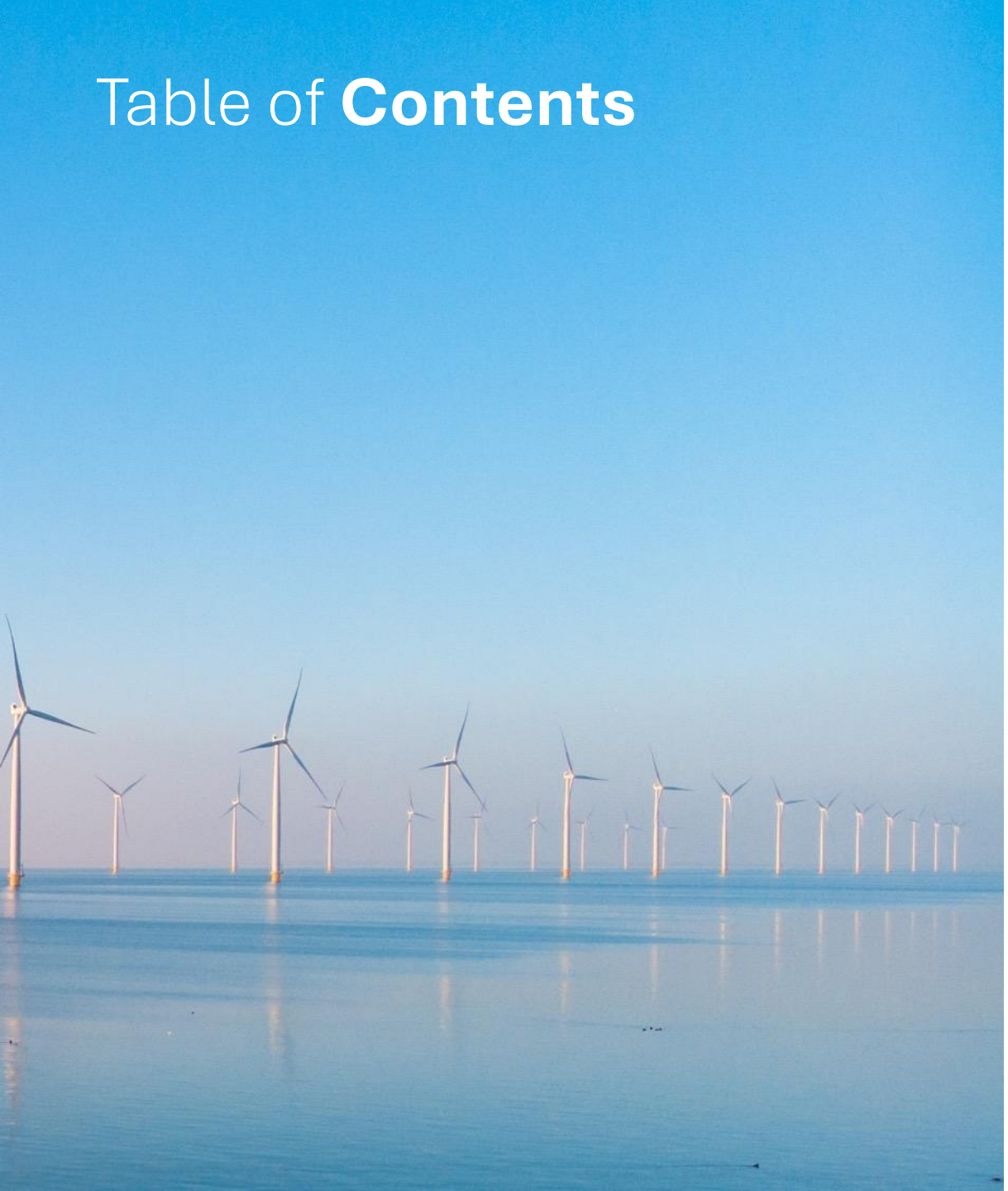
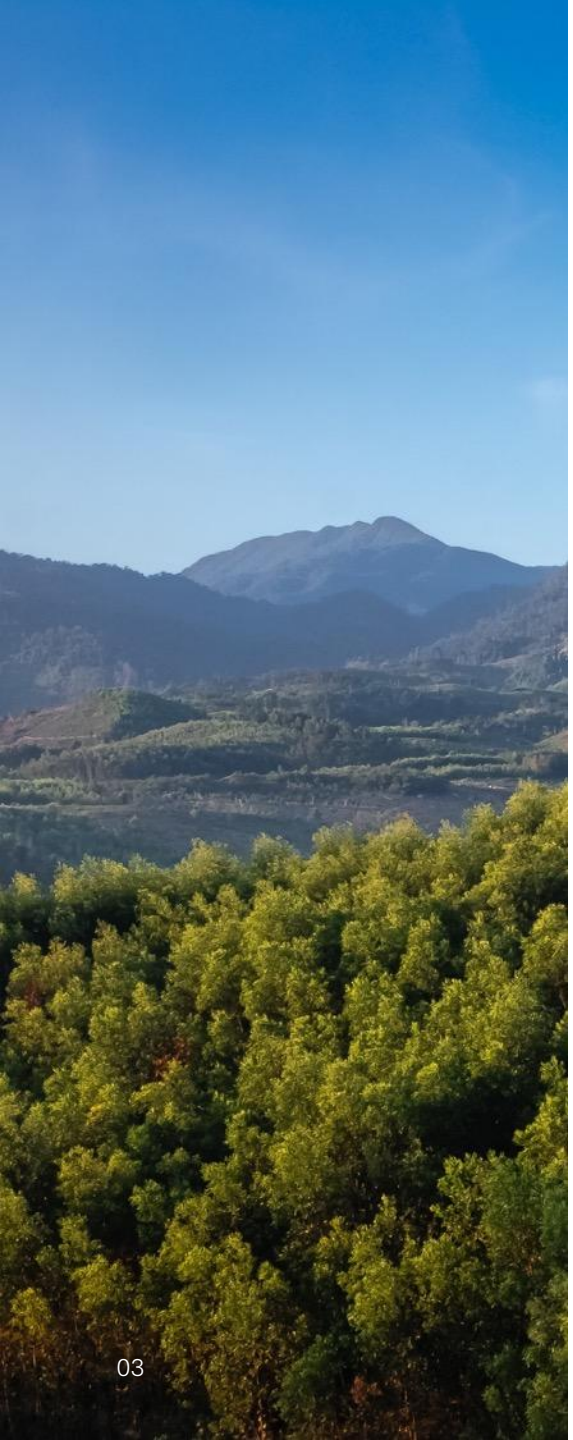
Synechron

Climate Risk and Opportunity **Report**

2025

Table of **Contents**





Introduction

TCFD Reporting: A Pathway to Sustainable Growth

In today's interconnected world, climate change poses a profound and escalating challenge to global industries. The Paris Agreement calls for limiting global temperature rise to well below 2°C—preferably to 1.5°C—above pre-industrial levels. Achieving the 1.5°C target is critical to reducing the likelihood of extreme weather events, including severe droughts and regional water shortages.

Mitigating climate change offers substantial benefits for ecosystems, public health, and food security. However, the risks associated with global warming—particularly for vulnerable populations—increase significantly as temperatures rise from 1.5°C to 2°C. Sea level rise, for instance, is projected to be notably lower under the 1.5°C pathway, further underscoring the urgency of ambitious climate action.

This TCFD report reflects our commitment to transparency in addressing climate-related risks and opportunities. It outlines our strategies for reducing greenhouse gas emissions, integrating climate resilience into project execution, and embedding sustainability into our global operations. Through our alignment with the TCFD framework, we aim to enhance stakeholder trust and drive meaningful environmental and business outcomes.

As we navigate the complexities of the climate transition, we remain focused on delivering innovative, future-ready solutions. By embedding climate considerations into core decision-making, we strengthen resilience while leading by example in advancing sustainable development. Our commitment is rooted in building a resilient future—one that harmonizes environmental stewardship with operational excellence and social responsibility.

About us

Synechron is a global consulting and technology firm specializing in digital transformation and technology solutions for financial services. Established in 2001, it operates worldwide, offering services such as digital innovation, technology consulting, data management, and application development. Leveraging emerging technologies like AI and blockchain, Synechron helps financial institutions enhance efficiency, reduce costs, and improve customer experience, positioning itself as a leading partner in the digital evolution of the financial industry.

