



Sustainability Report FY2025

Summary · 1 January 2025 – 31 December 2025.

FY2025 AT A GLANCE

8,474 Training hours, up from 7,220 in FY2023	100% Performance and career development reviews completed	0 Substantiated customer-privacy complaints
0 Confirmed cases of corruption or data loss	6 Material topics from our first materiality assessment	CERTIFICATIONS ISO 9001:2015 · ISO/IEC 27001:2022 · Data Protection Trustmark · Progressive Wage Mark

Managing Director's Message



Umesh Ursekar
Founder and
Managing Director

"Publishing our inaugural Sustainability Report is a significant milestone. It marks our commitment to transparency and responsible growth as we embed environmental, social, and governance principles into our business strategy."

In FY2025 we maintained strong governance foundations through ISO 9001, ISO 27001 and the Data Protection Trustmark, and reported zero substantiated data privacy breaches. Our people remain central: training hours rose to 8,474, with 100 per cent completion of performance and career development reviews across the last three years, alongside Tripartite-aligned practices and our Progressive Wage Mark accreditation. We also formalised an Energy Management Policy and an Environmental & Sustainability Policy to strengthen how we monitor and manage emissions.

ABOUT U3 INFOTECH

Established in 2002 and headquartered in Singapore, U3 Infotech is a global IT consulting, programme management, managed services and talent management company, operating across Asia, Australia, the Middle East and the United Kingdom, with Dubai and London planned as key offices from 2026.

01 Professional Services Enterprise consulting, digital strategy, platform engineering, innovation enablement.	02 Programme Management PMO establishment, governance frameworks, risk and stakeholder management.
03 Managed Services End-to-end IT operations, infrastructure, cloud and cybersecurity services.	04 Talent Management Scalable talent acquisition, workforce management and capability development.

FRAMEWORK

GRI Standards 2021

PERIOD

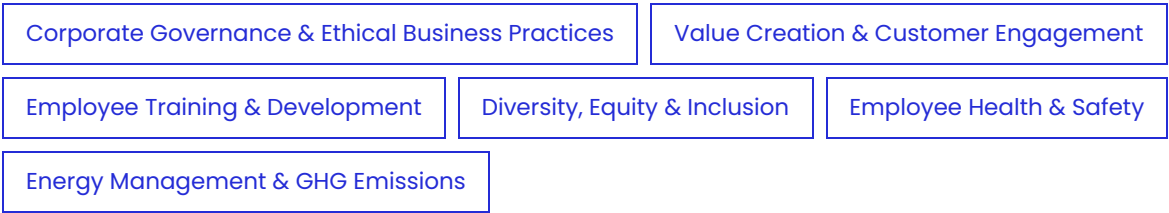
1 Jan – 31 Dec 2025

SCOPE

Singapore, India, Malaysia and Australia, covering four entities

Six material topics, and how we performed

Our first materiality assessment combined peer benchmarking, research on global sustainability trends, stakeholder consultation and management validation. The six topics below will be reviewed annually.



TOPIC	TARGET	FY2025 PERFORMANCE
Governance & Ethics	Fewer than three customer complaints a month; zero major information-security incidents	Met. Fewer than three complaints throughout FY2025; no security incidents recorded
Data Protection	100% DPTM and PDPA compliance by FY2026, maintained annually	Achieved early. Data Inventory Maps fully updated; 100% of staff completed privacy training
Value Creation	Consistent service quality via ISO 9001 management review; fair wages and progression	Quality objectives met, no systemic issues; Progressive Wage Mark maintained
Health & Safety	Full compliance with health and safety laws; effective programme implementation	Fully compliant, no material incidents; all planned initiatives implemented
Diversity, Equity & Inclusion	Zero non-compliant job advertisements; standardised templates by FY2026	Over 90% of advertisements compliant; templates widely adopted; accreditation maintained
Energy & GHG Emissions	Improve office energy efficiency through management review and performance analysis	Initiatives implemented: optimised office operations, efficient IT equipment, wider virtual collaboration

CLIMATE CHANGE · NEW IN FY2025

Energy Management Policy

Commits us to efficient energy use, regulatory compliance and continual improvement, aligned to ISO 9001 and QMS objectives.

Environmental & Sustainability Policy

Sets our approach to minimising environmental impacts, namely energy use and GHG emissions, through responsible operations and risk-based controls.

Our people and our safeguards

TRAINING HOURS, FY2023–FY2025



Since FY2023, total training hours have increased from 7,220 to 8,474 in FY2025, with increases across both genders and most employee categories.

This upward trend reflects our commitment to capability building and equipping employees with skills for an evolving digital landscape.

FAIR AND INCLUSIVE EMPLOYMENT

Fair employment is upheld through Tripartite Standards on recruitment, age-friendly practices and grievance handling, with quarterly SOP audits, pre-posting compliance checks and resolution SLAs. Progressive Wage Mark accreditation was maintained throughout FY2025, supporting wage uplift and skills progression for lower-wage employees.

Mental wellness sessions, comprehensive medical coverage and a peer support system underpin employee health and safety, with incident-investigation procedures and business audits reinforcing compliance.

QUALITY & SECURITY

ISO 9001 QMS and ISO 27001 ISMS, with full Statement of Applicability and Annex A controls; regular internal and external audits.

DATA PROTECTION

DPTM and PDPA-aligned lifecycle governance; 100% staff privacy training; zero leaks, thefts or losses of customer data.

ANTI-CORRUPTION

Zero tolerance, backed by Code of Conduct, anti-bribery, whistleblowing and conflict-of-interest policies. No confirmed cases in FY2025.

TO KNOW MORE

Request the full U3 Infotech Sustainability Report FY2025

For the complete report, including our full GRI content index, governance disclosures and detailed performance data, write to us at:

info@U3infotech.com