GENINVO™

2026

Corporate Social Responsibility

Annual Report



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Statement From Leadership



"I BELIEVE TRUE SUCCESS IS MEASURED NOT ONLY BY THE MILESTONES WE ACHIEVE, BUT BY THE POSITIVE IMPACT WE CREATE ALONG THE WAY. AT GENINVO, WE SEE INNOVATION AS A RESPONSIBILITY – TO EMPOWER PEOPLE, ADVANCE TECHNOLOGY ETHICALLY, AND CONTRIBUTE TO A HEALTHIER, MORE SUSTAINABLE FUTURE. OUR COMMITMENT IS TO GROW WITH PURPOSE, LEAD WITH INTEGRITY, AND CREATE VALUE THAT EXTENDS BEYOND BUSINESS."

GenInvo's journey continues to be driven by a commitment to responsible innovation, technological excellence, and meaningful contributions to the life sciences industry. As we expand our global presence, our focus remains on building solutions that create lasting value while upholding the principles of quality, transparency, accountability, and ethical business practices.

Our achievements reflect the dedication of our people and the trust of our global partners. With a growing global presence and a diverse portfolio of enterprise partnerships, we continue to strengthen our contribution to the global clinical research ecosystem through innovation, technology, and trusted collaborations. Being recognized as a **Global 100 – 2026 Winner in AI in Clinical Development by GPMG** marks an important milestone in our journey and reinforces our commitment to purposeful innovation.

Quality, data privacy, and information security remain central to everything we do. Our ISO 9001 and ISO 27001 certifications and SOC 2 Type II recognition reflect our commitment to maintaining robust quality management and information security practices. We continue to align our solutions with important regulatory and data protection requirements, including FDA 21 CFR Part 11, HIPAA, and GDPR, ensuring that innovation is supported by responsibility and trust.

At the heart of GenInvo are our people. We believe that an inclusive, collaborative, and supportive workplace enables individuals to grow, contribute, and reach their full potential. We remain committed to fostering professional development, encouraging new ideas, promoting employee wellbeing, and building a culture where every contribution matters.

We also recognize that our responsibility extends beyond our organization. Through responsible business practices, meaningful partnerships, and a continued focus on sustainable growth, we aim to contribute positively to the communities and industries around us. We believe that technology and innovation should serve a greater purpose – improving processes, supporting scientific progress, and ultimately contributing to better patient outcomes.

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As we look ahead, our commitment remains clear: to advance responsible AI, strengthen our quality and security standards, empower our people, and create sustainable value for the future. Together, we will continue building an organization where innovation goes hand in hand with integrity, responsibility and purpose.

About GenInvo

GENINVO is an independent organization that emerged from its parent company, a biometric-focused CRO. With a niche background, we bring a wealth of experience in delivering technology-focused services and championing automation. Every day, we witness firsthand the profound impact of innovation, integrating it into our business ethos as a vital force for our clients and societal progress alike. Our success recipe revolves around breathing life into innovation, ensuring that we not only deliver value to our customers but also pave the way for growth opportunities. Through tailor-made software solutions and services, coupled with an unwavering commitment to understanding and addressing our clients' needs, we've earned the trust of our clients as a dependable advisor and strategically.

At GENINVO, we're defined by our fusion of expertise in Life Sciences, cutting-edge technologies, and software development. This unique blend empowers us to offer truly innovative and transformative solutions, attuned to the clinical, technological, and business landscapes our clients navigate. Our handpicked teams, comprising technology mavens and Life Science subject matter experts, bring a distinctive problem-solving approach to the pharmaceutical industry. Transparency lies at the core of our client relationships, with excellence in clinical trials as our hallmark. Our forte lies not only in technological implementation but also in clinical technology and the Caliber of our people.

With a global footprint spanning the USA, Canada, Europe, the UK, and India, we transcend geographical barriers to forge strategic partnerships with our clients. Continual investment in cutting-edge technologies underscores our commitment to optimizing services and solutions, ensuring we remain at the forefront of industry innovation.

GENINVO Thrives on a Culture of Innovation

Innovation is always characterized by a tolerance for failure and a level playing field for creativity. Every business innovation is encouraged to be collaborative, agile and be non-hierarchical at its heart.

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Creative

The first step of innovation is thinking outside the box. It's essential as creativity acts as a differentiator and we value every idea because it fosters inspiring individuals within the organization.

Agile

Businesses in our industry work in an environment of constant change. Hence, we believe in creating a culture that embraces change. At GENINVO, we always want to turn uncertainty into an opportunity to flourish even in difficult times.

Transparent

Transparency breeds trust which acts as a foundation of efficient teamwork. We encourage our teams to work collaboratively in order to harbour an environment of cohesiveness and continuous improvement.

Vision: Our vision is the digitalization of the pharmaceutical industry

We believe in innovating for a better world and providing a utilitarian benefit to our users.

Mission: Our mission is to be the go-to partner for our clients and an industry leader in Life Sciences.

We support our clients in their innovation journey by working collaboratively to understand their needs. Using our expertise in several areas including business, software development, and technology, we provide innovative and transformative solutions and services to bring life-changing products and treatments to patients faster.

Philosophy of GenInvo

GenInvo philosophy is to build long term strategic partnerships by providing:

- Focused attention on development of innovative products and services
- Dedicated associates with the right experience
- Technically experienced leadership team

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GenInvo Commitment to Business Sustainability

At GenInvo, sustainability is embedded in our business strategy and day-to-day operations. We are committed to conducting business responsibly by aligning our strategies, operations, and decision-making with internationally recognized principles relating to human rights, labor practices, environmental stewardship, and ethical business conduct. Through these commitments, we strive to create long-term value for our customers, employees, business partners, communities, and the environment.

As part of our commitment to continuous improvement, GenInvo annually evaluates the maturity and effectiveness of its sustainability practices through the Eco Vadis sustainability assessment, a globally recognized platform for assessing corporate sustainability performance.