We've come a long way

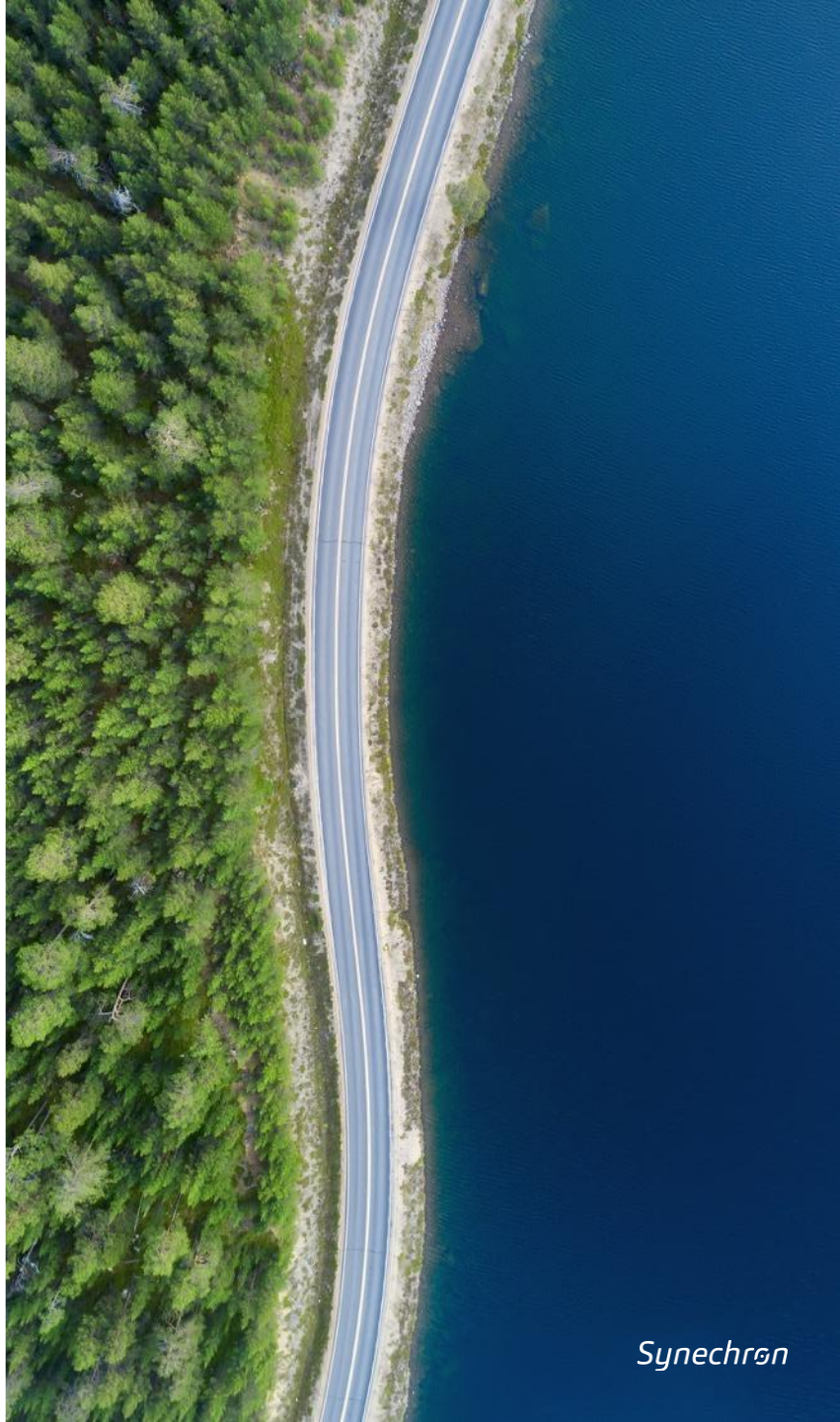
We began life in 2001 as a small, self-funded team of technology specialists. Since then, we've grown our organization to 14,500+ people, across 58 offices, in 21 countries, in key global markets.

Innovative tech solutions for business

We're now a leading global digital consulting firm, providing innovative technology solutions for business.
As a trusted partner, we're always at the forefront of change as we lead digital optimization and modernization journeys for our clients.

Customized end-to-end solutions

Our expertise in AI, Consulting, Data, Digital, Cloud & DevOps and Software Engineering, delivers customized, end-to-end solutions that drive business value and growth.



CEO’s Message

Dear Stakeholders,

I am pleased to share our first Climate-Related Financial Risk & Opportunity Report, a significant milestone in our sustainability journey. This report underscores our commitment to understanding and addressing the financial implications of climate change on our business, ensuring resilience and long-term value creation. Climate risks are no longer a distant challenge—they directly impact businesses operations, supply chain, and financial performance. By proactively identifying these risks and opportunities, we are not only mitigating potential disruptions but also positioning ourselves to drive sustainable growth and innovation.

The report is backed by science-driven analysis that utilizes the latest climate research to assess both physical and transitional risks, ensuring that our decisions are firmly grounded in current evidence. We actively integrate these insights into every facet of our business, transforming challenges into opportunities for resilience and growth. Through proactive strategy, we continuously refine our practices to adapt to an evolving climate landscape.

At the heart of our strategic vision is a comprehensive sustainability strategy designed to reduce our environmental footprint while fostering long-term value creation. We are committed to achieving net zero emissions by implementing energy-efficient practices, investing in renewable energy, and driving innovation in sustainable technologies across our operations.

This report is a testament to our commitment to responsible leadership and long-term strategic planning. As we continue to refine our approach in light of emerging climate insights, Synechron remains dedicated to building a resilient, sustainable future for all our stakeholders.

I encourage you to explore the report and engage in discussions on how we can collectively integrate climate considerations into our strategic decisions.

Thank you for your continued support.

Sincerely,

Faisal Husain

Chief Executive Officer & Chairman of Board

CFO’s Message

Dear Stakeholders,

As the Chief Financial Officer of Synechron, I am pleased to present our Climate-Related Financial Risk & Opportunity Report , which provides a comprehensive view of how we are integrating climate-related risks and opportunities into our financial strategy and enterprise risk management (ERM) framework.

At Synechron, we recognize that climate change is not a distant threat but a present challenge that impacts both our operational resilience and long-term financial stability. Our approach is built on a robust methodology that blends quantitative data with qualitative insights to assess the financial implications of both physical and transitional climate risks.

A key element of our strategy is the integration of climate risk into our ERM framework. By embedding climate considerations into our overall risk management processes, we ensure that emerging risks are identified early, rigorously evaluated, and effectively mitigated. The comprehensive scenario analyses not only help us understand potential vulnerabilities but also inform our capital allocation and strategic planning decisions, enabling us to seize opportunities that arise in a transitioning economy.

This proactive and integrated approach reaffirms our commitment to transparency, fiscal responsibility, and sustainable growth. As new climate data and market trends emerge, we remain dedicated to continuously refining our practices to safeguard our organization and enhance our competitive advantage.

Thank you for your continued trust and support as we build a resilient future for Synechron.

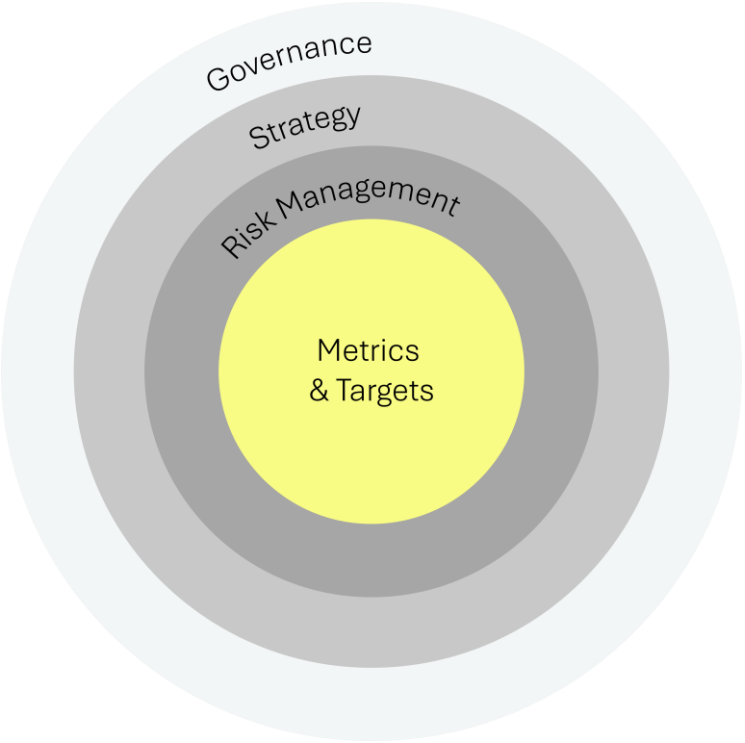
Sincerely,

Rakesh Gupta

Chief Financial Officer

TCFD Overview

The Task Force on Climate-related Financial Disclosures (TCFD) was established in December 2015 by the Financial Stability Board (FSB) to address growing concerns about the impact of climate change on the global economy. Chaired by Michael R. Bloomberg, the TCFD aims to create a standardized framework for companies and organizations to evaluate and communicate climate-related financial risks and opportunities. By providing consistent and transparent information, the TCFD helps investors, businesses, and policymakers better understand and address climate-related challenges.



Governance

The organization's governance around climate-related risks and opportunities

Strategy

The actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning

Risk Management

The process used by the organization to identify, assess and manage climate related risks

Metrics & Targets

The metrics and target used to assess and manage relevant climate related risks and opportunity

Following the release of its 2023 status report on October 12, 2023, the TCFD disbanded, having fulfilled its remit.

The International **Financial Reporting Standards (IFRS)** Foundation has taken over the monitoring of companies' climate-related disclosures. However, the TCFD recommendations continue to guide companies in publishing their climate-related disclosures.


