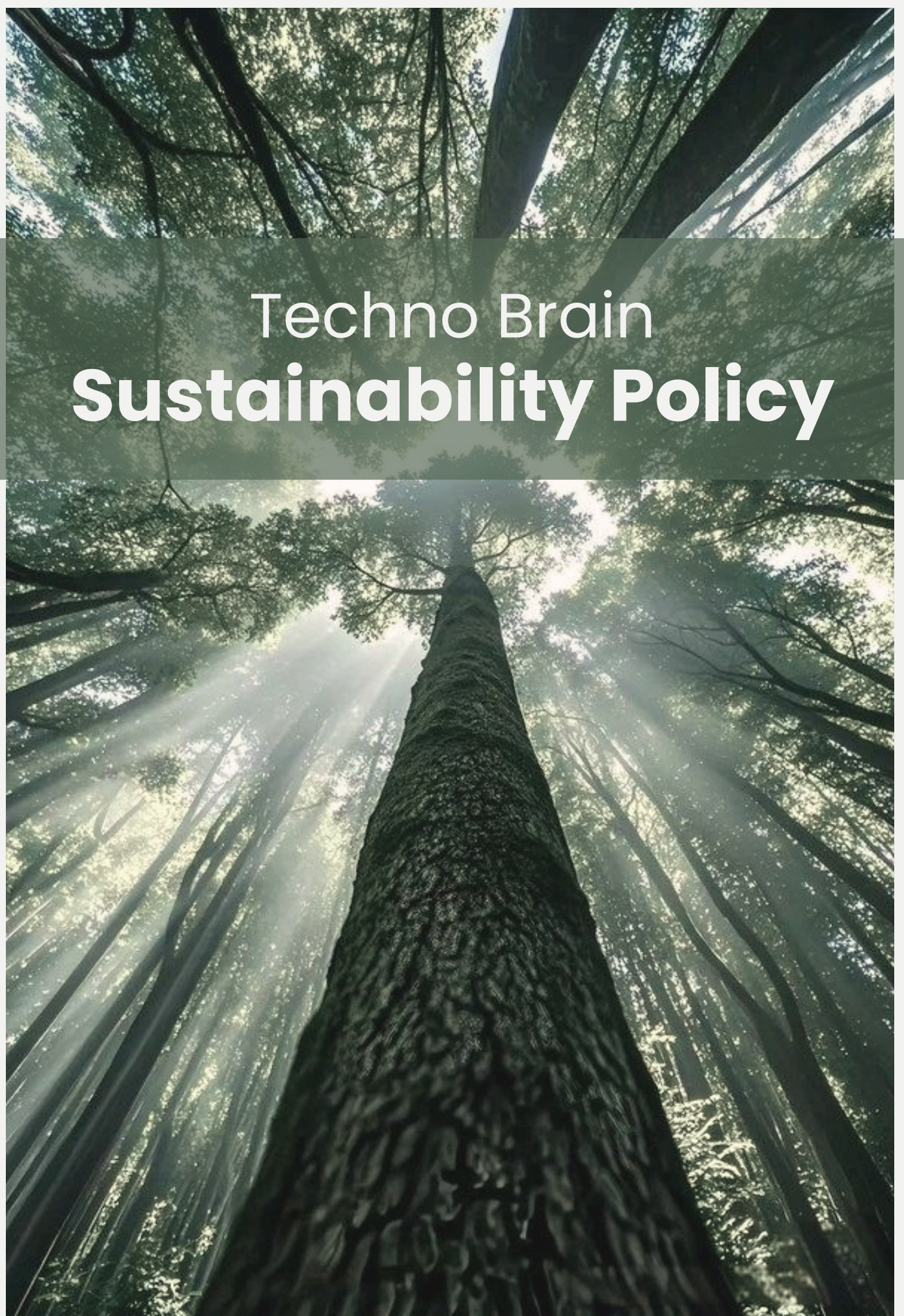




Techno Brain **Sustainability Policy**

Revision History

Version Number	Creation/ Revision	Prepared /Updated By	Reviewed By	Approved By	Change Description
1	1 Jul 2026	Nominated employees	Departmental Heads and	Leadership team	



1. Purpose

To establish a unified framework for promoting environmental stewardship, reducing carbon emissions, and fostering sustainable practices across all global operations. This policy reflects Techno Brain's long-term commitment to social responsibility, ethical governance, and climate action, ensuring that sustainability is embedded into every level of decision-making and business process.

2. Scope

This policy applies to all Techno Brain entities, business units, employees, suppliers, and partners globally.