The Eco Vadis Assessment Evaluates Organizations Across 21 Sustainability Criteria Grouped into Four Key Themes:

- Environment
- Labor & Human Rights
- Ethics
- Sustainable Procurement

Corporate Social Responsibility (CSR)

At GenInvo, Corporate Social Responsibility (CSR) is an integral part of our business strategy and reflects our commitment to conducting business responsibly, ethically, and sustainably. We recognize that long-term business success depends on creating value for our customers, employees, business partners, communities, and the environment.

Our strength lies in our people, and the diversity of our global workforce. We have a distributed workforce spanning across all major continents who help create a positive impact for our clients. Quality Education is a basic human right, from hiring fresh graduates and upskilling them for the industry to creating continued education opportunities for experienced professionals.

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When the Covid-19 pandemic struck, it led to unprecedented disruptions at work, which we complemented by immediately rolling out Work-From-Home policies along with Covid insurance packages for all employees. And as the lockdowns hit, for the families who depend on school meals for daily nutrition, were provided with support food packages.

Beyond providing support for basic nutrition and livelihood, GENINVO believes in using technology as a catalyst to empower people and communities. Among a few of the initiatives taken, the Robotics Applications Initiative program has gathered momentum, which introduces the various applications of Robotics and concepts of Artificial Intelligence and Machine Learning to youth at an early age.
Good health and well Being is a perennial area of focus for our workforce. We have introduced the Virtual Fitness and Exercise Challenge that helps maintain a balance between a healthy mental and physical state for all individuals.

GENINVO is committed to empowering the youth in our community to solve complex societal challenges, and we continue to run several programs through which we inculcate a culture of technologically focused entrepreneurship, innovation and collaboration.

GenInvo Is Committed To:

- Conducting business in a socially responsible, ethical, and transparent manner.
- Protecting the environment by minimizing our environmental footprint, conserving natural resources, reducing greenhouse gas emissions, and promoting sustainable practices.
- Safeguarding the health, safety, and well-being of our employees, contractors, customers, and other stakeholders.
- Respecting and supporting internationally recognized human rights throughout our operations and value chain.
- Engaging with, learning from, respecting, and supporting the communities and cultures in which we operate.
- Promoting responsible sourcing and sustainable procurement practices by working with suppliers that share our commitment to environmental, social, and ethical standards.
- Maintaining the highest standards of business ethics through compliance with applicable laws, regulations, anti-bribery and anti-corruption requirements, and corporate governance principles

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1. **Green Inspired** - Reducing environmental impacts through responsible resource management, climate action, waste reduction, energy efficiency, and sustainable operations.
2. **Social Focused** - Providing a safe, diverse, equitable, and inclusive workplace while protecting human rights, employee well-being, and community engagement.
3. **Quality Cantered** - Promoting responsible sourcing practices by evaluating suppliers based on environmental, social, ethical, and governance considerations.
4. **Ethics driven** - Conducting business with integrity through ethical decision-making, compliance, transparency, information security, and accountability.

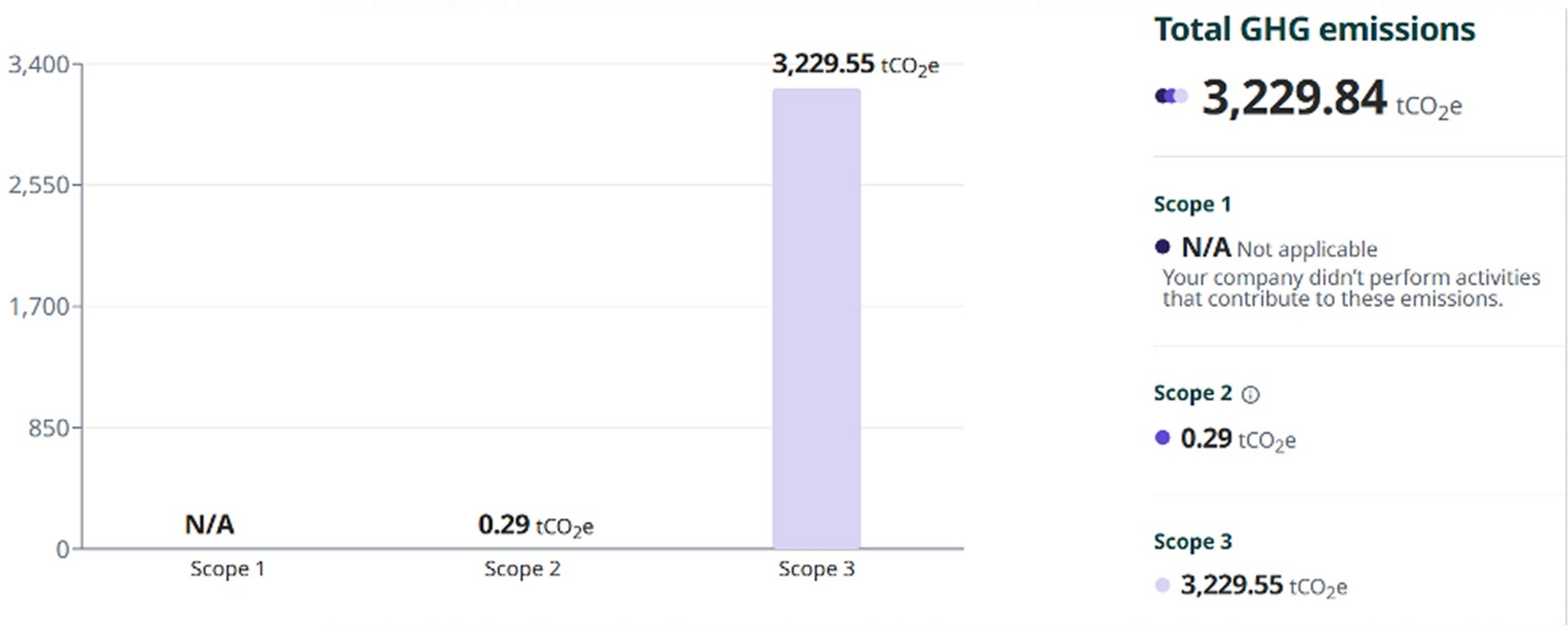
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Green Inspired:

Environmental concerns are no more issues of tomorrow but are real challenges that need to be addressed today. Geninvo aim at making our value chain environmentally friendly and responsible. We are committed to comply with the requirements of local laws and regulations related to environment in the countries and regions in which it operates and from where it sources any material, product or services as per **Corporate Environmental Policy** (refer to **IS_HR_POL_018**).