Governance

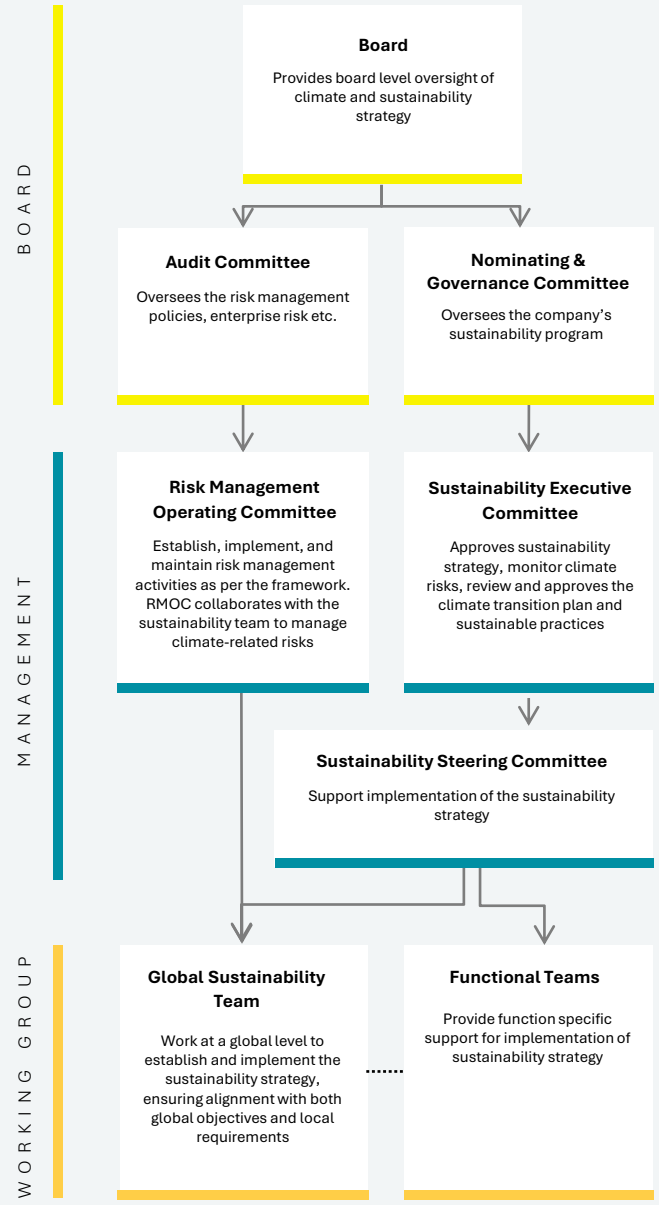


Figure 1: Synechron's climate related Governance Structure

Climate Governance Structure

This section details Synechron's climate and sustainability governance framework, which is crucial for achieving climate risk-related disclosures and targets and embedding climate risk responsibilities within its operational structure. We have established a comprehensive governance model to meet our climate and sustainability goals, with clearly defined roles, oversight mechanisms, and coordination across the organization. This framework underscores the importance of integrating climate and sustainability considerations into decision-making processes.

Our governance framework ensures climate accountability across tiers- from the Board of Directors to executive and operational teams-aligning strategy with decision making. Each committee drives sustainability actions, reporting and continuous improvements. Sustainability and climate priorities are treated as a standalone agenda, regularly discussed at the Board level. By embedding accountability and transparency into our governance framework, we ensure that senior leaders remain motivated to advance sustainability and climate-related objectives, fostering long-term value creation and alignment with the company's overall vision.

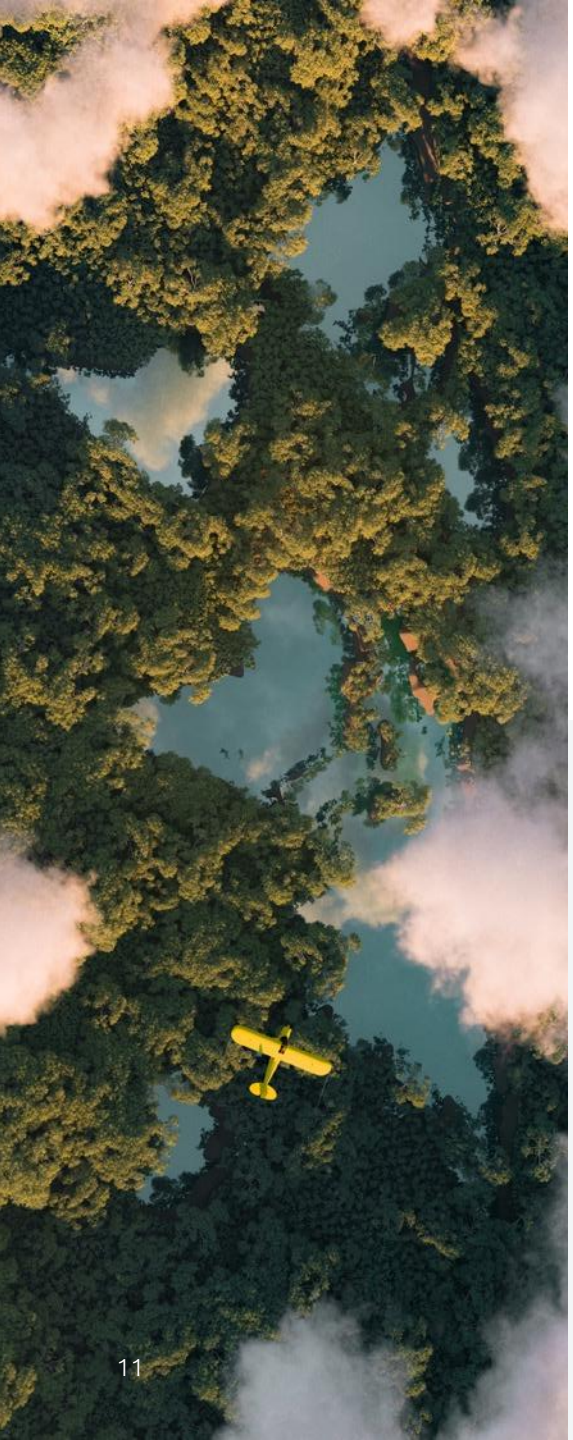
Board’s Oversight

Synechron acknowledges the critical role of effective risk management in achieving its sustainability goals and ensuring business continuity. The Board of Directors oversees the company's overall strategy and future direction, basing their recommendations on the company's purpose and core values, while incorporating stakeholder input to guide the business's future direction.

The Board of Directors has delegated responsibility to the Nominating & Governance Committee (NOM) to oversee the company’s matters related to sustainability, including its Environmental, Social and Governance performance and the effects of climate change on Synechron’s sustainable performance. The Board of Directors are Bi-annually updated on the company’s climate and sustainability strategy and progress along with the recommendations of the Nominating & Governance Committee (NOM) and the Audit Committee. The Audit Committee oversees the risk management policies, enterprise risk etc.

Tasks	Responsible	Accountable	Consulted	Informed
Define Climate related KPIs	• Global Sustainability Team	• Sustainability Steering Committee	• Sustainability Executive Committee	• Nominating & Governance Committee
Climate risk assessment	• Global Sustainability Team	• Risk Management Operating Committee	• Sustainability Executive Committee	• Nominating & Governance Committee • Audit Committee
Integrating CRA in planning	• Global Sustainability Team • Sustainability Steering Committee	• Risk Management Operating Committee	• Sustainability Executive Committee	• Nominating & Governance Committee • Audit Committee
Setting targets	• Global Sustainability Team	• Sustainability Steering Committee	• Sustainability Executive Committee	• Audit Committee • Nominating & Governance Committee

Table 1: Climate related responsibilities across the governance structure



Management’s Oversight

At the Management level, Synechron has established a Sustainability Executive Committee chaired by the President. This committee oversees climate risk management, mitigation and adaptation plans, and manages budgets for sustainability activities. They allocate resources for the climate transition plan, track progress on initiatives, and ensure targets are met. Additionally, the committee provides strategic direction, monitors climate risks, approves sustainable practices, and ensures compliance with statutory climate and sustainability obligations.

The Sustainability Steering Committee at Synechron, chaired by the Head of Corporate Sustainability includes key department representatives like Legal, Finance, and HR. This committee ensures effective implementation of climate and sustainability related initiatives. The Global Sustainability Team leads the development and implementation of climate-related policies and initiatives, working closely with the Sustainability Steering Committee to drive on-ground action and strategic alignment.