3. Policy Commitment

Techno Brain strives to operate responsibly by balancing innovation, profitability, and sustainability. We are committed to:

1. Reducing our environmental impact across operations and supply chains.
2. Embedding sustainability principles into technology and service delivery.
3. Promoting inclusive growth through community engagement and ethical business conduct.
4. Adopting science-based emission reduction goals with defined short-term and long-term timelines.
5. Ensuring transparent ESG disclosures through globally recognized frameworks such as CDP, GRI or equivalent.

4. Guiding Principles

1. Integrate sustainability and ESG considerations into all major business decisions.
2. Minimize our carbon footprint through energy efficiency, renewable sourcing, and responsible consumption.
3. Conduct regular ESG risk assessments and internal sustainability audits.
4. Maintain transparency in sustainability reporting and data disclosure.
5. Foster innovation that supports the global transition to a low-carbon economy.
6. Collaborate with employees, partners, and communities to advance sustainability goals.
7. Ensure continuous improvement through measurable targets and third-party validation.

5. Emissions and Climate Management

5.1 Measurement and Coverage

Techno Brain measures and reports greenhouse gas (GHG) emissions covering:

- Scope 1: Direct emissions from owned or controlled sources (e.g., fuel combustion in vehicles or generators).
- Scope 2: Indirect emissions from purchased electricity, steam, heating, and cooling.
- Scope 3: Other indirect emissions from business travel, supply chain activities, waste, and employee commuting.

All emissions are measured using the GHG Protocol Corporate Standard and reported in CO₂ equivalent (CO₂e) metrics.

5.2 Science-Based Targets (SBTs)

Techno Brain commits to Science-Based Targets (SBTs) aligned with the Science Based Targets initiative (SBTi) to limit global temperature rise to 1.5°C above pre-industrial levels.

Category | Target Horizon | Goal

Short-Term Target (5–10 Years) | 2025–2035 |

Reduce absolute Scope 1 and Scope 2 GHG emissions by 50% from the 2024 baseline. Reduce Scope 3 emissions intensity per revenue by 35%.

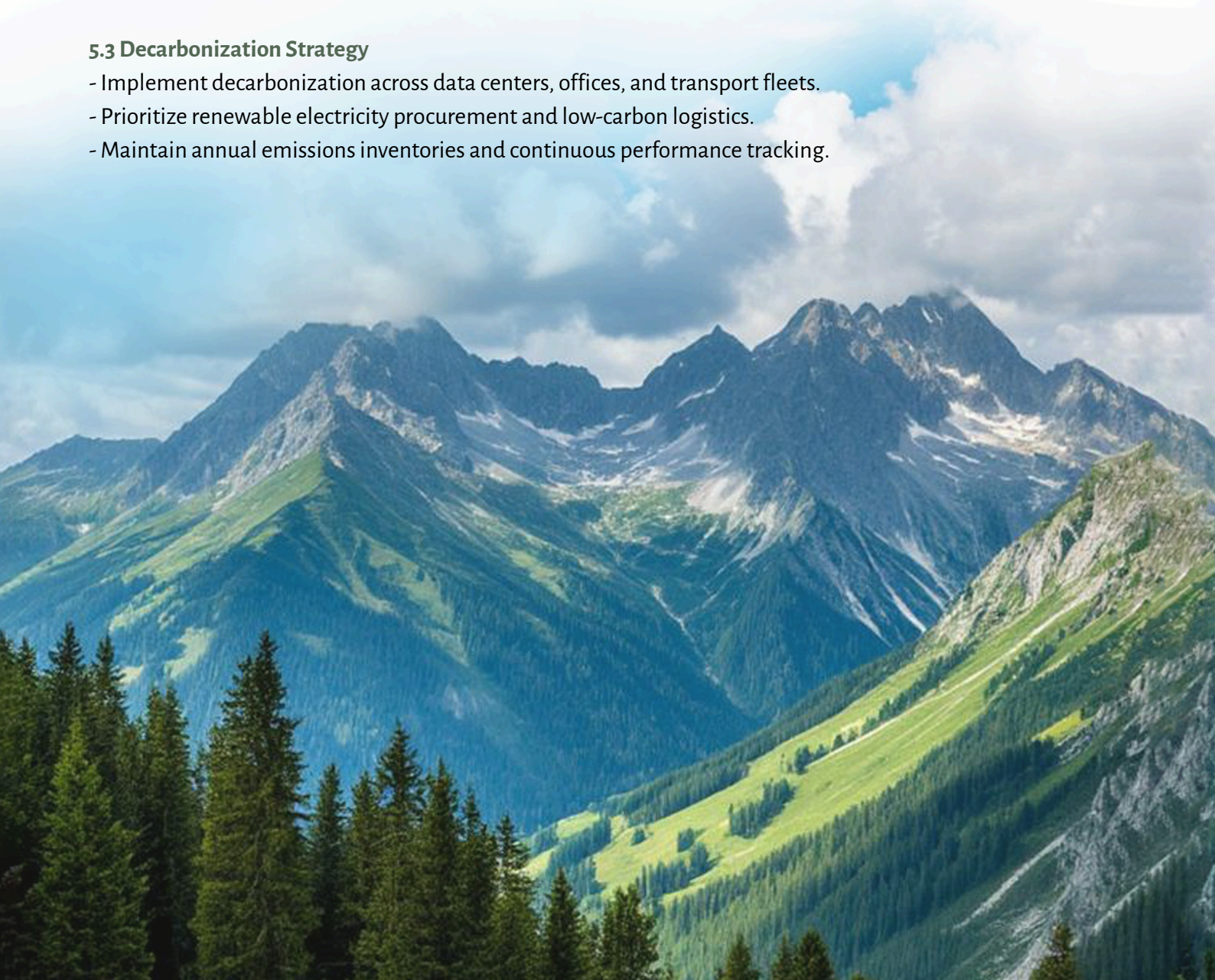
Long-Term Target (>10 Years) | By 2050 |