GenInvo monitors its greenhouse gas (GHG) emissions to understand the environmental impact of its business operations and identify opportunities to improve environmental performance.
The Organization's Total Greenhouse Gas (GHG) Emissions by Emission Scope:



During the reporting period, the organization's total reported GHG emissions were 3,229.84 tCO_2e, distributed across the following emission scopes:

- **Scope 1 – Direct Emissions: Not Applicable (N/A):** No activities generating direct emissions from owned or controlled sources were identified during the reporting period.
- **Scope 2 – Indirect Emissions: 0.29 tCO_2e:** Emissions associated with purchased electricity consumption.
- **Scope 3 – Other Indirect Emissions: 3,229.55 tCO_2e:** Emissions arising from indirect activities across the organization's value chain.

GenInvo recognizes the importance of understanding and managing its carbon footprint and aims to identify opportunities for emissions reduction through responsible resource consumption, energy efficiency, and sustainable business practices.

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WASTE MANAGEMENT

GenInvo recognizes the importance of responsible waste management and environmental sustainability as part of its corporate social responsibility commitments. As a software development and technology services organization, its primary waste streams arise from routine office operations, employee activities, procurement, packaging materials, and the use and disposal of information technology equipment.

GenInvo aims to promote responsible resource consumption, minimize waste generation, encourage reuse and recycling, and ensure that waste is handled through appropriate collection and disposal channels.

The organization recognizes that effective waste management requires the participation of management, employees, administration, IT personnel, suppliers, building management, and waste collection service providers.

Paper and Cardboard Waste

Paper and cardboard waste may arise from printing, office documentation, packaging materials, stationery, and deliveries.

Biodegradable and General Waste

Biodegradable waste includes food leftovers, fruit and vegetable peels, tea bags, coffee grounds, and other organic waste generated through routine office activities. Such waste should be segregated and handed over for composting or appropriate waste treatment, where available.

General waste includes non-recyclable and residual materials such as used tissues, contaminated packaging, dust, sweepings, and other materials unsuitable for recycling or composting through available facilities. Such waste should be segregated and disposed of through designated municipal or authorized waste collection services.

Electronic Waste (E-Waste)

Electronic waste includes obsolete, damaged, or end-of-life IT and electronic equipment generated through routine business operations, including laptops, desktop computers, monitors, keyboards, mice, printers, scanners, mobile phones, tablets, servers, networking devices, batteries, chargers, adapters, and cables.

The following practices should be followed:

- Maintain an inventory of electronic equipment identified for reuse, refurbishment, or disposal.
- Prioritize repair, refurbishment, or reuse where technically feasible.
- Perform appropriate data sanitization or secure data destruction before equipment is reused, transferred, or disposed of.
- Segregate electronic waste from general office waste.
- Arrange disposal or recycling through authorized e-waste collection or recycling channels, in accordance with applicable local regulations.
- Retain asset disposal records, data sanitization certificates, collection receipts, or recycling certificates, as applicable.
- Identify obsolete laptops, monitors, keyboards, cables, and other electronic equipment.
- Maintain an inventory of equipment designated for disposal.
- Complete required data sanitization before reuse or disposal.
- Arrange collection through appropriate authorized channels.

Conclusion

GenInvo recognizes the importance of responsible waste management as part of its broader environmental sustainability and corporate social responsibility objectives.

Through responsible resource consumption, waste segregation, recycling, electronic waste management, sustainable procurement, and employee awareness, the organization aims to reduce the environmental impact of its office operations.

GenInvo intends to progressively strengthen its waste management practices through appropriate monitoring, documentation, and continuous improvement initiatives.

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WATER MANAGEMENT

GenInvo recognizes water as an important natural resource and acknowledges the importance of responsible water consumption and conservation.

As an organization, water consumption primarily arises from routine office activities, including drinking water, pantry operations, washroom facilities, housekeeping, and general office maintenance.

GenInvo aims to encourage responsible water usage, minimize unnecessary consumption, prevent water wastage, and promote employee awareness of water conservation practices.
The organization also recognizes the importance of identifying opportunities to improve water efficiency through appropriate operational practices and coordination with building management.

GenInvo aims to promote responsible water usage and minimize unnecessary consumption through the following initiatives:

- **Responsible Water Consumption:** Encourage employees to use water responsibly and avoid unnecessary wastage across office premises.
- **Leak Prevention and Maintenance:** Encourage timely reporting and resolution of leaking taps, pipelines, water dispensers, and other plumbing fixtures.
- **Water-Efficient Facilities:** Explore opportunities to use water-efficient taps, faucets, flushing systems, and other fixtures, wherever feasible.
- **Employee Awareness:** Promote awareness of water conservation through internal communications and employee engagement initiatives.
- **Water Monitoring:** Explore opportunities to monitor water consumption using available utility bills, meter readings, or building management reports.
- **Water Reuse and Conservation:** Evaluate feasible opportunities for rainwater harvesting and reuse of treated wastewater for suitable non-potable purposes, where infrastructure permits.
- **Facility Management Coordination:** Coordinate with building management and maintenance service providers to support responsible water usage and conservation practices.

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Conclusion

GenInvo recognizes the importance of responsible water consumption and conservation as part of its broader environmental sustainability and corporate social responsibility objectives.