Working group

Global Sustainability Team

Members
President (Chairman of the Executive committee), Chief of Staff, Head of Corporate Sustainability, Sustainability Managers

> Collaborates with the Sustainability Steering Committee

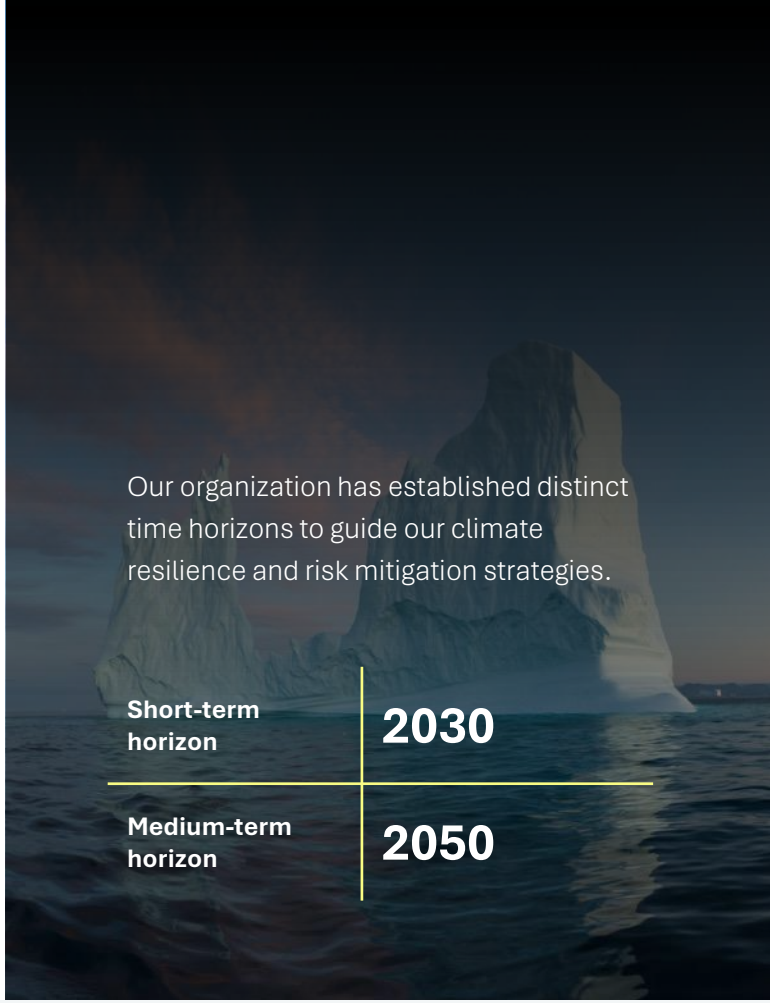
Global Sustainability Team

- Leads the organization's Sustainability and ESG (Environmental, Social, and Governance) initiatives
- Ensure compliance with sustainability regulations and reporting standards
- Ensure a coordinated and strategic approach to integrating sustainability initiatives across all business units
- Ensures that identified climate risks are added to the enterprise risk register


Strategy

Climate Risk Assessment – Our Approach

Figure 2 : Synechron's Global office location for climate risk assessment



Synechron's panoramic perspective towards Climate Risk Assessment

1 We have approached our climate risk assessment with a panoramic perspective.

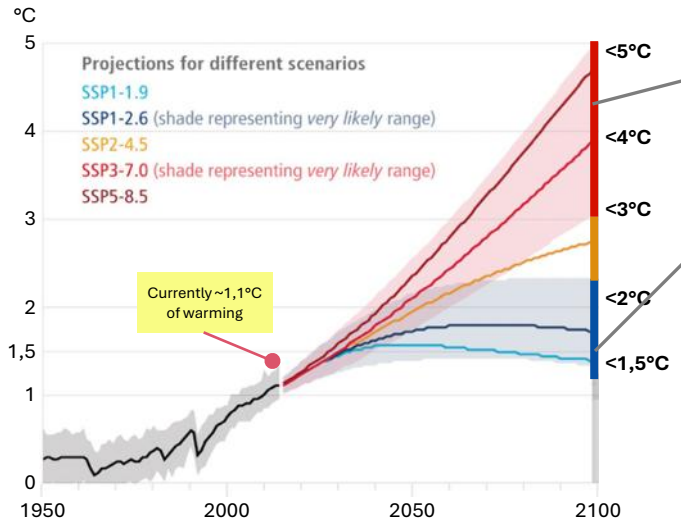
2 We have conducted a thorough analysis of the risks under different scenarios and projected the anticipated outcomes that will affect our business and sustainability journey

3 The risks result in a spectrum of consequences, including property damage, disruptions in the supply chain, and reduced productivity among field workers.

4 The process determines the plausible impact of a risk, associated potential threats to the business, and the applicable mitigation strategy

To capture the full spectrum of plausible futures, we've explored the most extreme scenarios within the Shared Socioeconomic Pathways (SSPs). By examining SSP1, which envisions a sustainable world, and SSP5, which projects a fossil-fueled development trajectory, we can better understand the boundaries of our possible paths forward.

Global warming pathways resulting from different IPCC climate scenarios



Source: IPCC WGII Sixth Assessment Report, SPM-16, Figure SPM.3, 2022

Scenarios considered for conducting Physical Risk Assessment

IPCC's Shared Socio-economic Pathway (SSP) 5-8.5
The business-as-usual scenario where relaxed policy measures do not curb global warming, leading to a rise in temperature of almost 5°C by 2100.

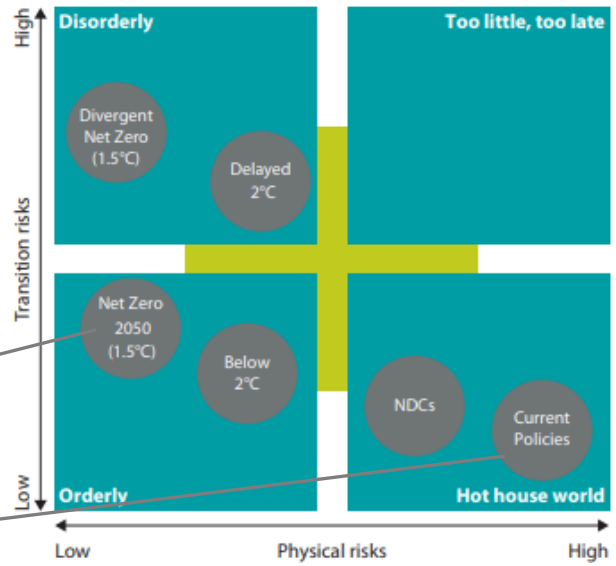
IPCC's Shared Socio-economic Pathway (SSP) 1-2.6
Extremely stringent scenario where strict policy measures are taken to restrict global warming to a maximum of 1.8°C by 2100.

Scenarios considered for conducting Transition Risk Assessment

NGFS's Net Zero 2050 Scenario
Limits global warming to 1.5°C through stringent climate policies and innovation, reaching global net zero CO2 emissions around 2050

NGFS's Current Policies Scenario
Existing climate policies remain in place, but there is no strengthening of the ambition level of these policies, to a global warming of 3°C+ by 2100 and high associated climate impacts.

Positioning of NGFS scenarios is approximate, based on an assessment of physical and transition risks out to 2100.



Synechron

Physical Risk Summary

Physical Risk Assessment

The physical risk assessment is a fundamental component of climate risk assessment, providing critical insights that enable us to navigate the complexities of a changing climate, protect our assets, and ensure long-term resilience and sustainability.

We are actively addressing the physical risks posed by climate change to ensure that our operations remain resilient and sustainable. We understand the critical importance of adapting to intensified heat stress, potential flooding, and sea-level rise, we are focused on adapting our practices and infrastructure to meet these challenges head-on.

Key Initiatives

- Integrating cutting-edge technologies for cooling solutions to mitigate risks such as heat stress
- Investing in elevating structures above potential flood levels
- Ensuring adequate insurance coverage for all potential climate-related risks, including floods, wildfires, and cyclones

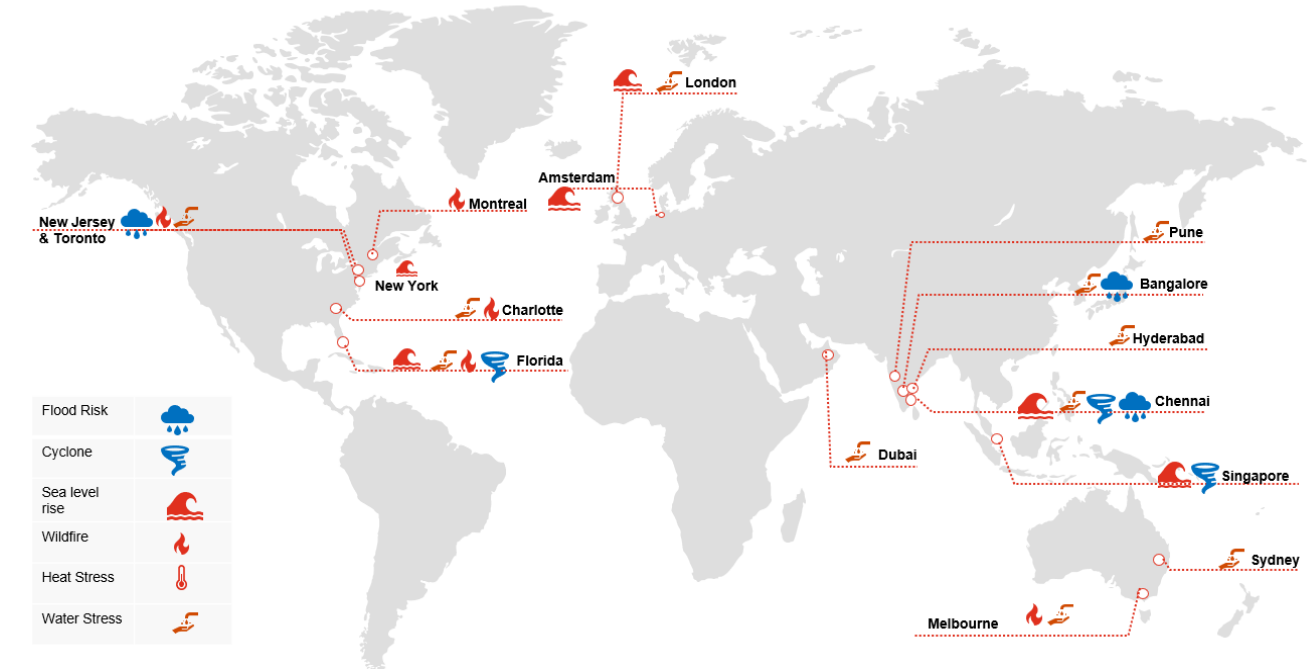


Figure 4 : Synechron's climate related Governance Structure

Table 2: Likelihood of our Indian and Global Locations to Physical Risks under SSP5-5.8 climate scenario