Achieve Net-Zero emissions across Scope 1, 2, and 3 through renewable energy adoption, supplier engagement, and carbon removal initiatives.

All SBTs will be documented and submitted for SBTi validation and shared with relevant clients, including Mastercard, within 12 months of this policy's effective date.

5.3 Decarbonization Strategy

- Implement decarbonization across data centers, offices, and transport fleets.
- Prioritize renewable electricity procurement and low-carbon logistics.
- Maintain annual emissions inventories and continuous performance tracking.



6. Energy Efficiency and Renewable Transition

1. Transition progressively to renewable energy sources, such as solar Energy.
2. Deploy energy-efficient infrastructure across facilities, data centers, and IT systems.
3. Incorporate smart metering and automation to monitor energy consumption and identify savings opportunities.



7. Waste and Resource Management

1. Adopt a reduce, reuse, recycle (3R) framework across all operations.
2. Implement safe and compliant e-waste and hazardous waste management programs.
3. Prioritize digital transformation and paperless operations through secure cloud-based systems.
4. Partner with certified recyclers to ensure environmentally responsible disposal.
5. Reduce waste and pollution: Promote reusable products like menstrual cups to cut down on plastic and sanitary waste. Through partnerships Techno Brain shall distribute the reusable cups to its staff and other stakeholders to replace disposable pads, reducing landfill and plastic pollution. This will benefit families to save money, allowing more investment in sustainable livelihoods.



8. Sustainable Procurement and Supply Chain

Integrate sustainability performance into supplier evaluation and selection.

1. Encourage suppliers to disclose ESG data and adopt SBT-aligned goals.
2. Conduct supplier sustainability assessments and take corrective actions for non-compliance.
3. Prioritize local and low-carbon sourcing to reduce transportation-related emissions.

9. Biodiversity, Water, and Ecosystem Preservation

1. Conserve water through efficient fixtures and rainwater harvesting through education and training.
Participate in outreach activities such as community education days to build awareness of biodiversity through schools, workshops, and youth programs and other club activities.
2. Support biodiversity restoration and urban greening initiatives.
3. Ensure that construction or renovation minimizes ecological disruption.
4. Protect local ecosystems: Involve communities in reforestation and habitat restoration. Tree planting projects additionally prevents erosion.
5. Urban greening i.e. Pocket parks: Convert small unused plots into green spaces with native plants.



10. Circular Economy and Innovation

1. Promote refurbishment, reuse, and modularity in IT assets and equipment.
2. Extend product lifecycles through maintenance and recycling partnerships.
3. Use AI, IoT, and analytics to optimize energy and resource utilization.