Through responsible water usage, leak prevention, employee awareness, efficient facility management, and evaluation of water conservation opportunities, the organization aims to minimize unnecessary water consumption and contribute to the responsible use of natural resources.

GenInvo intends to progressively strengthen its water management practices through appropriate monitoring, documentation, and continuous improvement initiatives.

Ethically Driven

One of the core values at GENINVO is ethical approach to business conduct. GENINVO believes in equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex, national origin, caste, age, disability, genetics or veterans' status. GENINVO commits adherence with all applicable laws, regulations and guidelines for the business. GENINVO strictly prohibits non-discrimination, harassment, any form of corruption, bribery, fraud and extortion directly or indirectly within the company by the employees and our business partners.

In order to conduct day-to-day business, GENINVO protects confidentiality of the information and ensures secure flow of data for the business including intellectual property, study data and documents including personal information. GENINVO believes in maintaining strong and healthy relationships with all its business parties (including vendors or contractors) and expects all of them to adhere to these policies laid down by the company.

GENINVO provides and expects from business partners to ensure healthy, safe and ethical work environment.

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Anti-Bribery & Anti-Corruption

We maintain a zero-tolerance approach toward bribery, corruption, and unethical business practices. Our Anti-Bribery and Anti-Corruption policy prohibits improper payments, gifts, kickbacks, or other incentives intended to influence business decisions. Employees and third-party partners are expected to comply with applicable anti-corruption laws and regulations, helping maintain trust with clients, healthcare professionals, regulatory authorities, and research institutions.

Conflict Of Interest

We are committed to making business decisions that are objective, transparent, and in the best interests of the organization and its stakeholders. Our Conflict-of-Interest policy requires employees to disclose personal, financial, or professional interests that could influence or appear to influence their judgment. Through disclosure and appropriate management of potential conflicts, we safeguard the integrity of our research and business operations.

Whistleblower Protection

We encourage employees and stakeholders to speak up about concerns related to unethical conduct, regulatory violations, fraud, or workplace misconduct. Our whistleblower program provides confidential and secure reporting channels and protects individuals from retaliation when concerns are raised in good faith. This commitment supports a culture of accountability, transparency, and continuous improvement.

Data Privacy

To handle sensitive patients, clinical trial, employee, and business data, we place the highest priority on data privacy and protection. Our policies and procedures are designed to ensure compliance with applicable data protection regulations and industry requirements.

We implement robust controls to safeguard personal information, maintain confidentiality, and support ethical handling of data throughout the research lifecycle.

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Responsible AI

As the use of artificial intelligence and advanced analytics expands within clinical research, we are committed to the responsible, ethical, and transparent use of AI technologies. Our Responsible AI principles focus on fairness, accountability, human oversight, data integrity, privacy protection, and regulatory compliance. We continuously evaluate AI-enabled processes to ensure they support scientific rigor and patient well-being while minimizing bias and unintended risks.

Information Security

Protecting confidential information and maintaining the integrity of research data are critical to our success. Our information security framework includes cybersecurity controls, secure systems, access management, employee awareness programs, and incident response processes designed to prevent unauthorized access, data breaches, and cyber threats. These measures help ensure the security of patient data, client information, and intellectual property.

Human Rights

We respect and support internationally recognized human rights principles throughout our operations and business relationships. Our Human Rights policy promotes fair treatment, non-discrimination, safe working conditions, freedom from forced or child labor, and respect for diversity and inclusion. We strive to ensure that employees, research participants, suppliers, and communities are treated with dignity and respect.

Supplier Code of Conduct

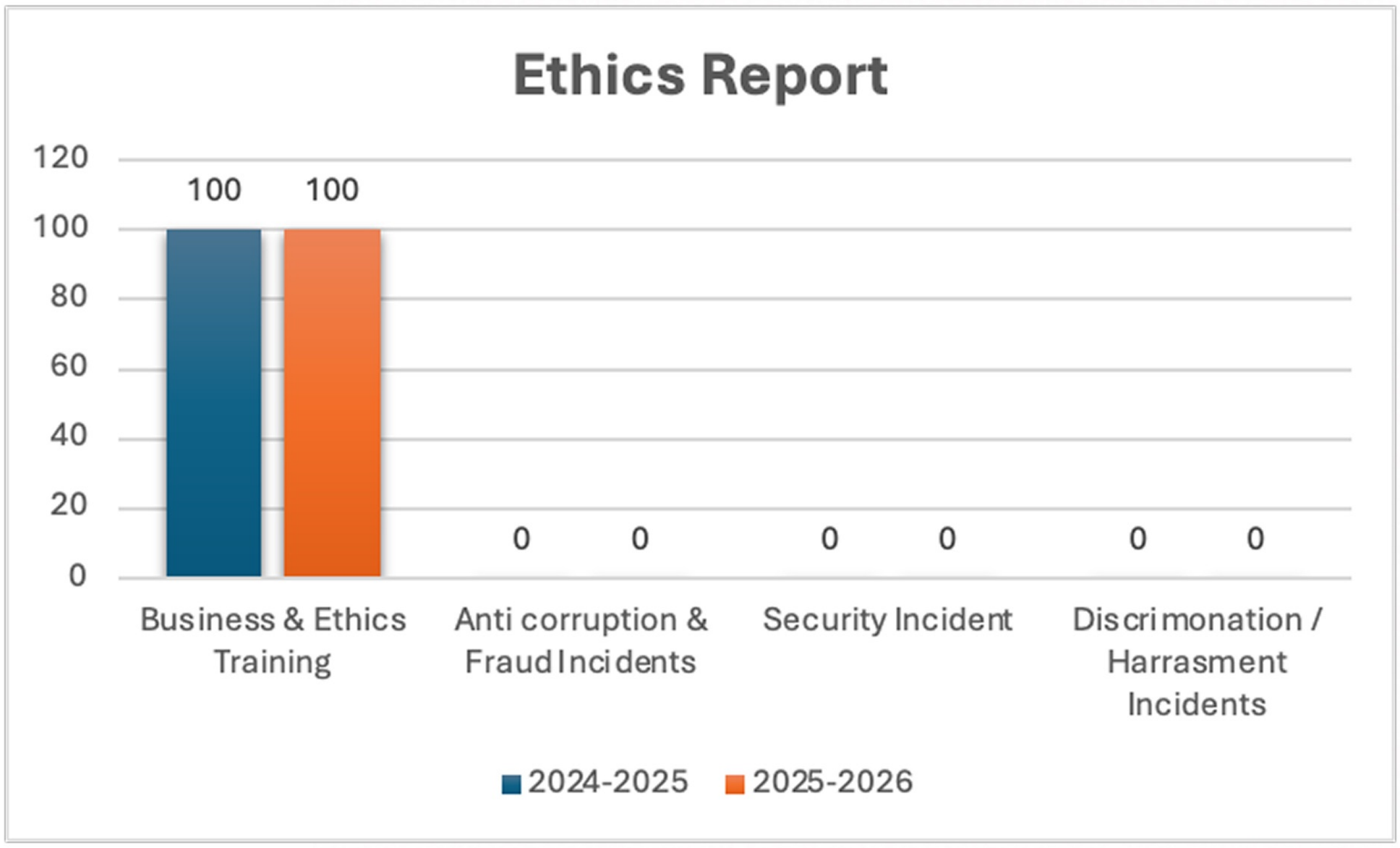
We expect our suppliers, contractors, and business partners to uphold ethical, social, and environmental standards consistent with our values. Our Supplier Code of Conduct outlines expectations regarding legal compliance, labor practices, human rights, business integrity, data protection, workplace safety, and environmental responsibility. Through supplier assessments and ongoing engagement, we encourage responsible practices across our value chain.