	Flood	Cyclone	SLR	Heat Stress	Water Stress	Flood	Cyclone	SLR	Heat Stress	Water Stress
Locations	**Near future (by 2030)**					**Mid-century (by 2050)**				
Ascendas Pune Office										
EON Pune Office										
WTC Pune Office										
Bharatiya city Bengaluru Office										
GTP Bengaluru Office										
Hyderabad Office										
Chennai Office										
Payments Pune										
Payments AMR										
Payments EC2										
Payments HYD-T2.1										
Payments HYD-T2.3										
Synechron Dubai Media city										
Synechron Sydney										
Melbourne										
1 Raffles, Singapore										
Charlotte US										
New York										
New Jersey										
Florida										
Montreal										
Toronto										
Amsterdam										
London										
Paris										
Belfast										
Serbia										

High	Events that are high likely to occur.
Medium	Events that occur with a moderate chance.
Low	Events that are unlikely but can still occur.

Table 3 Below provides a detailed summary of the physical risks and their business and financial impacts to Synechron under SSP5-8.5 climate scenario

Risk	Business Impact	Fines and Penalties	Capital investment	Operational costs	Revenue	Impact
Extreme heat and temperature rise (Chronic risk)	• Increased cooling costs • Operational Disruptions • Increase in employee sick days • Reduced Working Hours	✓	✓	✓	✓	High
Water stress (Chronic risk)	• Operational Disruptions • Increased Costs • Negative impact on investor confidence • Lease Challenges	✓	✓	✓	✓	High
Floods, cyclonic activities, and Extreme weather events (Acute Risks) **Sea Level rise (Chronic risk)**	• Critical infrastructure • Operational disruptions • Compliance Challenges • Inadequate preparedness • Need for flood defenses, • Increased insurance premiums			✓	✓	High

Chronic physical risk: Impacts due to slow insidious change, e.g. rising mean temperatures, long-term water stress

Acute physical risk: Short lived extreme weather impacts, e.g. flood, wildfire, cyclones, heatwaves, drought

Note: Impact level ranges from minimal to significant disruptions in business operations, financial losses from negligible to substantial, and low to high exposure to transition risks. Lower impacts are easily manageable, while higher impacts require strategic adjustments and immediate action to mitigate severe consequences.

Transition Risk Summary

We recognize that transition risks associated with climate change pose significant challenges to our operations and strategic planning. We face various risks in areas like policy, market trends, technology, and reputation. As global efforts intensify to combat climate change and regulatory frameworks become more stringent, it is essential for us to align our objectives with international net-zero targets and comply with local regulations.

By embracing this transition, the Synechron can play a crucial role in driving the global shift towards a low-carbon future while safeguarding its long-term viability and resilience.

In a transitioning economy, Synechron might face various risks, including evolving carbon pricing policies, climate-related reporting obligations, and energy price volatility and investor preferences for sustainable practices. Additionally, the rising demand for green software products and the proliferation of climate-smart technology may present both challenges and opportunities. Transparency in our sustainability efforts will be crucial to navigate these potential risks and capitalize on emerging trends.

For transition risk mitigation and adaptation, we are adopting measures such as setting up a dedicated sustainable unit to capitalize on the increasing demand for sustainable solutions. This unit aims to provide services and solutions in the areas of climate change, smart spaces, sustainability, and ESG. Additionally, Synechron ensures that leasing contracts are signed with green-certified buildings to help reduce electricity consumption and thereby reduce Scope 2 emissions. The company targets 100% renewable energy through power purchase contracts or International Renewable Energy Certificates (I-REC) and mandates the use of renewable energy in contracts for leasing office spaces.

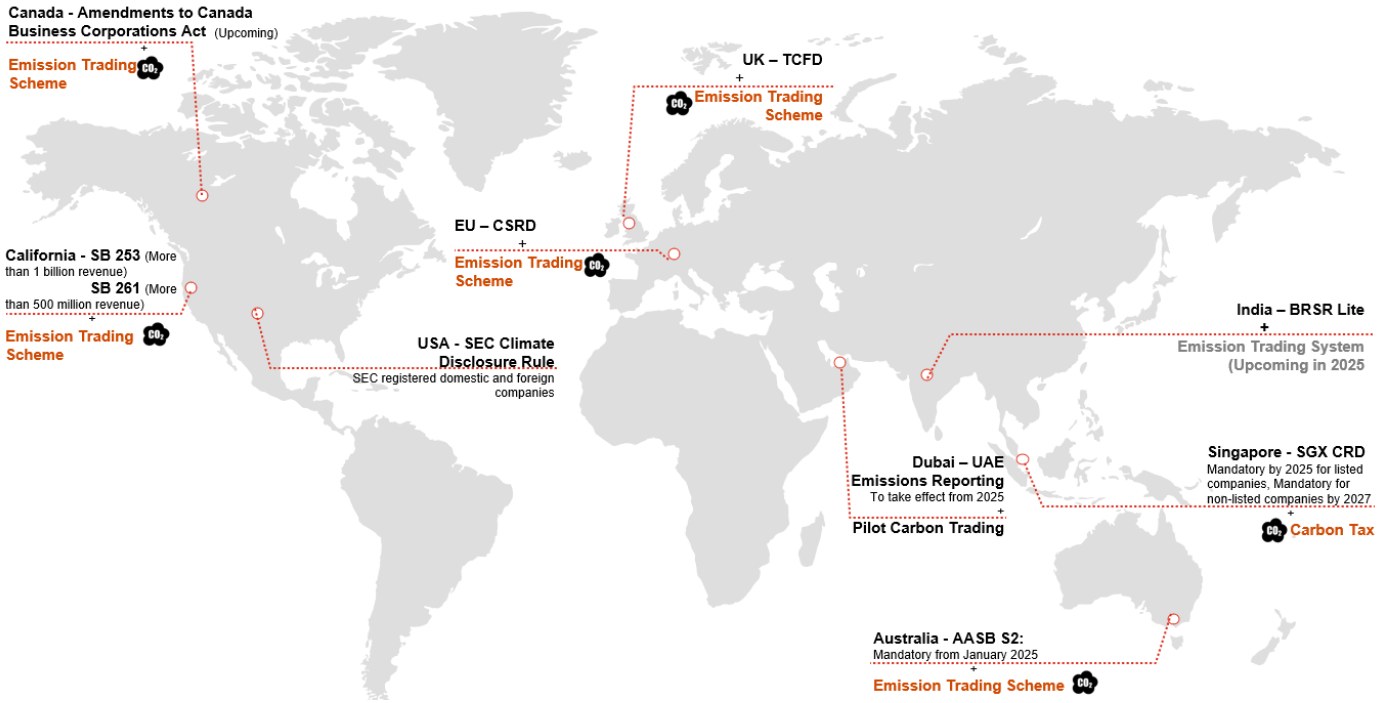


Figure 5 : Growing regulations around the globe

We analyzed all our identified risks and mapped their likelihood across our selected timelines

Table 5: Likelihood to Transition Risks under NGFS Net Zero 2050 climate scenario

	Transition Risk	Near future (by 2030)	Mid-century (by 2050)
Policy & Legal	Carbon Pricing Policies		
	Climate Related Reporting Obligations		
	Environment & Resource Management Regulations		
Market	Energy price volatility and pressure to shift to renewable energy		
	Investor preferences for business that mitigate climate change impact and emphasize on sustainability		
	Rising demand for green software products/ services		
Technology	Advancement in technology that is more energy intensive		
	Proliferation of climate-smart technology and equipment		
Reputation	Increasing awareness among stakeholders & investors		
	Transparency in disclosure		

High	Transitions that are high likely to occur.
Medium	Transitions that occur with a moderate chance.
Low	Transitions that are unlikely but can still occur.

