

Sustainability Fact Sheet



Summary of our Sustainability performance in 2024. To learn more, see our full Sustainability Report.



I firmly believe in the technology sector's ability to drive transformational change across various industries, offering the 'how' roadmap for the transition to a low-carbon, more sustainable future. Industrial AI is a critical part of that story, and IFS is already helping our customers to do more with less, transform to new ways of working, and manage their sustainability performance transparently.

Sophie Graham
Chief Sustainability Officer



About IFS



IFS Employees

7,000



Countries

80



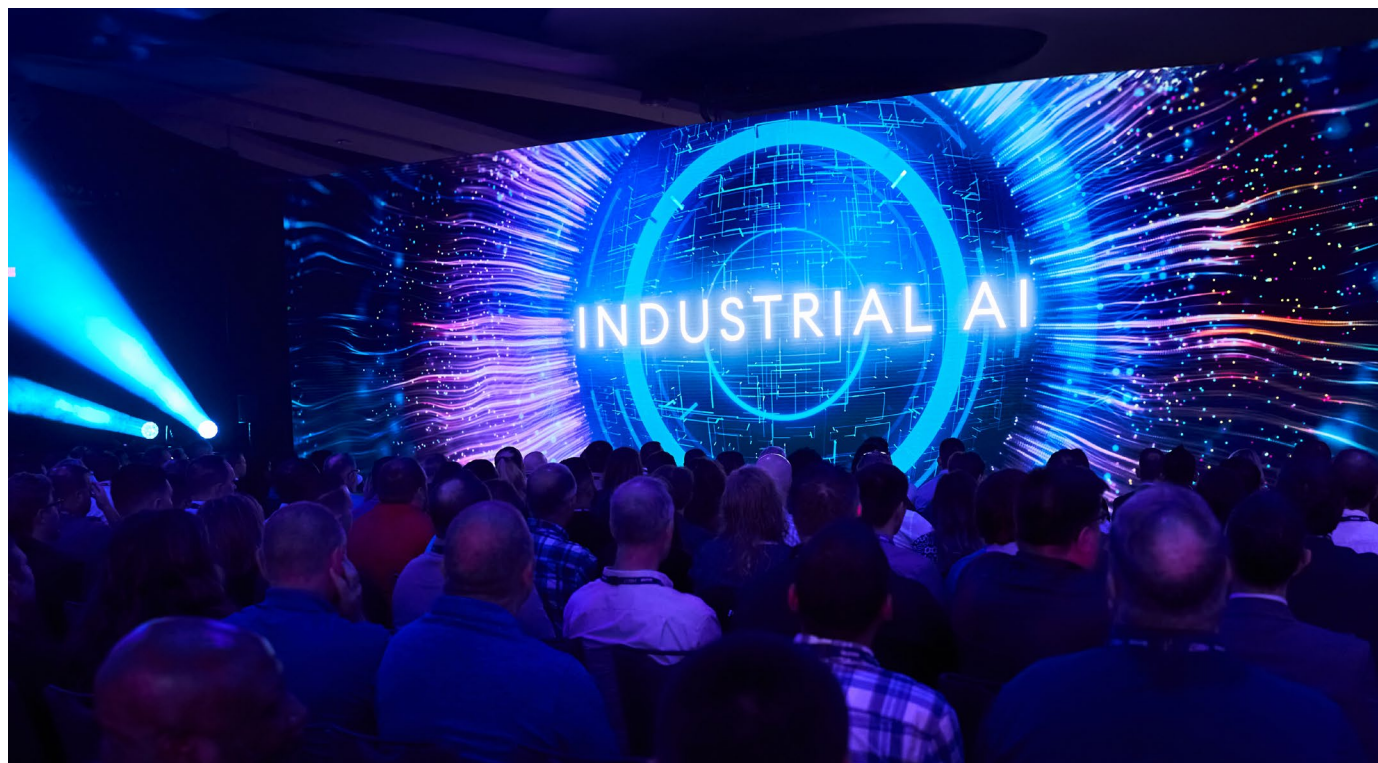
IFS Customers

5,500



Female Employees

37%



Three key pillars

Vision

To create long-term sustainable value and through technology, transform and improve industries and lives