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Business Ethics Risk Assessment Report:

- 100% Team Trained on **IS_HR_POL_006**. Code of Ethics and Business conduct through LMS.
- 0 Case registered between 1st Oct 2025 – 30th Sep 2026 on Anti-corruption and Fraud
- No Security Incidents were raised between 1st Oct 2025 – 30th Sep 2026



Social Focused

1. Diversity, Equality & Inclusion

At our organization, we believe that a diverse and inclusive workforce strengthens scientific innovation, enhances collaboration, and enables us to better serve global clients, patients, and research communities. We are committed to creating an equitable workplace where every employee is respected, valued, and empowered to contribute their unique perspectives.

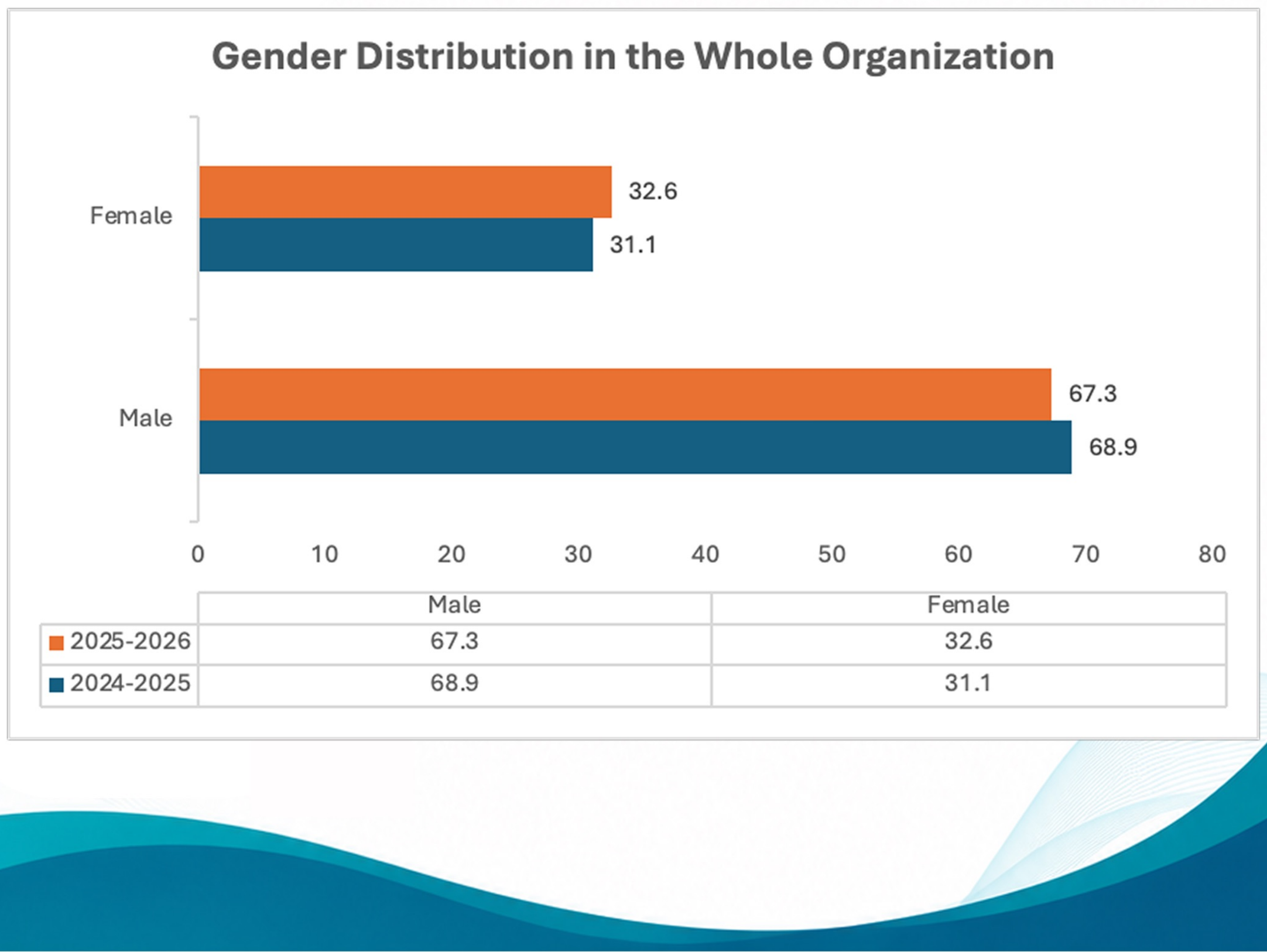
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Equal Opportunity Employment

