list-style-type: none"> <li>- Male: 9 (36%)   Female: 16 (64%)</li> <li>- White: 13 (52%)   Asian: 6 (24%)   Black: 4 (16%)</li> <li> </li> <li>Other: 2 (8%)</li> </ul>	<p>SASB:TC-SI-330a.3</p>



Describe policies and programs for fostering equitable employee representation across global operations	Ascendion provides equal employment opportunities regardless of race, color, religion, gender identity, sexual orientation, disability, or veteran status. Our EEO policy covers hiring, promotion, and training practices, and we take active steps to recruit and support diverse candidates. We prohibit discrimination and harassment in any form and support an inclusive workplace across all roles and locations.  (Refer: Equal Employment Opportunity Policy for full details)	
Average training hours per employee by (i) gender, (ii) employee category	2 hours is the average per employee training. Ascendion does not currently track training hours by gender and/or employee category	GRI: 404-1
Employee Turnover (%)	54%	


## Community Engagement

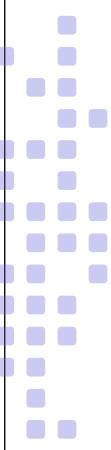
Operations with significant actual and potential negative impacts on local communities, including (i) the location of the operations; (ii) the significant actual and potential negative impacts of operations	0 – Ascendion has no reportable impacts in this area. Our operations do not negatively affect local communities. We do not engage in activities that impact water resources, deforestation, or large-scale industrial disruption.	GRI 413-2
Number of internships (#)	19	GRI:2-7, 2-8, 401-1, 404-1, 405-1

## Health & Safety

Number of Work-related injuries (#)	1.00	GRI: 403-9
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## Governance Metrics:

Metrics	2024 Data	Framework Reference
 Ethics in AI		
Approach to mitigating regulatory risks associated with AI	For the Software engineering specifically, we integrate the compliance part of the software development Life cycle.	GRI: 415, 205, 206

	<p>Key activities:</p> <ol style="list-style-type: none"> <li>1. Embed compliance checks into your CI/CD pipelines and development workflows.</li> <li>2. Automated validation for Bias detection, privacy compliance and model performance monitoring</li> <li>3. Implementation of Version controlling for the model meta data, Agent related properties</li> <li>4. Feature Flag implemented to turn off and on features based on any compliance issues reported</li> <li>5. Implement monitoring systems that track model drift, performance degradation, and potential fairness issues.</li> </ol>	
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<p>Approach to handling misuse of technology in society</p>	<p>We influence society through the systems that we create through various engineering solutions</p> <p>Our approach, We design the systems with foundational safeguards like access control, Abuse monitoring &amp; Alerting. We use monitoring, content filtering , regular testing to flag usage and plan any emergency system shutdowns Users Impacts: Include diverse people in design process to align AI with human values and protect vulnerable groups Conduct the Risks assessments upfront for any new solutions involving AI to determine the Risk exposure and create mitigation plan Learning Continuously through the incidents monitoring and analysis</p>	
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 **Data Privacy & Freedom of Expression**

<p>Total amount of monetary losses as a result of legal proceedings associated with user privacy (Specific Currency)</p>	<p>\$0 – No monetary losses reported as a result of legal proceedings related to user privacy.</p>	<p>SASB: TC-SI-220a.3</p>
<p>Number of law enforcement requests for user information (#)</p>	<p>0 – No requests received in 2024.</p>	<p>SASB: TC-SI-220a.4</p>
<p>List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring including a description of the extent of the effect in each case and, where relevant, a discussion of the entity's policies and practices related to freedom of expression</p>	<p>None – Our products and services were not subject to any government-required filtering or censorship in any countries we operated in during 2024.</p>	<p>SASB: TC-SI-220a.5</p> 



## Data Security

Number of data breaches (#)	0	SASB: TC-SI- 230a.1
Percentage that are personal data breaches (%)	0 – No requests received in 2024.	
Number of users affected (#)	0	
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Ascendion is committed to the management of security & privacy risks associated with the organization in conducting its business. Risk Owners of all organizational functions ensure that security and privacy risk related activities are aligned with the organization's risk appetite and risk tolerance.	SASB: TC-SI-230a.2
Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Ascendion is committed to the management of security & privacy risks associated with the organization in conducting its business. Risk Owners of all organizational functions ensure that security and privacy risk related activities are aligned with the organization's risk appetite and risk tolerance.  The risk assessment and treatment process are aligned with the principles and generic guidelines provided in ISO/IEC 27001:2022 and ISO 27701:2019	SASB: TC-SI-230a.2



## Anti-Competitive Behavior Regulations

Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations (Specific Currency)	\$0 – No monetary losses incurred related to anti- competitive legal matters.	SASB: TC-SI- 520a.1
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## Technology Disruptions

Number of performance issues (#)	0	SASB: TC-SI- 550a.1
Number of service disruptions (#)	0	
Total customer downtime (days)	0	