11. Employee Awareness and Engagement

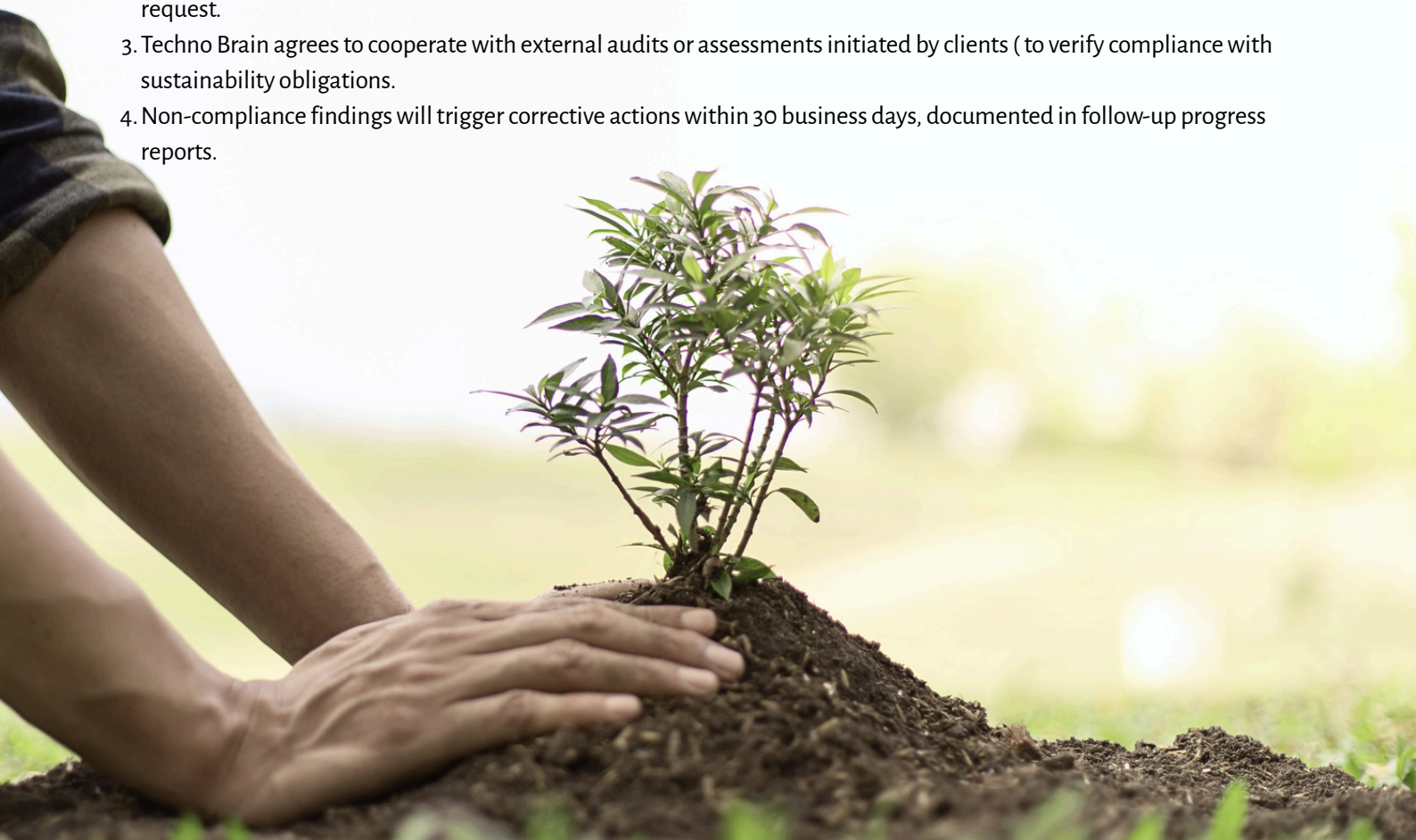
1. Conduct sustainability and ESG training for all employees.
2. Encourage green commuting, Hybrid/remote work, and digital collaboration to minimize travel emissions.
3. Recognize sustainability champions and encourage employee-led environmental programs.
4. Support community volunteering for climate and education initiatives.

12. Governance, Accountability, and Reporting

1. The Sustainability Lead / ESG Manager will oversee implementation, monitoring, and compliance.
2. Cross-functional teams (HR, IT, Finance, Procurement, and Operations) shall integrate sustainability into their departmental plans.
3. The Executive Leadership and ESG Steering Committee will review progress biannually.
4. Annual Sustainability Reports will disclose performance, metrics, baselines, improvement plans, and SBT progress.

13. Disclosure, Verification, and External Audit

1. Techno Brain shall disclose accurate Scope 1, 2, and 3 data annually via CDP or equivalent platform.
2. Progress reports, baseline data, and remediation plans will be provided within 30 business days of client or regulator request.
3. Techno Brain agrees to cooperate with external audits or assessments initiated by clients (to verify compliance with sustainability obligations).
4. Non-compliance findings will trigger corrective actions within 30 business days, documented in follow-up progress reports.



14. Continuous Improvement and Policy Review

1. The policy will be reviewed annually to reflect emerging global standards, client commitments, and updated SBTi requirements.
2. Revisions will incorporate lessons learned, technological advances, and new legal requirements.
3. Continuous improvement will be guided by key performance metrics, including emission reduction progress, renewable adoption rate, and supplier engagement scores.

15. Effective Date

Effective Date: July 1, 2026

Next Review Date: June 30, 2027

Approved by: Executive Leadership, Techno Brain GBS LLC

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