We are committed to providing equal employment opportunities to all employees and applicants, regardless of gender, age, race, ethnicity, religion, disability status, sexual orientation, or other protected characteristics. Merit-based hiring, compensation, promotion, and career advancement practices ensure fair and unbiased treatment across all stages of the employee lifecycle. By fostering a diverse talent pool, we strengthen our ability to deliver innovative research solutions and support global healthcare advancements.

At GenInvo, we are committed to ensuring that gender equality exists across the company and that all genders have equal access to career and skills development opportunities as standard. We are privileged to have a number of talented men and women working across the company. By integrating these Principles, we empower both men and women across our workplace, marketplace, and communities.



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Inclusive Recruitment

Our recruitment processes are designed to attract and retain talent from diverse backgrounds and experiences. We promote unbiased hiring practices through structured interviews, inclusive job descriptions, and diverse candidate sourcing strategies. By expanding access to career opportunities and ensuring equitable selection processes, we build high-performing teams that reflect the diversity of the patients, communities, and markets we serve.

Anti-Harassment Policies

We maintain a workplace built on respect, dignity, and professionalism. Our comprehensive anti-harassment and anti-discrimination policies prohibit any form of inappropriate behaviour, including bullying, harassment, or retaliation. Employees receive regular training on workplace conduct, and confidential reporting mechanisms are available to ensure concerns can be raised safely and addressed promptly. These measures help create a safe and supportive environment for all employees.

Leadership Development

We are committed to developing future leaders through equitable access to learning, mentoring, and career advancement opportunities. Leadership development programs focus on building technical expertise, management capabilities, and inclusive leadership skills. By supporting employees from diverse backgrounds in their career growth, we strengthen organizational resilience and foster a culture of innovation and collaboration.

Women in Technology Programs

Recognizing the critical role of women in advancing science, technology, and healthcare research, we actively support initiatives that encourage women's participation and leadership in technology-driven roles. Our programs include mentorship opportunities, professional development workshops, networking forums, and leadership pathways designed to empower women across clinical research, data science, biostatistics, digital health, and related disciplines.

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Accessibility Improvements

We are dedicated to creating an accessible and inclusive workplace for employees, candidates, clients, and research participants. Ongoing investments in workplace infrastructure, digital accessibility, assistive technologies, and flexible work arrangements help remove barriers and promote equal participation. These efforts ensure that individuals of all abilities can contribute effectively and thrive within our organization.

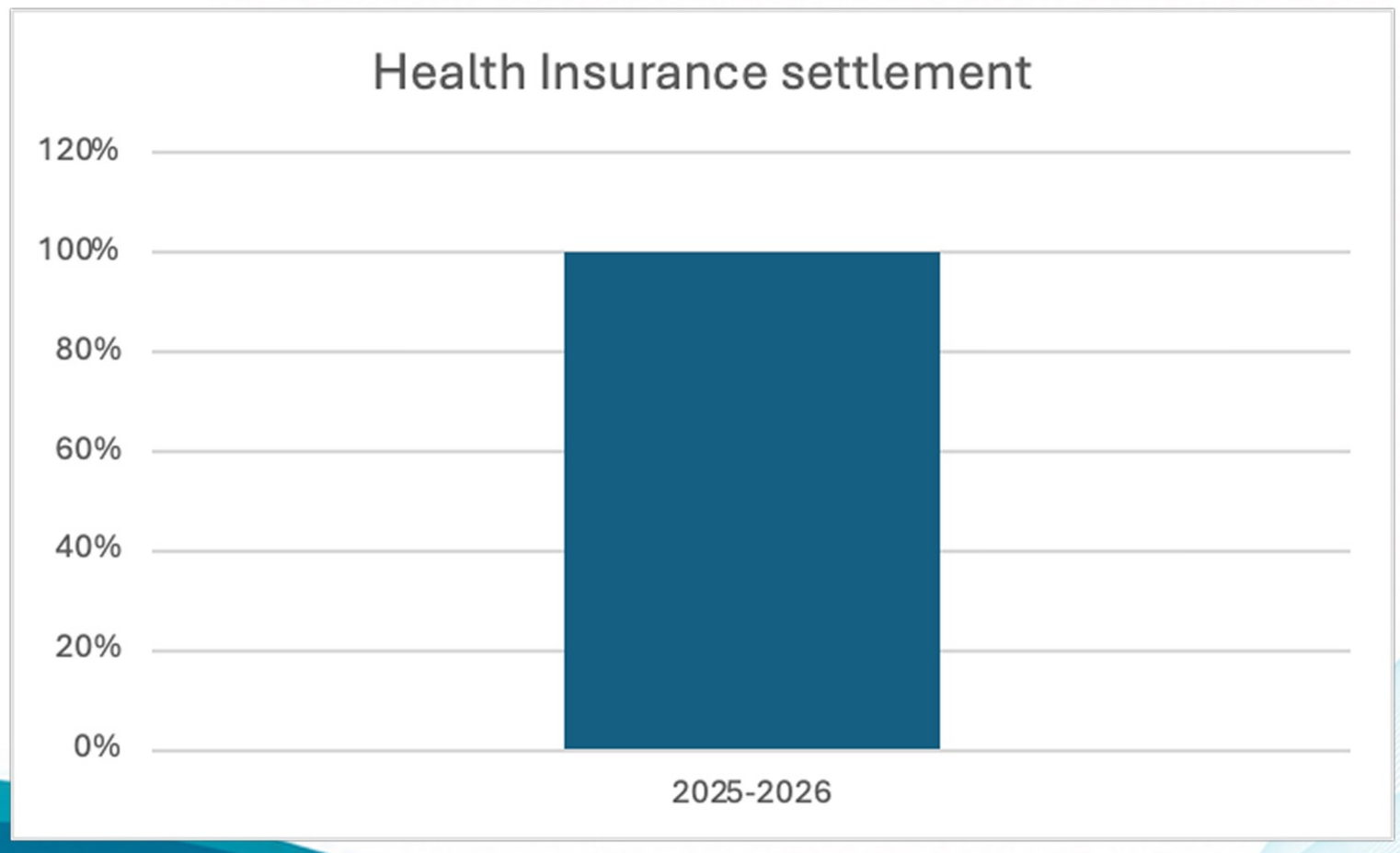
2. Health, Safety and Employee Well-Being

