Carbon Reduction Plan

<u>Supplier name</u>: Birlasoft Limited (including Birlasoft (UK) Limited)

<u>Publication date</u>: 9 May 2024

Commitment to achieving Net Zero

Birlasoft Limited including Birlasoft U.K. Limited are committed to become carbon neutral by 2040 and achieve Net Zero target by 2050. Birlasoft (UK) Limited is a subsidiary of Birlasoft Limited.

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: 2023		
Additional Details relating to the Baseline Emissions calculations:		
Given that Birlasoft Limited has started tracking and monitoring its emissions in the current reporting year, we have chosen 2023 as our base year. The baseline emission calculations were done for our operations in India which is the largest segment of our business. In addition, we have also included our UK business operations keeping in mind that they contribute a significantly lower headcount.		
Baseline year emissions: TOTAL (MTCO2e)		
EMISSIONS	**India**	**UK***
Scope 1	158	*Not applicable to Birlasoft operation in UK*
Scope 2	3,570	
Scope 3	4,698	9.66
Total Emissions	**8,427**	**9.66**

*: There is no Scope 1 (Direct) and Scope 2 (purchased electricity) related emissions in the U.K. office is a co-working space.

Current Year Emissions Reporting

Current Reporting Year: 2023		
EMISSIONS	**TOTAL (MTCO2e)**	
	India	**UK**
Scope 1	158	*Not applicable to Birlasoft operation in UK*
Scope 2	3,570	
Scope 3	4,698	9.66
Total Emissions	**8,427**	**9.66**

There is no Scope 1 and Scope 2 emission in U.K. office, as the Birlasoft employees currently work out of a co-working space and service charges are paid on seat basis, inclusive of electricity consumption and other services. India has own premise and leased premises across locations and therefore, accounts for Scope 1 and 2 emissions.

Scope 3 emission is estimated for selected 2 categories i.e., employee commute and business travel; the company is in process of expanding its scope of capturing data for other relevant and applicable scope- 3 categories.

Emissions reduction targets

As Birlasoft continues to grow, we are expanding the reach of our operations across the globe. We further acknowledge that an increase in our headcount has a direct impact on the absolute emissions associated with our business. We are committed to monitoring these emissions for being Carbon Neutral by 2040 and reaching Net-Zero by 2050.

Carbon Reduction Initiatives

Given our commitment to environmental sustainability, Birlasoft aims to reduce our carbon footprint, and strive towards increasingly energy efficient operations. Decarbonization is one the key focus areas of our ESG strategy. We have undertaken several initiatives across our India and UK operations, to align with this priority:

1. Green transportation being a key focus area, electric vehicles (EVs) have been introduced in our office transportation fleet to reduce diesel consumption. We use a Smart Commute application for end-to-end automation of employee transportation, as well as automated optimum routes based on address data.
2. Implementation of Project Shodhan, a CSR initiative, to significantly reduce pollution from crop stubble burning in 120 adopted villages of Punjab and Haryana by 2024.
3. Increase in renewable energy (RE) share in the total energy mix by adopting the power purchase agreement (PPA) model or sourcing power from solar parks located on the outskirts of its operational areas. Solar Water Heaters are installed for hot water usage in Kitchens on our premises.
4. Replacement of Monolithic UPS with modular UPS to reduce the power consumption by 1 lac units, leading to a reduction of 84 tons of CO_2, thereby reducing the UPS power consumption by around 10% per annum.
5. Energy savings from control of air conditioning temperature by Building Management Systems (BMS). A Variable Refrigerant Flow (VRF) air conditioning system has also been installed, resulting in substantial reduction in energy consumption, from which we have seen significant savings in energy costs.
6. Green building design considerations are also in place to reduce energy consumption and load. Some salient initiatives include building infrastructure to maximize natural light, and installation of double-glazed windows to reduce heat load.
7. All lights on our premises are converted LEDs to promote greater energy efficiency.
8. Certifications like ISO 14001: Environment Management System are in place.
9. Adopted new technology for STP to reduce energy consumption by STP.
10. Digitization of multiple processes to reduce paper waste.
11. Echo Mode usage in the internal portal reduces power consumption by optimizing the device's operations, which leads to energy savings.

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.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Name: Angan Guha

Title: Managing Director and Chief Executive Officer

Date: 09/05/24