

**Energy &
Environment Policy**

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REVISION HISTORY

Date	Version No.	Prepared By	Reviewed By	Approved By	Summary of Changes
5 th Jun 26	1.6	Aniket Kulkarni Manager QMG	Sandhya Duvvuri (AVP QMG) Rajashree Laad (VP QMG)	Uma Thomas EVP & CRO	<ul style="list-style-type: none"> • Included revised environmental goals in section 3.2 • Added Section 5 Stakeholder Engagement & Consultation & Section 7 Policy approval & Endorsement

Table of Contents

Contents

1. Introduction	3
2. Scope	3
3. Building a sustainable Hexaware	3
3.1 Reducing operational footprint	3
3.2 Management of energy & climate change risks	4
3.3 Commitment to environmental stewardship	5
3.4 Compliance with legal & regulatory requirements	5
3.5 Adopting global best practices.....	6
4. Review of policy	6
5. Stakeholder Engagement & Consultation	6
6. Communication of this policy to stakeholders	6
7. Policy Approval and Endorsement	6

1. Introduction

Hexaware Technologies and our subsidiaries are engaged in information technology consulting, software development and business process services. With more than three decades of experience, we are a next generation IT and consulting service provider. Our innovative and tailor-made technology solutions enable our clients to achieve operational excellence and enhance customer experience.

As a responsible corporate citizen, we are committed to reduction of carbon emission and environment sustainability. We demonstrate a high level of commitment to protect the environment and ensure a safe and healthy workplace for our employees.

Our business operations and value chain result in direct and indirect impact on the environment on account of use of energy, materials, water and land as input-factors and generation of waste as byproducts. Hexaware therefore recognizes its fiduciary responsibility to minimize the environmental impact of its business activities and to protect the ecological ecosystem.

A fundamental principle of our approach is that our energy and environmental policy must address not only immediate imperatives of operational efficiency but must also incorporate a longer-term view of energy, environmental and social stewardship towards future generations.

2. Scope

This policy is applicable across the operational boundary of Hexaware and its material subsidiaries. The policy also applies to suppliers, vendors, logistics, subsidiaries, joint ventures, distributors, business partners, agents, advisors.

3. Building a sustainable Hexaware

We recognize the importance of addressing risks due to climate change and the environmental impacts of our business activities and hence, we are striving to continually improve our energy and environmental performance across our operations and value chain.

3.1 Reducing operational footprint

Hexaware will strive to reduce and minimize the ecological footprint of its internal operations.

Our focus will primarily be on three dimensions:

- Reduce our Energy and GHG (Greenhouse Gas) footprint, and achieve our commitment to net-zero
- Increase efficiency of use and recycling of water, thereby reducing water withdrawal and consumption volumes
- Sustainable waste management minimizing waste-to-landfill

We plan to achieve the above through an approach of -

- (i) Setting stringent goals that are based on globally accepted scientific principles,
- (ii) Establishing good governance and robust execution processes and
- (iii) Implementing best practice solutions and technologies

Transparency: Hexaware commits to being transparent about its goals and progress on sustainability with all its stakeholders. We believe this is central to our culture of continuous improvement. We will engage with multiple platforms of disclosure in the public domain as well as in response to specific customer queries/RFPs/Third Party Risk assessments.

We are integrating critical environmental issues into our core business strategy. The key elements of this are the incorporating of energy and environmental risks into our Enterprise Risk Management (ERM) framework, improving resource and cost efficiencies of our operations through sustainable procurement policies and customer stewardship.

3.2 Management of energy & climate change risks

- For managing environmental & climate related risks,
 - Hexaware adheres to practices of “Task Force on Climate-related Financial Disclosures (TCFD)” which is a framework providing guidance on Climate Risk Management. The climate risks will be managed as per the Risk Management process i.e. Identification of risk, Assessment of risk and Treatment & monitoring of risk. Establish energy performance indicators (EnPIs), energy baseline(s) (EnBs), objectives and energy targets, and action plans necessary to deliver results that will improve energy performance Monitoring and reducing the organization’s energy consumption and carbon footprint. Implement the action plans, operational and maintenance controls and communication, ensure competence and consider energy performance in design and procurement
- We follow below industry best practices
 - Promote energy & environmental awareness and conduct trainings among our employees and suppliers while encouraging participation and consultation. We encourage renewable electricity procurement practices to reduce our carbon footprint and support the clean energy transition, prioritizing solutions that deliver measurable emissions reductions and additional renewable capacity. Communicate energy & environmental commitment to our stakeholders and encouraging them to support it. Carry out energy & environmental due diligence before undergoing mergers and acquisition. We prohibit funding for climate-denial initiatives and for lobbying intended to undermine climate regulations
- **We have defined & published below Environment related goals on our website www.hexaware.com:**
 - Transition to 85% of campus electricity usage to renewable sources by 2030
 - Achieve net zero GHG emissions (scope 1 & 2) by 2040 with an interim goal of cutting emissions by 42% by 2030 from a 2023 baseline
 - Reduce Scope 3 emissions per employee by 97% by 2040 compared to 2023 levels, with a short-term target of a 51.6% reduction per employee by 2030
 - Progressively apply carbon offsets for residual emissions beginning in 2035
 - Maintain ISO 14001 and ISO 50001 certifications and strengthen environmental management practices
 - YoY reduction in energy intensity (KWh/emp) by 2%
 - Maintain all our campuses free of single-use plastic
 - Achieve water neutrality by 2030 for owned operation
 - Maintain zero waste to landfill at owned facilities
 - Achieve Zero Liquid Discharge at three owned campuses (Chennai, Pune, Nagpur) by 2027