At GenInvo, the health, well-being, and financial security of our employees are fundamental to our commitment to being a responsible employer. We strive to create a supportive work environment by providing comprehensive employee benefit programs that promote physical, mental, and financial well-being.

Health Insurance

As part of our employee welfare initiatives, GenInvo provides comprehensive Health Insurance and Term Life Insurance benefits to all eligible employees. These programs are designed to ensure employees and their families have access to quality healthcare services while providing financial protection against unforeseen circumstances.

During the reporting period, the Company's health insurance program achieved a 100% claim settlement rate, reflecting the effectiveness and reliability of the benefits provided to employees.



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Term Life Insurance

The Company also provides a Group Term Life Insurance Plan that offers financial protection to employees nominated beneficiaries in the event of an employee's untimely demise. This benefit is intended to provide financial stability and peace of mind to employees and support their families during difficult circumstances.

Through these employee benefit programs, GenInvo continues to invest in the health, safety, and well-being of its workforce, reinforcing its commitment to fostering an inclusive, caring, and resilient workplace.

Conclusion: This employee benefits program reflects GenInvo ongoing commitment to enhancing employee well-being, supporting work-life balance, and creating a healthy, secure, and engaged workforce.

Occupational Health and Safety

GenInvo is committed to maintaining a workplace that minimizes occupational health risks and promotes employee safety. During the reporting period, no work-related illnesses were reported, reflecting the effectiveness of our health and safety practices and our ongoing efforts to provide a safe working environment.

Employee Wellness

Employee well-being extends beyond physical health. To support mental health and emotional resilience, GenInvo provides employees with access to complimentary online mental health awareness programs and confidential counselling sessions. These initiatives are designed to encourage open conversations around mental well-being, reduce workplace stress, and support employees in maintaining a healthy work-life balance.

Employee Engagement

To better understand employee needs and continuously improve workplace practices, GenInvo conducted four employee surveys during the reporting period. Feedback gathered through these surveys enables the organization to identify opportunities for improvement and implement initiatives that enhance employee engagement, satisfaction, and overall well-being.

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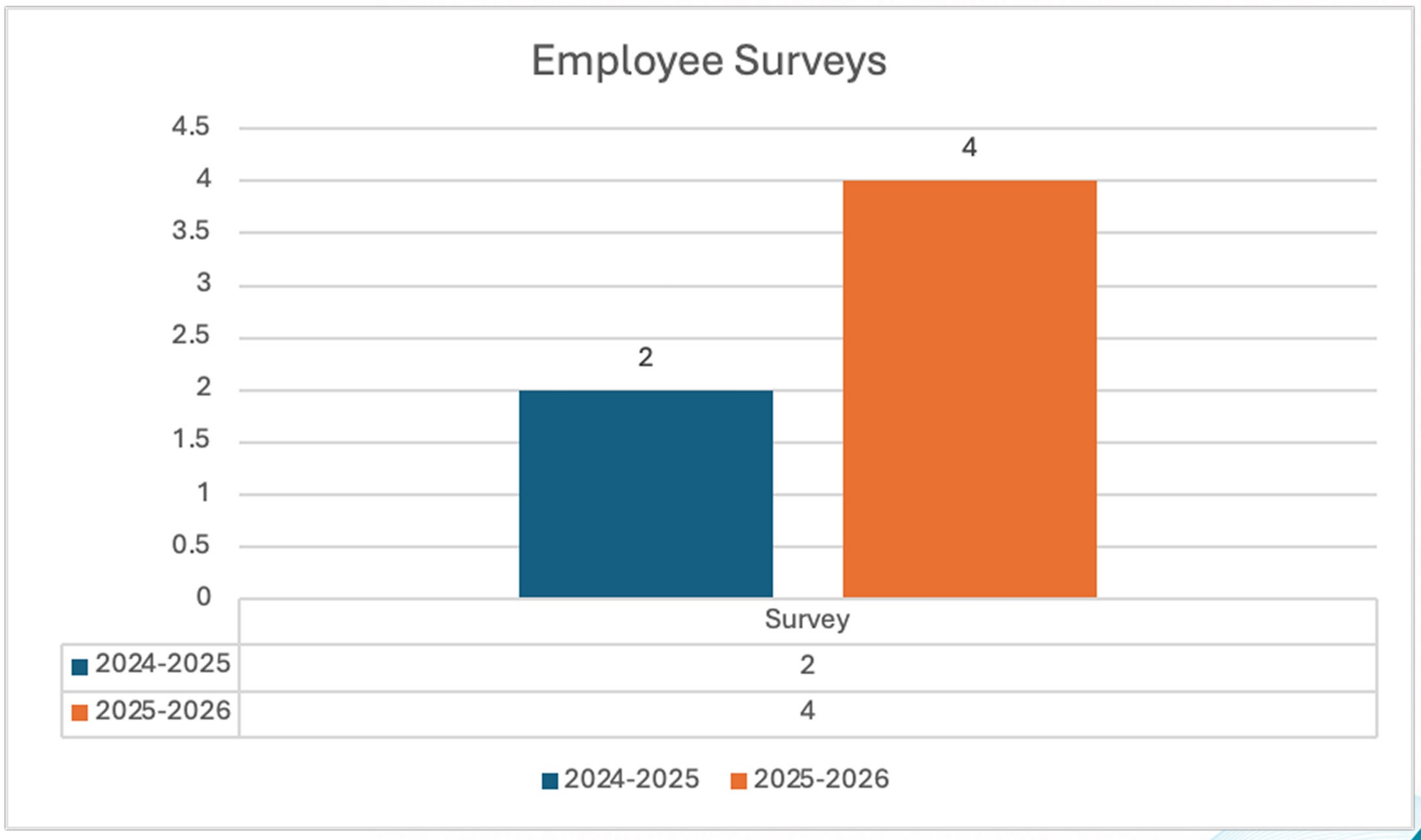
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Work-Related Illness Report Summary