Table 6: Below provides a detailed summary of the transition risks and their business and financial impacts to Synechron under NGFS Net Zero 2050 climate scenario

Impact Level	Business Disruption	Financial Loss	Exposure to Transition Risk
Low Impact	Minimal	Insignificant	Low
Medium Impact	Moderate	Noticeable	Moderate
High Impact	Significant	Substantial	High

Risk		Business Impact	Fines and Penalties	Capital investment	Operational costs	Revenue	Impact
Policy & Legal	**Carbon Pricing Policies**	A new revenue stream and encouraging further sustainability investments		✓	✓	✓	• Medium
	Climate Related Reporting Obligations	Opening opportunities for capital investment Attracting more customers and subsequent increase in revenue Falling below the minimum disclosure criteria could result in losing clients	✓	✓		✓	• High
	Environment & Resource Management Regulations	Initial Increase in operational cost Opening opportunities for capital investment and increased revenue Reduction in energy consumption and emissions in the long run	✓	✓	✓	✓	• High

Impact Level	Business Disruption	Financial Loss	Exposure to Transition Risk
Low Impact	Minimal	Insignificant	Low
Medium Impact	Moderate	Noticeable	Moderate
High Impact	Significant	Substantial	High

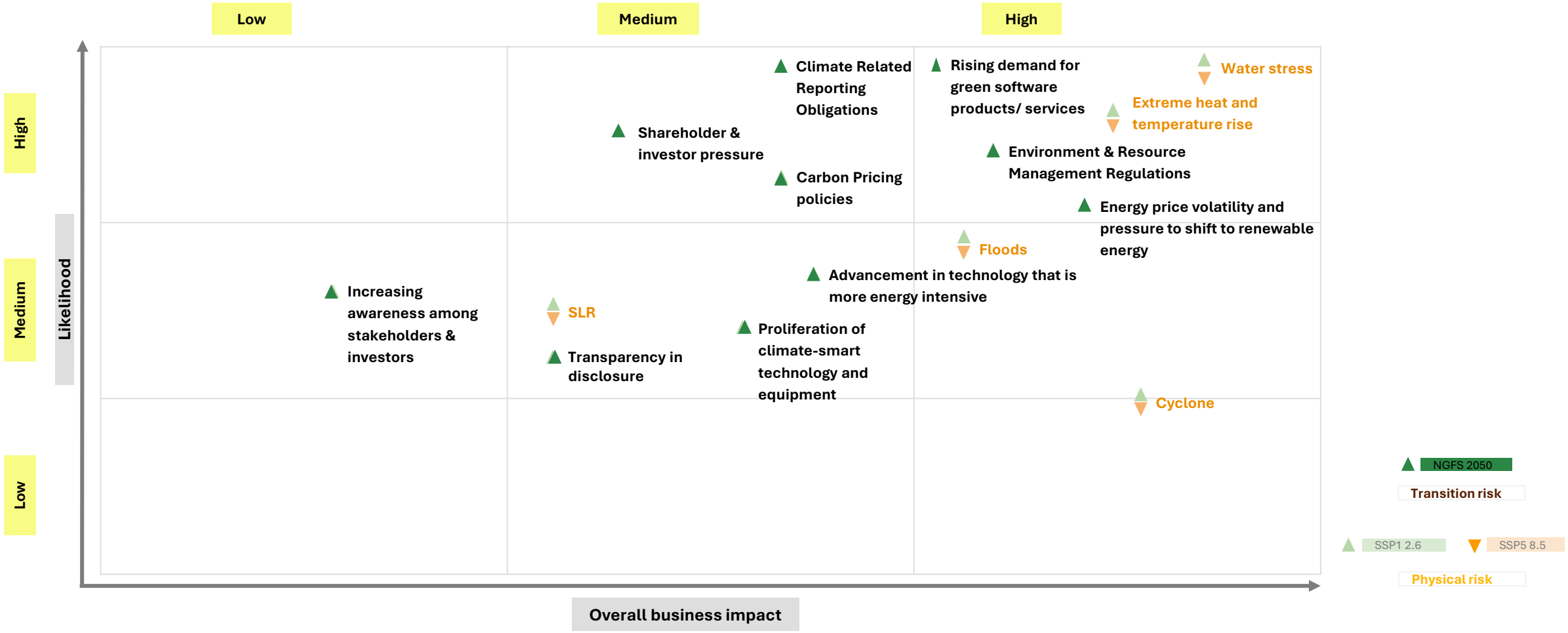
	Risk	Business Impact	Fines and Penalties	Capital investment	Operational costs	Revenue	Impact
Market	**Energy price volatility and pressure to shift to renewable energy**	Reduced cost of renewable energy Increased operational costs Increase in cost of fossil fuels like coal, gas, oil Increased investments in renewable electricity Push towards sustainable travel			✓	✓	High
	Investor preferences for business that mitigate climate change impact and emphasize on sustainability	Opportunity for attracting capital investment Tax incentives are provided in some jurisdictions, such as tax exemptions or credits Certified bonds are more trusted hence will result in additional expenditure to get it certified by Third party Failure of achieving emission targets will result in higher borrowing rates adding to capital expenditure		✓		✓	Medium
	Rising demand for green software products/ services	Loss of revenue Will gain a competitive edge and will open opportunities to attract sustainability loyal clients Charge premium for the products resulting in increase in revenue Investment required in R&D to upgrade to green product offerings Increase in capital investment		✓		✓	High

Impact Level	Business Disruption	Financial Loss	Exposure to Transition Risk
Low Impact	Minimal	Insignificant	Low
Medium Impact	Moderate	Noticeable	Moderate
High Impact	Significant	Substantial	High

	Risk	Business Impact	Fines and Penalties	Capital investment	Operational costs	Revenue	Impact
Technology	**Advancement in technology that is more energy intensive**	Increase the operational costs			✓	✓	Medium
	Proliferation of climate-smart technology and equipment	Obsolescence of existing technology Purchase of i-REC attracts investors		✓	✓	✓	Medium
Reputation	**Increasing awareness among stakeholders & investors**	Difficulty in attracting investors Investment required for making the business more energy and water efficient				✓	Low
	Transparency in disclosure	Increases investor confidence and ability to access finance Potential fines for non-compliance with disclosure requirements and formation of negative reputation Transparency in our sustainability efforts helps us retain these clients and win new contracts Boosting revenue and profitability by Winning contracts/RFPs/projects and Meeting minimum disclosure criteria is crucial to retain key clients and avoid revenue loss.		✓		✓	Medium

Scenario Analysis – Comprehensive Risk Matrix

We arrived upon a comprehensive ranking of our identified risks through a comparison of the likelihood against the financial impact deduced through by year 2050



Synechron

Risk Management

Climate-related risk management

Our sustainability and climate risk management approach is proactive and systematic. We identify and mitigate risks to achieve our strategic objectives and maintain ethical standards. Continuous monitoring and robust policies ensure timely interventions and compliance, while regular reporting to our Sustainability Executive Committee promotes transparency and informed decision-making. The Global Sustainability Team identifies climate-related risks and opportunities that could impact the company's long-term performance and formulates strategic responses. By integrating these factors into our risk management framework, we enhance resilience and performance.

Step 1

Risk Identification

A systematic approach to identifying climate risks in operations, covering market dynamics, regulations, uncertainties, and environmental factors.

Step 2

Risk Assessment

Synechron conducts assessments to evaluate how climate change may impact its operations and assets, using scenario analysis to model its effects on financial performance and strategic priorities.

Step 3

Risk Mitigation

Synechron proactively manages climate risks by implementing internal controls, diversifying investments, securing insurance, and preparing contingency plans.

Step 4

Monitoring and Review

Synechron continuously monitors and reviews its risk management strategies to ensure alignment with strategic objectives and the evolving risk landscape.

Mitigation and adaption measures

We have devised a mitigation and adaptation strategy for all our identified risks. All identified risks will be entered into the ERM process, where they will be tracked as mitigated, adapted, or otherwise addressed.

Table 7: Summary of Physical Risks: Mitigation and Adaptation Measures

Physical Risk	Mitigation and Adaptation measures	
	Short term (until 2030)	Medium term (2030 onwards)
Extreme heat and temperature rise **(Chronic risk)**	• Innovative Cooling Solutions in workplace (Passive and evaporative cooling system) • Target for 100% renewable energy (RE) (Green Leases, iRECs)	• Explore PPA options to decrease reliance on IRECs and landlords.
Water stress (Chronic risk)	• Report water usage and conservation efforts transparently to stakeholders and the public. • Engage with cloud service providers who have clear water sustainability goals • Encourage a culture of water conservation through incentives for water-saving initiatives. • Make sure all leased spaces are LEED/BREEAM certified	• Engage with credit rating agencies and investors to communicate proactive steps to mitigate water-related risks.
Acute Risks such as cyclonic activities, Floods, and Extreme weather events **Sea Level Rise (Chronic Risk)**	• Install flood barriers or levees around key locations. While the company won't directly bear floodgate costs, asset owners will, potentially impacting lease expenses. • Train employees on preparedness and implement a robust BCP plan • Obtain separate insurance coverage for disruptions related to climate change.	• Add provision for temporary working space under the emergency response action plan.