3.3 Commitment to environmental stewardship

At Hexaware, we are committed to -

- Circular-economy strategy centered on the mantra of 5 R’s: Refuse – Reduce – Reuse – Repurpose – Recycle
- Complying with all the applicable laws, regulations and mandatory standards and taking environmental actions beyond regulatory compliance
- Promoting efficient use of materials and resources throughout our facilities including water, electricity, raw materials, and other natural resources by recycling and re-using wherever possible.
- Avoiding use of hazardous materials and products, seeking substitutions wherever feasible, and taking measures to protect human health and the environment while using, storing and disposing such material
- Engaging in integrated, multi-stakeholder landscape initiatives to promote shared sustainability goals
- Monitoring, preserving, enhancing biodiversity in our campuses and avoiding negative impacts on threatened and protected species
- Adopting green initiatives and encouraging employees to adhere to them
- Minimizing the environmental impact and damage of activities by setting targets and objectives and periodically reviewing our current and planned future activities.
- Monitoring, tracking, reporting and continually improving environmental performance
- Purchasing and using products that are compliant with environmental & safety standards and regulations.
- Implementing nature-based solutions that support landscape restoration and long-term protection of natural ecosystem
- Stakeholder engagement and capacity building on environmental issues

We have defined & published below Waste management related goals in our website:

- Maintain all our campuses free of single use plastic

3.4 Compliance with legal & regulatory requirements

- Energy and Environmental regulations have a critical role to play in sustainable development. Hexaware complies in letter and spirit with all energy and environmental laws, regulations, codes of practice and directives, as applicable to us in every geography we operate in.
- We use “Compliance Manager tool” to track & report all applicable legislations, acts, rules across the countries wherever Hexaware operates.

3.5 Adopting global best practices

- As a global leader in sustainability, we will constantly benchmark with leading practices from across the world and meet and exceed those standards. As part of this, we will actively engage with globally accepted frameworks and calibrate our environmental policies and programs accordingly.
- We have been certified with ISO 14001:2015 Environmental Management System, ISO 45001:2018 Occupational Management System and ISO 50001:2018 Energy Management System.
- We have taken measures to adopt opportunities in clean technologies.
- We encourage energy- and environment-related grievances through our whistleblower mechanism, and we actively monitor adherence to our environmental policy, identify non-compliance, and flag potential greenwashing concerns
- We conduct regular internal and external review/audit of our energy and environmental management systems and the energy and environmental performance to transparently communicate to our stakeholders.

We monitor energy and environmental performance against defined targets, integrate those targets into our governance processes, and take timely corrective action to drive continuous improvement toward our sustainability goals

4. Review of policy

This policy will be reviewed at least annually or as & when required

5. Stakeholder Engagement & Consultation

Hexaware ensures that external stakeholders, including clients, suppliers, regulators, industry associations, and communities, are systematically consulted in the development, implementation, and periodic review of this Environmental Policy.

Structured engagement mechanisms are used to capture stakeholder expectations, emerging environmental concerns, and regulatory developments, and such inputs are integrated into policy updates, environmental objectives, and performance improvement initiatives.

6. Communication of this policy to stakeholders

This policy is available to internal stakeholders (employees, contractors, and retainers) on the company's PRIME portal.

External stakeholders can view this policy by visiting the "Environmental, Social & Governance" section on the company's website (www.hexaware.com).

7. Policy Approval and Endorsement

This Energy & Environment Policy has been reviewed and approved by Hexaware's Executive Management and is endorsed at the highest level of organization. Where applicable, the policy is also presented to the Board of Directors / relevant Board Committee for oversight.

Energy & Environment Policy

This policy is subject to periodic review and approval by Executive Management in line with evolving regulatory and organizational requirements.