This report summarizes the company's health and safety status over the past half year.

- **Surveys Conducted -** The company conducted a total of 2 surveys in last one year on Employee satisfaction and Employee Engagement.
- **Reported Cases -** There have been 0 reported cases of work-related illnesses.
- **Employee Wellness** – We have free online sessions on mental awareness and counselling sessions.
- **Flexible Work environment** – Employees are mostly working remotely.

Conclusion - The company has maintained a healthy work environment with no reported work-related illnesses



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Flexible Work Environment

GenInvo continues to promote flexible working arrangements, with the majority of employees working remotely. This flexible work model supports work-life balance, enhances employee well-being, and provides greater flexibility while maintaining business continuity and operational effectiveness.

Conclusion: GenInvo remains committed to fostering a healthy, safe, and inclusive workplace. During the reporting period, the organization recorded zero work-related illnesses, continued to invest in employee wellness through mental health initiatives, actively sought employee feedback through regular surveys, and maintained a flexible work environment that supports employee well-being and organizational resilience. These initiatives reinforce GenInvo' commitment to creating a positive workplace culture where employees can work safely, remain engaged, and achieve their full potential.





3. Giving Back to the Community

At our core, we believe that success is not just measured by business growth but by the positive impact we create beyond the workplace. Our team actively participates in community outreach programs and one of the most heartfelt initiatives has been our collaboration with local NGOs supporting underprivileged children.

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These moments serving meals, sharing stories and simply spending time with the children reflect the spirit of compassion and unity that defines our culture. It's more than just volunteering; it's about building connections, spreading joy and making a difference where it truly matters.
Through these activities our employees not only contribute to meaningful causes but also experience the power of empathy, teamwork and purpose-driven engagement. These experiences enrich our workplace and remind us that kindness and service are at the heart of everything we do.







Learning And Development

At GenInvo, we believe that continuous learning is essential to building a responsible, resilient, and security-conscious workforce. As part of our employee training and development program, we provide regular information security and data privacy awareness training to ensure employees understand their responsibilities in protecting organizational and customer information.

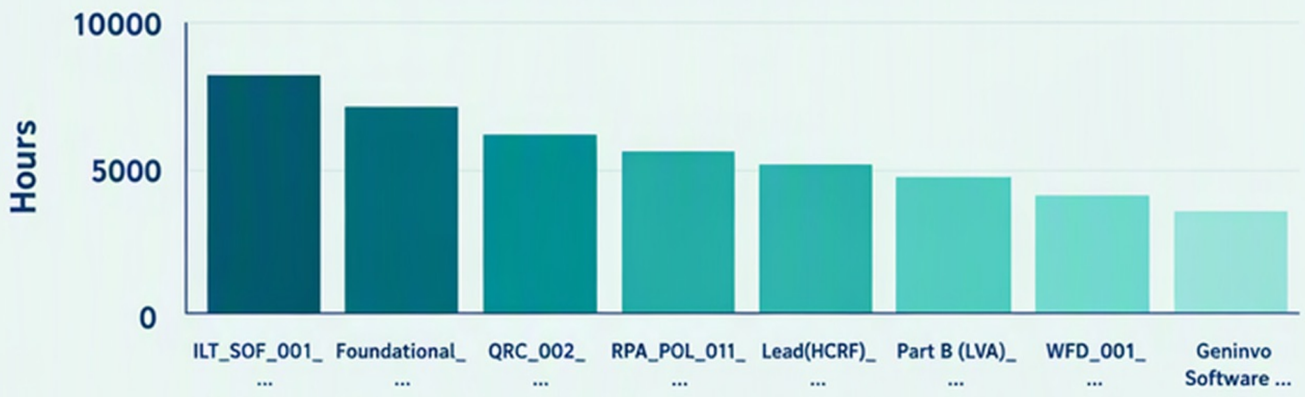
Our training programs cover a wide range of topics, including cybersecurity awareness, phishing and social engineering prevention, secure information handling, data privacy, responsible use of technology, and compliance with applicable legal and regulatory requirements. These programs are designed to enhance employees' knowledge, strengthen their ability to identify and respond to potential security threats, and promote ethical and responsible business practices.

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TRAINING TIME

18y0m29d
training time



POTENTIAL SAVINGS

43.78K
less commute hours

$5.08M
training savings

144
better skilled people

-707.55MgCO_2
environmental impact

Quality Centered

GenInvo believes that sustainable procurement is a collaborative journey. We actively engage with our suppliers to encourage continual improvement in ESG performance through regular communication, performance reviews, feedback, and the sharing of best practices. Where opportunities for improvement are identified, GenInvo works with suppliers to develop appropriate corrective and preventive actions, fostering long-term partnerships built on trust, transparency, and shared responsibility.

By integrating sustainability into procurement decisions and supplier relationships, GenInvo aims to strengthen supply chain resilience, reduce environmental and social risks, enhance ethical business practices, and contribute to sustainable economic growth for the benefit of our customers, employees, suppliers, communities, and other stakeholders.