

Sustainability Fact Sheet



Summary of our Sustainability performance in 2025. To learn more, see our full Sustainability Report.



About IFS



6500+
IFS Employees



5500+
IFS Customers



90
Countries



33.7%
Female Managers



As we work towards our 2029 vision, sustainability is embedded across everything we do. It is not an afterthought – it must be built into how we work, innovate, and grow. Our success in achieving our 2029 goals depends on being a great business to work for, work with, and invest in.

A strong focus on sustainability enables this through excellence in our own operations, by supporting customers in heavily regulated, hard-to-abate industries on their sustainability goals with Industrial AI, and by delivering broader positive impact in the communities where we operate. This year, we continued to advance our sustainability journey through close collaboration with our colleagues and partners, because sustainability is ultimately a team sport.”

Sophie Graham
Chief Sustainability Officer at IFS

Key Highlights 2025

Excellence in Our Own Business



Strengthening Market Position for Talent: Secured “Great Place to Work” certification in France with **95% employee approval**; reinforcing our employer brand in a high-growth market to attract top-tier talent and reduce long-term recruitment costs



Optimizing Operational Expenditure: Delivered **>60% reduction in energy and facility costs** at new Paris and Dubai offices through our Green Facilities Strategy*



Building High-Performing Leadership: **33.7% of IFS managers are women**, reflecting continued progress toward diverse, high-performing leadership teams balanced leadership team



Maintaining Digital Trust & Security: Sustained a 7-year track record of **zero reportable data breaches**, mitigating significant legal, financial, and reputational risk



Driving Sustainable Operational Efficiency: Secured **100% renewable electricity** globally, mitigating Scope 2 emissions while stabilizing energy overhead costs through green procurement**



Scaling Operational Excellence: Established a Sustainability **Center of Excellence (CoE)**, bringing together expertise across functions to collaborate on sustainability across global operations, develop best practice and accelerate execution



Strengthening Market Credibility & Customer Alignment: Achieved an 11% increase in our Group EcoVadis score, placing IFS in the top **16% of companies globally**; this ensures direct alignment with the sustainability benchmarks required by 75% of our Lighthouse customers***

Supporting Our Customers



Supporting Customer Regulatory Readiness: Launched **IFS Emissions Management** for Scope 1, 2 and select 3 and expanded the **IFS Sustainability Management Module** to ensure full alignment with **International Sustainability Standards Board (ISSB)** framework, securing our product’s relevance in a rapidly evolving global regulatory landscape



Deepening Strategic Partnerships: Established the CSO network **IFS Sustainability Innovators** to drive co-innovation with Tier 1 industrial leaders, positioning IFS as a thought leader and “partner of choice”



Scaling the Ecosystem for Growth: Expanded **strategic alliances** with MSFT, Climatiq, PwC, and Deloitte to accelerate global sustainability delivery and go-to-market reach



Driving Customer Productivity through AI: Expanded the **IFS Sustainability Management solution** with **AI-enabled narrative generation capabilities** to automate qualitative disclosures across ISSB and CSRD frameworks



Achieving quantifiable Impact via Industrial AI: Delivered a **37% improvement** in field service efficiency, directly reducing customer Scope 3 footprints and fuel costs—positioning IFS as a critical partner in our customers’ sustainability and profitability roadmaps

Making a Broader Impact



Embedding Social Impact into Corporate Culture: Achieved triple the industry benchmark with **36.2%** employee participation in **CSR Volunteering Days**, strengthening corporate culture and social impact delivery



Unifying Teams Through Shared Purpose: Achieved exceptional sentiment scores with **99%** of participants recommending CSR Volunteering Days and **91%** expressing a commitment to future participation, reinforcing internal culture



Empowering the Next Generation: Collaborated with **165 educational institutions** through the IFS Education Program, providing students with critical digital skills and industry exposure to drive future economic opportunity



Scaling Social Impact & Community Trust: Together with its partner ecosystem, **IFS raised over \$250,000** in support of the IFS Foundation

*kWh consumption and cost per square meter was >60% smaller in the new facilities when compared to old facilities at these locations

**100% renewable electricity procured for all global leased offices via renewable electricity certificates (RECs)

***Please see our recognition page for further details and methodology information about our EcoVadis score

Sustainability Strategy and Contribution to Our Business Vision



Embedding sustainability across our business is central to delivering our 2029 vision. At IFS, we drive impact through our own operations and by supporting customers in asset-intensive, highly regulated, and hard-to-abate sectors as they transition to a more sustainable, circular economy.

We believe sustainability is most effective when embedded into business strategy and daily operations. Through close collaboration with customers and partners, we continue to evolve solutions that deliver shared value. This approach is guided by three strategic pillars: **Excellence in Our Business, Supporting Our Customers, and Making a Broader Impact.**

2025 Awards



Winner - AI in Sustainability

The Global Sustainability & ESG Awards

September 2025



Winner - Responsible AI

The Sustainable IT Responsible AI Impact Award

June 2025



Winner - Sustainability Magazine

Sophie Graham, IFS CSO, was recognized as one of the Top 10 Sustainability Leaders in Europe

July 2025

Environmental Impact

At IFS, reducing our environmental impact is a core pillar of our decarbonization strategy. Guided by our “**Reduce, Replace, and Engage**” approach, we drive science-aligned emissions reductions across our own operations and throughout our value chain.