Table 8: Summary of Transition Risks: Mitigation and Adaptation Measures

Transition Risk	Mitigation and Adaptation measures	
	Short term	Medium term
Carbon Pricing	• Continue to verify emission data by third-party according to global standards for more credibility. • Development of internal carbon pricing to incentivize reduction of emissions starting with business travel under Scope 3. • Devising a unit for measuring CO2e like carbon intensity • Continuous monitoring of emerging legislation and reporting mandates is required to avoid potential noncompliance fines and obtain trust of customers and investors.	• The ICP can be extended to Scope 1, Scope 2 & remaining Scope 3. • Go for Marginal Abatement Cost Curve to prioritize the initiatives
Environment and Resource Management Regulations	• Set SBTi • Have a global climate transition plan with absolute and intensity-based reduction goals • Continue to verify emission data by third-party • Continuous monitoring of emerging legislation and reporting mandates • Evaluation of suppliers and vendors based on ESG and sustainability goals of Synechron. • Recycling program and partnership with certified e-waste recycling companies	• Comply with all the climate related disclosures and regulations • Continue to work on the decarbonization plan
Energy price volatility and pressure to shift to renewable energy	• Target for 100% renewable energy by partnerships with landlords who provide RE (Green leases) & purchase of IRECs for remaining quantum. • Continue to adopted energy efficiency in daily operations • Adopt sustainable business travel policies	• Adoption of digital-first model like Digital HQ, Slack by IBM • Purchase of SAF credits and transition to airlines that use sustainable aviation fuel

Table 8: Summary of Transition Risks: Mitigation and Adaptation Measures

Transition Risk	Mitigation and Adaptation measures	
	Short term	Medium term
Climate Related Reporting Obligations	• Continue to work in tandem with Climate Transition Plan • Continue to verify emission data by third-party according to global standards for more credibility. • Continuous monitoring of emerging legislation and reporting • Supplier ESG due diligence • Devising a unit for measuring CO2e like carbon intensity	• Monitor the emerging regulation worldwide for climate related disclosures
Investor preferences for business that mitigate climate change impact and emphasize on sustainability	• Keep tracking the progress to climate-related targets	• Invest in R&D to make the operations & products more sustainable which can be used to obtain sustainability bonds to implement them.
Rising demand for green software products/ services	• Diversification of service portfolio including setting up of EaaS Platforms specific to climate needs, Climate GPT & Ecosystem Twin (AI solutions), Green IT: Digital Sobriety, Sustainable value chain & Responsible sourcing	• To capitalize on the increasing demand for sustainable solutions a dedicated Green IT services department can be set up aiming to provide services and solutions in the areas of climate change, smart spaces, sustainability and ESG.

Advancement in technology that is more energy intensive	• Investment required in R&D for
	  ○ Low-carbon services like cloud computing
	  ○ Making data centers and AI more energy efficient
	  ○ Electricity providers and innovators to help test and scale promising energy technologies like advanced renewable energy and even underwater data centers.
	• Keep assessing the plausible technological advancement areas
		• Investments required in R&D for making advanced technologies like quantum computing more energy efficient
		• Retrofitting of existing data centers

Metrics and Targets

Our Targets

1

Reduce Scope 1 and 2 emissions 96.1% by 2034 from a 2023 base year.

2

Reduce Scope 3 emissions 63.8% per unit value by 2034 from a 2023 base year.

3

Reduce Scope 1, 2 and 3 emissions 90% by 2050 from a 2023 base year.

Progress on targets

Achieve 70% Renewable energy in Synechron offices in India from base year FY22-23 to Year FY24-25	100%
Achieve 20% Renewable energy in Synechron offices in India & reduce Scope 2 emissions by 20% in FY 2023-24 from base year FY 22-23	100%
Achieve 100% Renewable energy status* for Global Synechron offices from 2025 and offset Scope 2 emissions to zero	100%

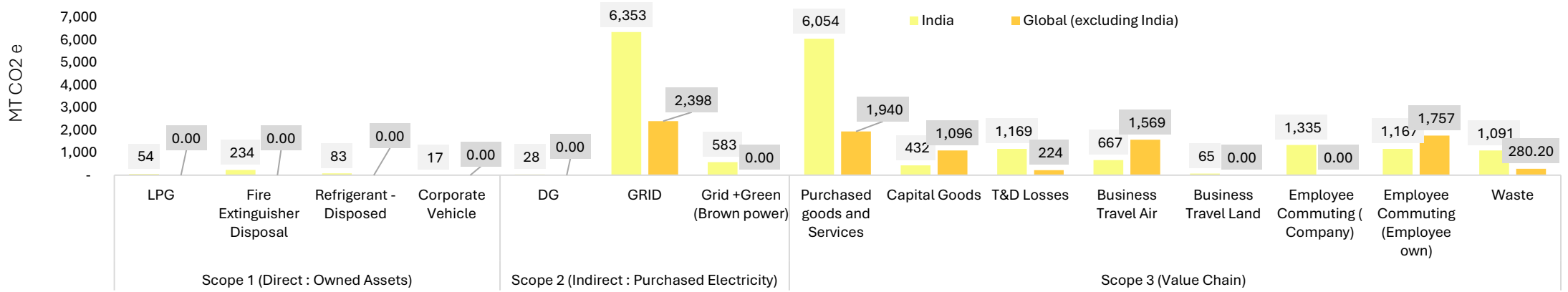
Note : These targets are currently not validated by SBTi and are subject to change following the official review.

*Plan to achieve 100% renewable and clean energy from 2025 includes procurement and iRECs (International Renewable Energy Certificates)

Our Metrics (Base Year)

Metric	Unit of measurement	Global (including India)		India	
		FY 22-23	FY 23-24	FY 22-23	FY 23-24
Emissions (Global)					
Total Scope 1 emissions (direct)	Metric tonnes of CO2 equivalent	NA	387.54	3152.70	387.54
Total Scope 2 emissions (Market based)	Metric tonnes of CO2 equivalent	NA	2397.74	5917.33	0.00
Total Scope 3 emissions	Metric tonnes of CO2 equivalent	NA	18846.99	5309.16	11981.02

Synechron's Carbon Footprint (2023 -2024: An overview of Synechron's direct, indirect and value chain emissions)



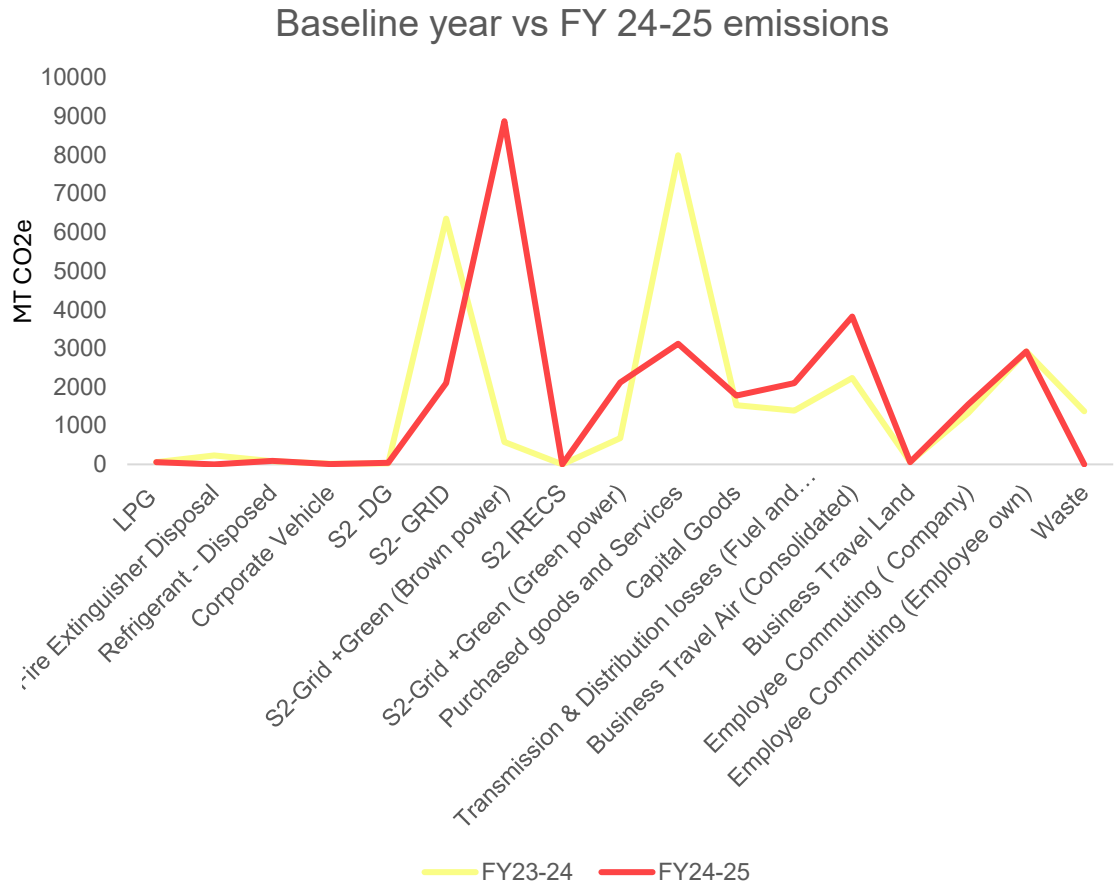
Synechron

Our Metrics (Base Year)

		Global (including India)		India	
Metric	Unit of measurement	FY 22-23	FY 23-24	FY 22-23	FY 23-24
Energy					
Total % of renewable energy consumption in energy mix (Bifurcation of fuel & electricity)	%	NA	RE Electricity- 38.03%	Electricity RE 3%	Electricity RE - 100%
Water Consumption					
Total Water Withdrawn (Water taken from source)	ML	NA	-	NA	41.57
Total Water Discharged	ML	NA	-	NA	6.62
Total Water Consumption	ML	NA	-	NA	34

Our Metrics (Base Year vs FY 24-25)

