

Carbon Reduction Plan

Supplier name: Zensar Technologies Limited

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Introduction

Zensar is a leading technology solutions company with a robust foundation in engineering excellence with over 10,000 associates in 30+ global locations and headquartered in India. We are very conscious of our environmental footprint while operating out of all our global facilities. We have undertaken several sustainability initiatives at our premises, primarily for reducing greenhouse gas (GHG) emissions, energy and water conservation, and responsible waste management. We believe that such efforts are instrumental in making Zensar a greener enterprise, a critical milestone in our sustainability journey.

We understand that it is essential to conduct business purposefully and take actions with integrity. We must also closely monitor the impact of our business to the local and global environments. It is crucial to drive sustainability through investments in ensuring lesser emissions and actively offsetting emissions on a continuous basis.

Zensar thrives to focus on capitalising on renewable energy, obtaining green building certifications, conducting energy management programs, minimizing waste to landfills and sustaining our water positive status. We believe these steps would help the communities we serve and the world at large.

Commitment to achieving Net Zero

Zensar Technologies Limited is committed to reach net-zero greenhouse gas emissions across the value chain by FY2045.

Baseline emissions footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: FY 2023 (1st April 2022 – 31st March 2023)
Additional Details relating to the Baseline Emissions calculations-

Zensar technologies has revised its baseline to FY2023, which is the most recent year for comprehensive data availability and the same was used for setting the emission reduction target for SBTi (Science Based Targets Initiative) aligned with the objectives of the Paris agreement to limit temperature rise to 1.5 degree Celsius and the same is approved by SBTi. Previously, we had FY2019 as the baseline year.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)		
Scope 1	341.0		
Scope 2	3,399.5		
Scope 3 (Included Sources)	Categories	Emissions	Explanation
	Purchased goods and services	2,989.0	
	Capital goods	831.3	
	Fuel and energy-related activities	622.0	
	Upstream transportation and distribution	3.6	
	Waste generated in operations	1.2	
	Business travel	1,841.1	
	Employee commuting	880.3	
	Upstream leased assets	711.2	
	Downstream transportation & distribution		Zensar is a technology solutions company dealing in conceptualizing, designing, engineering, marketing, and managing digital solutions. We do not sell any physical products which require manufacturing / processing. The emissions from these categories are not applicable to us.
	Processing of sold products		
	Use of sold products		
	End of life treatment of sold products		
	Downstream leased assets		
	Franchises		
	Total	7,879.7	
Total Emissions	11,619.9		

Current Emissions Reporting

Reporting Year: FY 2025 (1st April 2024 – 31st March 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	469.1
Scope 2	1,388.8

Scope 3 (Included Sources)	Categories	Emissions	Explanation
	Purchased goods and services	2,360.9	
	Capital goods	603.7	
	Fuel- and energy-related activities	258.9	
	Upstream transportation and distribution	1.9	
	Waste generated in operations	0.9	
	Business travel	1,613.3	
	Employee commuting	627.5	
	Upstream leased assets	575.9	
	Downstream transportation & distribution		Zensar is a technology solutions company dealing in conceptualizing, designing, engineering, marketing, and managing digital solutions. We do not sell any physical products which require manufacturing/processing. The emissions from these categories are not applicable to us.
	Processing of sold products		
	Use of sold products		
	End of life treatment of sold products		
	Downstream leased assets		
	Franchises		
	Total	6,043.5	
Total Emissions		7,901.2	

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets which are validated and approved by SBTi -

Overall Net-Zero Target: Zensar Technologies Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY2045.