Excellence in Our Business

Committed to lead by example as we strive to improve our operational sustainability performance

Female managers 30.5% by 2027
Less than 2 major reportable data breaches per year
Science-based emissions reduction target by 2030*

Supporting Our Customers

Committed to support customers with ESG data and asset lifecycle management, shifting towards more sustainable approach

Sustainability embedded across IFS Cloud
Emissions Management in IFS Cloud
Sustainability Management solution released in 2024

Making a Broader Impact

Committed to make a positive contribution across industries and society

IFS Education Program to reach 150 institutions by 2025
IFS CSR volunteering day 20% employee use in 2024

Three Pillars

Targets

Highlights

Excellence in our business

33%



The percentage of female managers in IFS, reflecting a year-on-year increase in female leadership.

Zero



Reportable data breaches

Established IFS Global Anti-Bullying, Harassment and Sexual Harassment Policy

TOP 35%



Improved our EcoVadis score from last year's 59 to 64 in 2024, placing IFS in the top 35% of companies ranked

100%



100% renewable electricity across global offices in 2024

Supporting our customers

Launched Sustainability Management in collaboration with PwC UK, supporting CSRD*



Emissions Tracker evolution to Emissions Management as part of IFS Cloud

Accelerated our strategy of 'Sustainability embedded' across product, focusing on five key areas:

- Sustainability Management
- Emissions Management
- Circular Operations
- Supply Chain Sustainability
- Performant and Sustainable Assets

Emissions in Procurement released 24R2, supporting Scope 3 purchased goods and services



Making a broader impact

156



Collaborated with 156 educational institutions through the IFS Education Program



25%

CSR Volunteering Days taken by 25% employees, surpassing our original target of 20%

* Where "PwC" is referenced, it relates specifically to the collaboration with IFS and PwC UK, the UK member firm, part of the PwC network. Each member firm is a separate legal entity.

Our business

Environmental impact

At IFS, we are committed to **reducing our environmental impact as part of our decarbonization strategy.**

In 2024, we:

- Procured **100% renewable electricity** across all our global offices*
- Migrated three offices to **more sustainable premises**** as part of our evolving Green Facilities Strategy
- Invested in a portfolio of **high-quality, brand-aligned carbon credits** projects through a multi-year offtake agreement with partner, Patch
- Migrated to **IFS Cloud Emissions Management**, improving emissions data accuracy by enabling selection of more granular emissions factors via expert partner, Climatiq

* delivered through a combination of bundled and unbundled RECs, includes all offices over which IFS has operational control, excluding serviced offices

** buildings with sustainability features and recognized certifications, such as LEED and BREEAM or equivalent

Our Carbon Footprint

Emissions Category	2022 tCO ₂ e**	2023 tCO ₂ e	2024 tCO ₂ e
Scope 1	279	354	662
Scope 2 (Market-based)	1,681	93	47
Scope 2 (Location - based)	2,355	2,334	2,204
Scope 3	22,630	27,052	32,153
Total Scope 1-3 (Scope 2 Market-based)*	24,591	27,518	32,862
Total Scope 1-3 (Scope 2 Location-based)*	25,265	29,759	35,018

* Subtotals may not 100% match due to rounding, for more details, please refer to our "GHG Inventory Breakdown" section of Annex, page 45.

**tCO₂e is defined as metric tonnes of carbon dioxide equivalent.

Diversity & Inclusion

As we continue to grow and evolve as an organization, **we recognize that our success is built on the strength of our people.** Our commitment to fostering an **inclusive, fair, and equitable** workplace is not just a statement—it is the foundation of high-performing, diverse teams that drive innovation and success for our business globally.