Categories **Scope**	IN MTCO2e **FY23-24**	IN MTCO2e **FY24-25**
LPG	54.40	55.90
Fire Extinguisher Disposal	233.84	0.09
Refrigerant - Disposed	82.71	88.48
Corporate Vehicle	16.59	9.39
S2 -DG	27.95	37.56
S2- GRID	6353.38	2105.11
S2-Grid +Green (Brown power)	582.65	8874.84
S2 IRECS	0.00	0
S2-Grid +Green (Green power)	680.70	2114.80
Purchased goods and Services	7994.03	3121.58
Capital Goods	1527.48	1780.54
Transmission & Distribution losses (Fuel and Other related Activities)	1393.56	2097.51
Business Travel Air (Consolidated)	2235.86	3825.50
Business Travel Land	65.19	54.14
Employee Commuting (Company)	1335.10	1557.82
Employee Commuting (Employee own)	2924.13	2924.13
Waste	1371.64	0.00



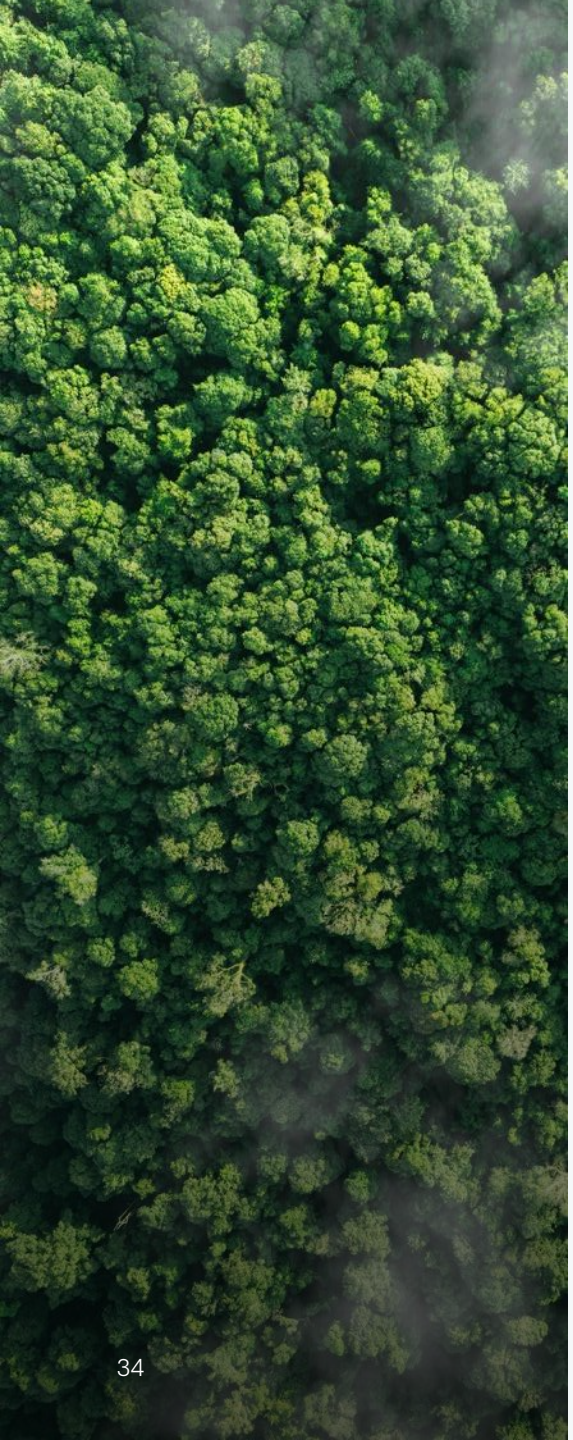
Our Metrics (FY 24-25)

All units in Megaliters (ML)	
Total Water Withdrawn(Water taken from source) (W)	61.90
Total Water Discharged(D)	52.62
Total Water Consumption ©	9.28

Note : Water consumption data is currently reported only for our India operations. For most of our international offices, water infrastructure—such as restrooms - is situated in shared facilities outside our leased office boundaries, managed by building operators. As such, direct metering and allocation of water withdrawal or discharge specific to our operational footprint is not feasible. Furthermore, water usage in these offices is operationally insignificant and restricted to incidental consumption (e.g., coffee/tea preparation). Given the absence of direct control over water utilities and the immaterial volumes involved, we consider this exclusion to be within reasonable reporting boundaries

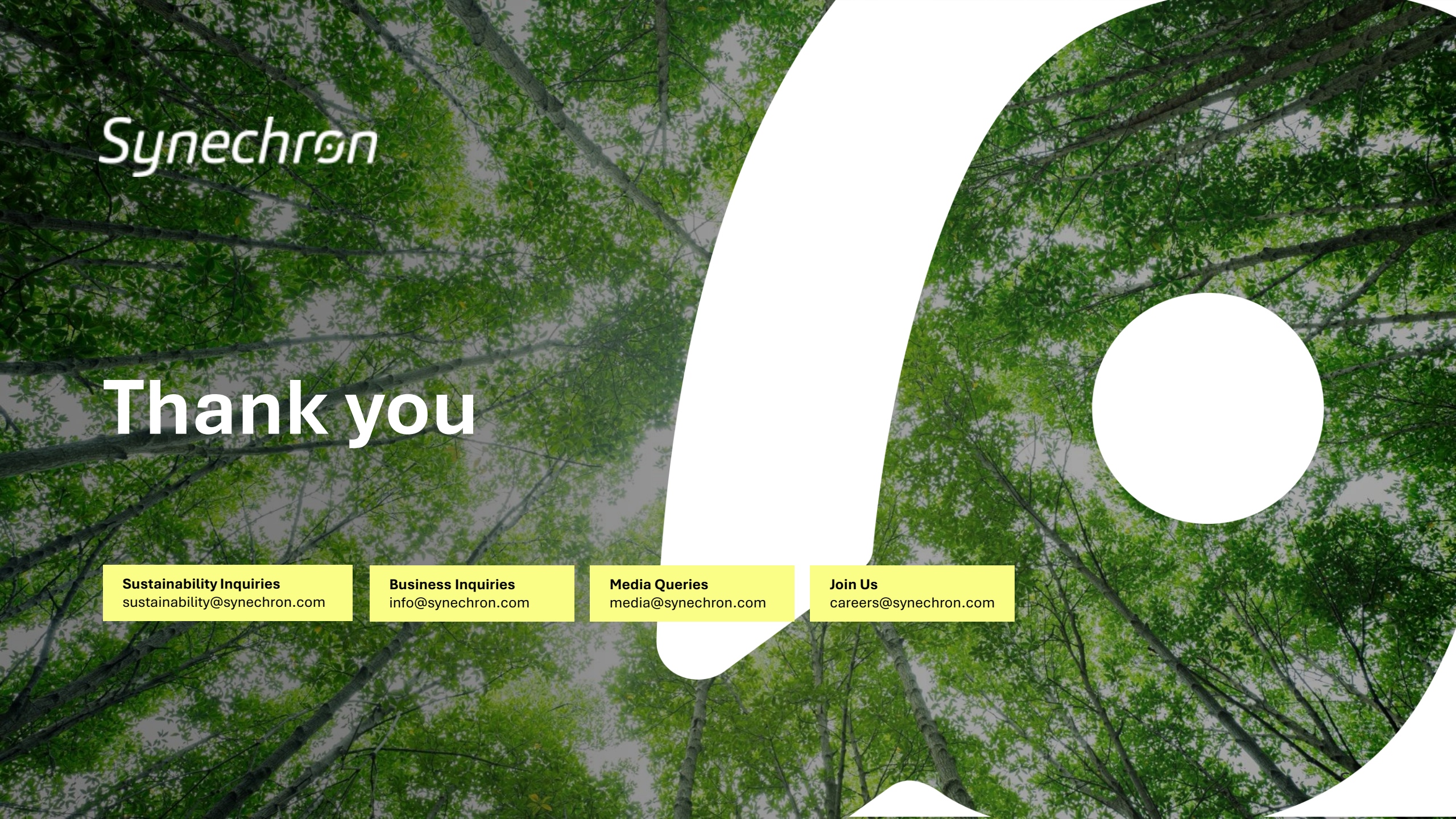
Way Forward

01	02	03	04	05	06	07
• Adopt an ICP (Internal Carbon Pricing)	• Investment in energy efficiency and procurement of renewable energy to reduce dependency on iRECs	• Sustainable business travel initiatives	• Lease agreements to have green clauses • Adequate insurance for climate risk	• Investment in green services	• Capture global metrics ensuring that each metric reflects the highest standards of accuracy and reliability	• Climate risk assessment for critical value chain partners to build resilient and low-carbon procurement strategy
						



Top focus areas for the year 2025 - 26

1. Measuring and disclosing emissions
2. Reducing direct emissions (scope 1 and 2)
3. Continuing 100% renewable energy use (via increased procurement and iRECs)
4. Engaging suppliers to reduce indirect emissions (scope 3)
5. Set science-based targets
6. Implementing internal carbon pricing for business travel
7. Investing in high-quality carbon credits (if required)



Thank you

Sustainability Inquiries
sustainability@synechron.com

Business Inquiries
info@synechron.com

Media Queries
media@synechron.com

Join Us
careers@synechron.com