In 2025, 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



Improved data accuracy by reducing the proportion of estimated Scope 1 and 2 emission data vs 2024



Migrated to own tooling, **IFS Cloud Emissions Management**

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

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

Scope 1-3 Emissions

In 2025, our overall carbon footprint grew by 14%

compared with 2024. This was driven by Scope 3 emissions which increased 16%, whilst Scope 1 emissions fell 37% and Scope 2 (market-based) decreased 13%.

- Scope 1 and 2 emissions decreased as energy use across offices and fleet fell, driven by migrations to several newer, more energy-efficient facilities, and targeted downsizing of our office portfolio.
- Scope 3 emissions rose, driven primarily by increased procurement of goods and services.

For more details on our GHG breakdown, please see our full Sustainability Report.

Our customers

IFS customers operating in asset-intensive, highly regulated industries play a critical role in the global transition to a low-carbon economy. With **sustainability embedded across IFS Cloud**, we empower them to act decisively—leveraging our role as their system of record and our leadership in industrial AI to accelerate progress toward measurable sustainability goals.

Our Product Directions:



In 2025, this approach advanced significantly through the,

1. Expansion of the **Sustainability Management Module**, which now supports full CSRD and ISSB-aligned reporting
2. Launch of **IFS Cloud Emissions Management**, enabling accurate, audit-grade tracking across Scopes 1, 2, and selected Scope 3 categories



Beyond Efficiency: Industrial AI as the Engine of Decarbonization

In 2025, IFS and PwC UK released a new whitepaper, “The Intelligence Behind Sustainability: Industrial AI’s Critical Role in Decarbonization”, revealing how AI is already delivering measurable decarbonization results:

- **37% reduction in field service travel**, cutting fuel use and emissions
- **Up to 47.6% reduction in Scope 2 emissions** through carbon-aware scheduling
- **Extended asset lifecycles** through predictive maintenance, reducing embodied carbon

Social

Our People

At IFS, our people are at the core of everything we do. IFS is dedicated to fully supporting its employees, empowering each individual to evolve and grow within the organization.

In 2025, we:



Increased the representation of **IFS female managers to 33.72%** (2024: 33.02%).



Achieved **92% participation rate in the global Heartbeat engagement survey, with an eNPS of +41 and over 20,500 comments.**



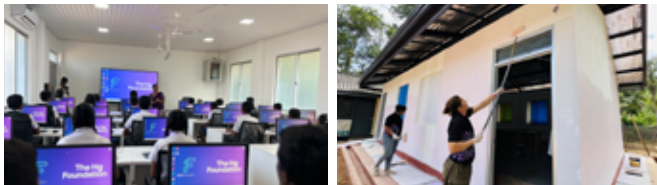
Launched **Aspire2Thrive**, IFS's new performance and development framework.



Established two new **Employee Resource Groups (ERGs)** –the Black Employee Network and the Working Families Network.

IFS Foundation

The IFS Foundation continued its mission to break the cycle of poverty in rural Sri Lanka, focusing on education, healthcare, clean water, and community infrastructure.



Governance

Human Rights and Anti-Corruption

At IFS, we maintain a **zero-tolerance policy towards corruption**. We are fully committed to complying with all applicable anti-corruption laws and regulations. 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 training on anti-bribery and corruption.

Anti-Bribery and Corruption Training	Number of Participants
Foreign Corrupt Practices Act (FCPA)	429
Business Ethics: Sustaining a Responsible Organization	1329
IFS Code of Conduct	1783
Manager Core Competencies: Managing Ethics and Compliance at Work	60

IFS is the world's leading provider of Industrial AI and enterprise software for hardcore businesses that make, service, and power our planet. Our technology enables businesses which manufacture goods, maintain complex assets, and manage service-focused operations to unlock the transformative power of Industrial AI™ to enhance productivity, efficiency, and sustainability.

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 2025, IFS's CSR Volunteering Days were taken by **36.2% of employees - our highest participation rate to date and triple the industry benchmark**

IFS hosted and supported several major volunteering initiatives, including:



Red Cross Donation Drive supporting communities affected by Cyclone Ditwa.



Wetland cleanup and awareness program at Beddegana Wetland Park with strong employee participation.



English teaching sessions for rural students in Weralugahamula, delivered through multiple structured sessions by dedicated IFS volunteers.

In 2025 we have stressfully:

- **Handed over a brand-new computer lab to local school** in Weralugahamula in Sri Lanka with support from the Hg Foundation—providing students with digital access for the first time.
- **Renovation of the maternity and child-care unit at Madampe Divisional Hospital** was completed, improving essential healthcare services for local families.

Responsible AI

In 2025, IFS further strengthened its commitment to responsible and trustworthy artificial intelligence through a series of targeted initiatives.

These included:

- Introducing the **IFS AI Trust Policy**, grounded in the **OECD AI Principles**
- Establishing the foundational design for the **IFS Trust Office**, a central function responsible for operationalizing responsible AI governance
- Expanding our **Responsible AI Framework** to strengthen oversight and accountability
- Introducing **mandatory AI risk assessments**
- Accelerating the development of an **enterprise-wide AI Inventory and Model Register**
- Rolled out the **Green Software Foundation (GSF) training course alongside a series of R&D Green Software workshops**

Learn more about how our enterprise software solutions can help your business today at ifs.com.