Female Employees

37%



Female Managers

33%



Female Board Members*

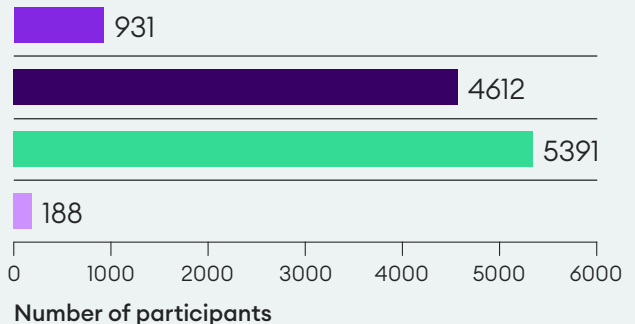
40%

*This refers only to IFS' Board of Directors, excluding shareholder representatives

Human Rights & Anti-Corruption

At IFS, we maintain a **zero-tolerance** policy towards corruption. Our compliance program is guided by recommendations from industry and regulatory bodies, as well as legally binding standards established by the OECD Anti-Bribery Convention. All employees are required to complete mandatory trainings on anti-bribery and corruption.

Anti-corruption and Bribery Trainings



- Foreign Corrupt Practices Act (FCPA)
- Business Ethics: Sustaining a Responsible Organization
- IFS Code of Conduct
- Manager Core Competencies: Managing Ethics and Compliance at Work

* These four training courses include anti-bribery and corruption as part of their agenda.

Our Customers

IFS strives to enable a more sustainable future, both through our own actions and by supporting our customers. In 2024, we made further progress with a focus on embedding sustainability across our product offerings. This is achieved in three ways:

1. Developing new products that address growing disclosure requirements
2. Integrating sustainability into existing products
3. Enhancing and promoting products that already support customers in their sustainability initiatives.

Over the past year, we have identified five key long-term investment areas that we prioritize, forming the foundation of our overall product strategy for sustainability.



Sustainability Management

Emissions Management

Circular Operations

Supply Chain Sustainability

Performant and Sustainable Assets

Strategic Collaborations

We believe that sustainability is most effectively achieved through collaboration, with a strong emphasis on knowledge sharing. In 2024, IFS collaborated with PwC UK to develop and launch Sustainability Management in IFS Cloud, focused on robust data management aligned to key regulatory standards. In this module, PwC's expertise in ESG criteria is combined with IFS' technical capabilities to allow customers to manage a catalog of sustainability KPIs and confidently navigate growing global regulatory requirements.

IFS partnered with ClimaTiq for access to scientifically vetted emissions factors and results in its Emissions Management tool, aimed at calculating Organizational Carbon Footprint. For scope 3, we seek to embed carbon calculations directly at the source in IFS Cloud, and in 2024 launched Emissions in Procurement for Scope 3 purchased goods and services.



Sustainability Management Module
Click [here](#) for more information.



Accurate and comprehensive ESG data is essential for organizations to monitor progress, identify improvement opportunities, and comply with regulations. Reliable data also enables businesses to make informed decisions, be transparent with stakeholders, and build trust. Through our collaboration with IFS and their Sustainability Management Module in IFS Cloud, we leverage our PwC ESG expertise and regulatory knowledge to provide valuable guidance, insights and support. This enables organizations to effectively deliver their corporate sustainability objectives, and navigate the evolving regulatory landscape.”

Iain Anderson
ESG Technology
& Data Leader, PwC UK

Our Broader Impact

Volunteering

The CSR Volunteer Day is one way in which we enable colleagues to play an active role in directly supporting our Sustainability strategy. In 2024, we demonstrated compelling progress as **25.46%** of IFS employees volunteered, beating our target of 20% and achieving a growth of **5x** since 2021.

We're proud to see community engagement becoming part of our culture, including kicking off 2025 with the **largest corporate volunteering event** IFS has held to date.



IFS Foundation

The IFS Foundation exists to help break the poverty cycle in remote communities in Sri Lanka. This year, we have also made tangible progress across projects in three villages, Welusumanapura, Weralugahamula and Madampe:

- Created **home employment opportunities** for 6 households in Weralugahamula
- Completed 6 **new classrooms**, expanding school capacity from 450 to 650 students in Welusumanapura
- Built a new **neonatal care facility, vaccination center** and **sanitation facility** in Madampe



Find out more

Further information, contact your local IFS office or visit our web site, ifs.com

