

Synechron Sustainability Policy Statement

Version: 2.2

Sustainability Policy Statement

Introduction & Scope

At Synechron Holdings Inc. (together with any affiliate companies, subsidiaries, and fellow subsidiaries belonging to the Synechron Group, collectively the “Company” or “Synechron”), we recognize our responsibility to operate sustainably, ethically, and responsibly. As an innovative global digital consulting firm, we are committed to integrating Environmental, Social, and Governance (ESG) considerations into our business operations, decision-making processes, and corporate culture.

Our goal is to create sustainable value by seeking to:

- Minimize any negative ESG impacts and risks of our business
- Maximize the potential positive impacts of our services, people and business operations on the planet and society.

Ambition

The key ambition of this policy is to address the Environmental Dependencies, Impacts, Risks, and Opportunities. This policy is designed to systematically identify, assess, and manage Synechron’s environmental dependencies, impacts, risks, and opportunities as highlighted in the Double Materiality Assessment and Climate Risk and Opportunity Assessment. By integrating these insights into business strategy, Synechron aims to enhance resilience, drive sustainability initiatives, and create long-term value.

Commitments

To achieve its sustainability ambitions, Synechron commits to the following:

1. **100% Renewable Energy** – Synechron will aim to transition to a 100% renewable energy status across its operations, prioritizing energy efficiency and carbon footprint reduction via procurement of renewable energy and purchase of renewable energy credits.
2. **Net Zero Emissions by 2050** – Synechron will aim to reach net – zero greenhouse gas (GHG) emissions by 2050, in line with the Paris Agreement. This includes setting interim science-based targets, reducing emissions across Scope 1, 2, and 3, and investing in credible carbon removal solutions where necessary.
3. **Stakeholder Engagement and Capacity Building on Environmental Issues** – Synechron will actively engage with employees, suppliers that contribute significantly to our emissions hotspots, and clients who request climate disclosures and seek to partner with us on carbon reduction initiatives, and other stakeholders to drive awareness and action on sustainability. This includes conducting training programs, knowledge-sharing sessions, and collaborative initiatives to build capacity and integrate the best environmental practices across the value chain.
4. **UNGC Commitment** - Synechron is a member of the UN Global Compact (UNGC) for its India, U.S, U.K and France locations.

Material Topics

Our Planet & Future

We use resources wisely now to build a better tomorrow

- Climate Change: We work to minimize our carbon footprint and mitigate climate change by reducing greenhouse gas emissions through energy efficiency measures, renewable energy adoption and sustainable procurement practices. We work towards:
 - Direct GHG emissions – Reduce direct greenhouse gas (GHG emissions) through executing carbon reduction Initiatives, certifications, and efficient use of alternative energies, leading to a reduction in energy consumption.
 - Indirect GHG emissions – Reduce indirect GHG emissions through supporting suppliers to implement sustainable practices, leading to a reduction in emissions that contribute to climate change.
 - Work-from-home culture - Support a hybrid work-from-home culture leading to a reduction in the emissions produced by the operation of Synechron's offices and its contribution to climate change.
 - Align our management of climate change with recognized third-party frameworks e.g. Science Based Targets initiative, CDP.
- Circular Economy: We optimize resource use and minimize waste generation, and water use by implementing sustainable practices and technologies throughout our operations.
- Biodiversity & Ecosystems: We support efforts to protect biodiversity and natural ecosystems by minimizing our business impacts on local habitats and ecosystems.
- Pollution: We strive to minimize impacts on the air and water pollution and comply with all applicable environmental laws, regulations, and standards in jurisdiction where we operate.

Our People, Clients & Communities

We apply our entrepreneurial spirit to drive change across our value chain

- Employee Attraction & Retention: We are committed to attracting and retaining productive and talented workers by fostering a positive work atmosphere to promote engagement. This includes providing competitive pay, benefits, encouraging a healthy work-life integration and providing appropriate career and mobility opportunities.
- Client Delivery and Sustainability Enablement: We work to close the skills, knowledge and implementation gap that our current and prospective customers have in achieving their sustainability ambitions through the use of our products and services.
- Diversity, Equity and Inclusion: We are committed to fostering a diverse, inclusive, and equitable workplace where all employees are treated with respect, dignity, and fairness, regardless of their race, ethnicity, gender, sexual orientation, disability, or other characteristics.
- Health, Safety and Well-being: We prioritize the health, safety, and well-being of our employees by providing a safe work environment, promoting work-life balance, and offering support programs and resources.
- Societal Impacts: We actively engage with the communities where we operate by supporting local initiatives, volunteering, and contributing to social development projects.
- Human Rights: We uphold human rights principles and ensure that our business practices do not contribute to or enable human rights abuses in any form.

Our Integrity & Accountability

We ensure our value-driven approach enables a best-in-class business

- **Business Conduct:** We conduct our business with the highest standards of integrity, honesty, and transparency, and we comply with all applicable laws and regulations.
- **Information Security:** We prioritize the protection of customer data and information security by implementing robust data privacy and cybersecurity measures and adhering to relevant data protection laws and regulations.
- **Sustainable Procurement:** We collaborate with our suppliers to reduce impacts across our value chain.

Implementation and Monitoring

We have operationalized our Sustainability Strategy by:

- **Governance:** We maintain effective corporate governance structures and processes to promote accountability, oversight, and responsible decision-making at all levels of the organization.
- **Responsibility:** All employees, managers, and executives are responsible for implementing and upholding this sustainability policy in their respective roles and areas of responsibility.
- **Training and Awareness:** We provide ongoing ESG training and awareness programs to ensure that employees understand their roles and responsibilities under this policy and are equipped with the knowledge and tools to support our sustainability objectives.
- **Monitoring and Reporting:** We regularly monitor our sustainability performance, track key performance indicators, and report on progress to stakeholders internally and externally. We also conduct periodic reviews and assessments to identify areas for improvement and opportunities for innovation.
- **Culture:** We strive to enhance sustainability culture and integration and work to ensure:
 - Our mission, vision and core values address sustainability-related risks;
 - The tone from leaders conveys expectations on sustainability, and management carry out the entity's mission, vision, core values and strategy;
 - We are hiring the right talent and that our selection process is compatible with building an inclusive and talented workforce that reflects our business needs
 - We empower people and give authority to teams that can make decisions by considering sustainability information reflecting local knowledge
 - Our culture promotes employee behaviors that are consistent with our core values.

Responsibility:

Our dedicated Global Sustainability Team oversees the creation, periodic review and implementation of the policy. Approval of the sustainability policy sits with the President, ensuring it remains aligned with Synechron's strategic goals and regulatory requirements.

Review & Communication:

The sustainability policy will be reviewed annually to ensure its effectiveness and relevance. Stakeholders will receive updates as needed through appropriate channels to support transparency and engagement.

Conclusion

At Synechron, we are committed to being responsible corporate citizens and making a positive impact on society and the environment. This Sustainability Policy Statement reflects our dedication to environmental sustainability, social responsibility, and ethical business practices, and we continue to strive for excellence in sustainability performance in all aspects of our business.