

Our Environmental, Social and Governance approach Our ESG vision and supporting framework sets

the direction we take to drive sustainability throughout our own operations, our culture and through the software we develop. We are committed to reducing our impact on the planet. We

aspire to lead by example on how we measure, mitigate and report on our Greenhouse Gas (GHG) emissions and to working across our entire value chain to accelerate the transition to net zero global economy.



2030: Achieve net zero emissions across our operations (Scopes 1 and 2) and halve our Scope 3 emissions*

Climate action goals

2050: Achieve net zero emissions across our value chain (Scopes 1, 2 and 3)* *Undergoing review by SBTi

Our carbon emissions across our value chain







Business travel Scope 3 Upstream



Scope 3 Upstream A deep dive into our data



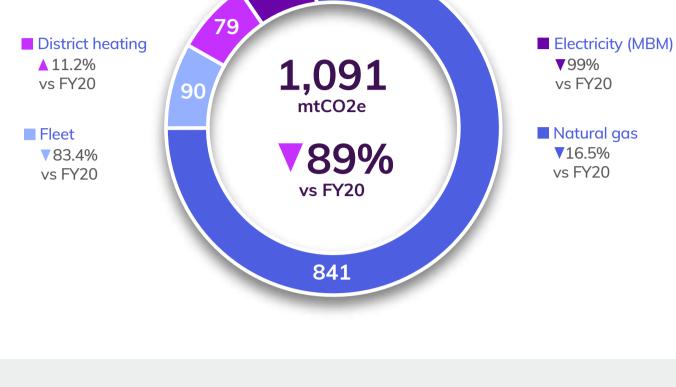
Scope 3 Upstream





81

FY22 Total scope 1 & 2 operational footprint



FY22 Scope 3 Value Chain Footprint 379,550 mtC02e (1.3% vs FY20)







Fuel and energy related activity

2,203 mtC02e

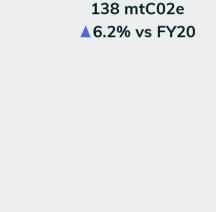
▲21.3% vs FY20







Our road to net zero



Financial Disclosures (TCFD) framework • Engaging with top 150 suppliers through CDP's

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supply chain platform

Based Targets initiative (SBTi):

2020-2022: Milestones

• Procured 100% renewable energy in FY22

• Aligned with the Task Force on Climate-Related

• Set emission reduction targets aligned with Science

• Pursuing ISO14001 certification in Hyderabad, India

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2025–2030: Scaling up to hit emissions reduction targets • Explore sustainable natural gas or electric heating • Advance sustainable business travel choices • Source at least 5% sustainable aviation fuels (SAF) • Continue investing in Renewable Energy Certificates (RECs)

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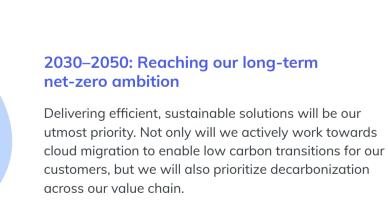
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• Target a 100% reduction of our company fleet

• Verify GHG inventory using external auditors

green product design principles





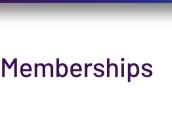
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FTSE4Good

BUSINESS 1.5°C









WE SUPPORT











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