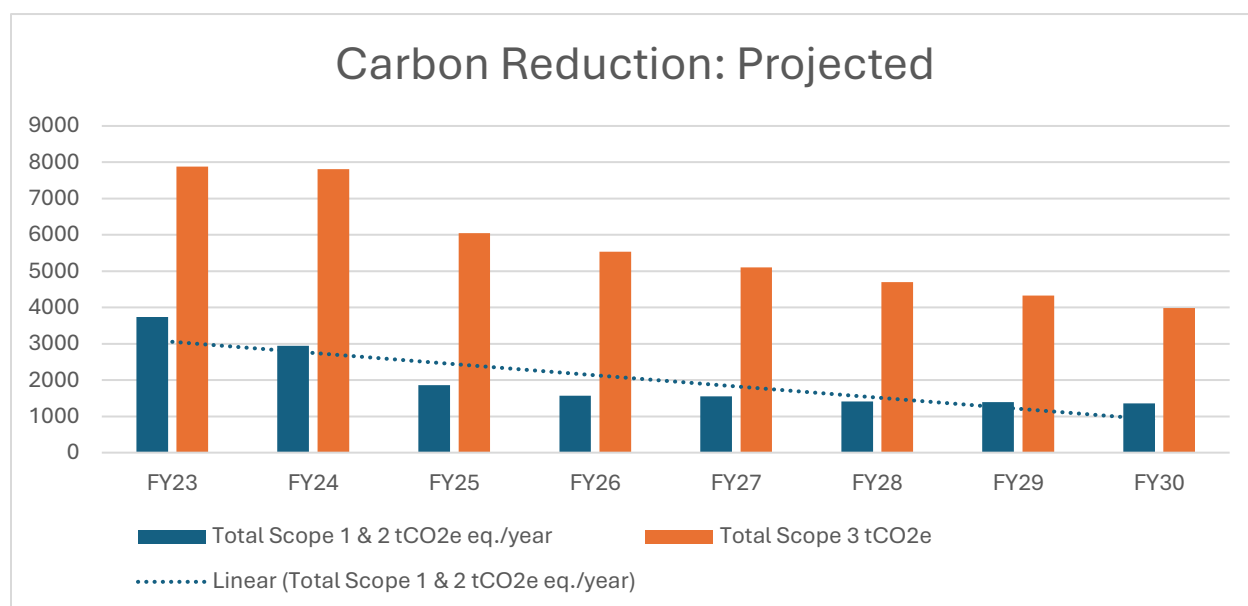
Near-Term Targets: Zensar Technologies Limited commits to reduce absolute scope 1 and 2 GHG emissions 37.8% by FY2030 from a FY2023 base year. Zensar Technologies Limited also commits to reduce absolute scope 3 GHG emissions 37.8% within the same timeframe.

Long-Term Targets: Zensar Technologies Limited commits to reduce absolute scope 1,2 and 3 GHG emissions 90% by FY2045 from a FY2023 base year.

To achieve this commitment, we have adopted the approach of prioritizing reductions in our gross emissions and shifting to renewable energy sources where relevant and feasible. We have invested in a Renewable Energy Plant and would expand that footprint

in the years to come. Our focus has been to use technology as a medium in carbon reduction. Our workforce is our greatest asset, and we continue to use technology as means to offset employee commute that otherwise has high emissions. Additionally, we have launched hybrid operating models, and resorted to online collaboration tools for meetings, among other initiatives that has shown significant reduction in energy consumption. We have also initiated several energy management and waste management programs to reduce our gross emissions globally.

Progress against these targets at a global level can be seen in the graph below:



**The above graph represents the reduction in global operational carbon emissions (Scope 1, 2 & 3)*

**We have considered approximate 5% YoY employee growth for our calculations*

**Emissions level for FY23 – FY25 are actual calculated emissions*

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented and are ongoing globally since 2020. The carbon emission due to these initiatives have led to an emission of 7,901.2 tCO₂e in FY 2025, a 32% reduction against the 2023 baseline.

On-going carbon reduction initiatives:

Zensar is on its journey towards creating a global GHG emissions reduction strategy. We

are already on the path of accomplishing it with the help of several environmental initiatives we have undertaken globally.

Following are some examples of our completed/ on-going carbon reduction initiatives which will contribute to our strategy:

- To conserve energy, we have facilitated the development of IGBC certified green offices, prioritized energy-efficient equipment, and opted for 100% LED lights and precise control of air conditioning operations, that significantly minimize our ecological footprint.
- We have made it a practice that all our new offices in India are Indian Green Building Council (IGBC) Green Interior Certified. Also, upgrades to existing facilities are also aligned with stringent environmental standards.
- Inefficient equipments and infrastructure are being replaced, upgraded, and retrofitted with more energy-efficient alternative equipment.
- In our Pune Campus, we have our own premises equipped with a Sewage Treatment Plant (STP) capable of managing sewage from multiple buildings, with a capacity of 150 KLD.
- To reduce the carbon footprint within our campus and enable easier employee commute we have facilitated Metro shuttle service at Pune.
- To monitor and control the usage of mechanical and electrical equipment like ventilations, lightings, security systems, etc., we use Building Management System (BMS) in all our owned and leased premises.
- To monitor and control the energy waste of our buildings we use the Realtime Energy Management System.
- For optimum utilization of our lighting while maximizing use of natural light, we have upgraded our conventional lighting with energy-efficient LED fittings, and motion & daylight sensors.
- We have adopted a well-defined system of segregation at source, collection, and management of both hazardous and non-hazardous waste. Further we have embraced the 3R philosophy of 'Reuse, Reduce and Recycle' to reduce waste pollution globally.
- To manage our e-waste, we have partnered with OEMs to surrender back toners and ink cartridges for recycling. We also have tied up with various government certified vendors who follow all the norms, rules, and regulations to manage & control e-waste and our IT hardware go to them for recycling.
- We transform the organic waste, comprising food and garden waste, into nutrient rich compost through an in-house Organic Waste Convertor (OWC) with a capacity to convert 500 kgs of biodegradable waste per day.
- In alignment with our commitment to conserve biodiversity and the environment, we have adopted an initiative for the maintenance of a biodiversity parks in Pune (Maharashtra, India), in collaboration with the Pune Municipal Corporation.
- By implementation of virtualization technologies, implementation of hot/cold aisles, and upgradation of IT hardware, we have enhanced the efficiency of our data centers.

Our renewable energy initiatives such as rooftop solar power, green energy procurement have achieved notable progress, particularly in reducing reliance on fossil fuels and

promoting green energy solutions. At our Pune campus, we have installed rooftop solar plant, with a capacity of 350 kWp. We further scaled up this capacity with an additional 270 kWp in FY2025, significantly reducing our dependence on fossil fuels. By end of FY25, our renewable energy percentage increased to 54.3% in our overall energy portfolio globally. We target to transition 70% of electricity usage to renewable energy by 2030.

Many of our programs mentioned above have been continuously extended to all our global locations. We have constantly been working with our landlords in these locations to manage our emissions. All our employees align with Zensar's commitment towards reducing emissions at their locations and hence try to reduce waste generation and wastage of energy by minimizing usage of plastic and paper. Our global locations have individually controlled air conditioning systems that are turned off during non-standard working hours (e.g., evenings and weekends). We have significantly reduced our business travel and employee commute at our facilities by pro-actively engaging in online collaborative platforms for meetings and opting for hybrid work model.

Our offices follow stringent safety, environmental, and regulatory standards. All delivery centers in India are ISO 14001:2015 and ISO 45001:2018 certified with DLF Hyderabad ISO 14001:2015 certified and the Pune campus is ISO 14001:2015, and ISO 50001:2018 certified. These certifications underscore our dedication to excellence in managing environmental impact, ensuring occupational health and safety as well as optimizing energy efficiency across our operations.

We are committed to achieving our net zero target and prioritizing reduction of our Scope 1, 2, and 3 emissions. To reduce our emissions, we plan to implement below initiatives-

Scope 1

- Enhance operational efficiency of our DG sets
- Improve management of fugitive emissions from HVAC units
- Transition to EVs for company-owned vehicles

Scope 2

- Design and build or lease new offices with low Energy Performance Index (EPI)
- Retrofit existing buildings to improve EPI
- Source renewable power

Scope 3

- Include a hybrid working model
- Encourage EVs adoption among employees
- Transition to EV for our owned vehicles and hired cabs
- Promote carpooling, public transport, and low to zero-emission modes of commute among employees
- Optimize business travel
- Focus on leased offices that are efficient
- Continue to procure from local vendors

In the future we hope to implement further energy efficiency improvements and increasing the renewable energy consumption.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Scope 1, Scope 2 and Scope 3 emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting^{2,3}.

This Carbon Reduction Plan has been reviewed and signed off by Senior Management Authority.

Signed on behalf of the Supplier:

Pulkit Bhandari

Chief Financial Officer – Zensar Technologies

Date: 10th September 2025

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://www.ipcc-nggip.iges.or.jp/public/2006gl/index.html>