Genpact Limited

CDP Corporate Questionnaire 2026

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Read full terms of disclosure

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09/15/2026, 06:13 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:

☑ English

(1.2) Select the currency used for all financial information disclosed throughout your response.

Select from:

☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:

☑ Privately owned organization

(1.3.3) Description of organization

Genpact (NYSE: G) is an agentic and advanced technology solutions company. We run mission-critical operations for the world's leading enterprises, build and deploy the AI, data, and technology systems that power those operations, and embed our agentic products into the enterprise platforms our clients already use. Through our Agentic Operations approach, we combine AI agents, data, workflows, and human oversight to deliver measurable outcomes across finance and risk, supply chain, and core operations in banking and insurance, among others. Built on decades of process intelligence that compounds with every transaction, every exception, every client, we measure, govern, and own the outcomes we deliver through the last mile. That's what it means to be on it. And we are on it because we have always been in it. We have 100+ delivery centers across more than 25 countries, 800+ Global Clients, and 140k+ employees across 35+ countries. At Genpact, we recognize that how we operate, serve our clients, and build resilience has an impact beyond our business. This shapes how we raise the bar for ourselves and every community we touch. As an agentic leader, we hold ourselves to high standards as we apply advanced technology solutions responsibly. We have not only advanced but exceeded many of our near-term targets. We reduced Scope 1 emissions by 43%, Scope 2 by 26%, and Scope 3 by 13%. Our share of renewables in global energy usage more than doubled, rising from 23% to over 40%, and our emissions intensity per employee dropped by 31%. These results reflect our disciplined growth. Having a positive impact on the communities in which we operate is embedded in our approach. Our volunteer efforts have reached more than 32.2 million lives worldwide, and our teams completed 12.5 million training hours in 2025 alone, a direct investment in our people and the work they do. We firmly believe that diverse perspectives lead to stronger solutions for our clients and unlock the full potential of our people. We continue to invest in our next generation of

leaders through initiatives such as our Women's Leadership Program, now entering its fourth cohort, Pay it Forward, and structured leadership journeys that build capability across stages, from emerging leaders to senior executives. Today, women make up 42% of our global workforce, reflecting our commitment to equitable representation at scale while complying with all applicable local laws. Inclusivity and integrity are operating principles that guide us in building a global organization that endures. We are proud that our commitment to accountability is being recognized. The Carbon Disclosure Project awarded us an A rating for climate change disclosure, and Sustainalytics named us an ESG Industry Top Rated company for the fourth consecutive year. Forbes recognized us on the World's Best Employers list for the fourth year running and Ethisphere honored us as one of the World's Most Ethical Companies for an eighth year in a row. Avtar inducted us into its Hall of Fame for Best Companies for Women. Sustainability progress, like any progress, is earned inside the work. That's how we approach it: in our own operations, in our clients' businesses, and in the communities where our people live and work. Genpact's decades of context-rich process intelligence set us apart: we understand how organizations actually work, where inefficiencies live, and how to make them more effective – for every client, in every operation. Our shift to agentic operations is itself a sustainability story: doing more with less, faster, and with greater accountability at the last mile. Sustainability is not a program we run. It is how we run. [Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2025

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 2 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:
☑ 2 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:
☑ 2 years
[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

5080000000

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Yes

[Fixed row]

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:
☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

G

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

529900OSEC6Q0L4L5B35

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

(BMG3922B1072)
[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

☑ China
☑ Egypt
☑ India
☑ Mexico
☑ Poland
☑ Bermuda

☑ Japan
☑ Brazil
☑ Romania
☑ Bulgaria
☑ Colombia
☑ Malaysia
☑ Australia
☑ United Kingdom
☑ United States of America
☑ Germany
☑ Hungary
☑ Guatemala
☑ Costa Rica
☑ Netherlands
☑ Philippines
☑ South Africa

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:
☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply
☑ Upstream value chain
☑ Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:
☑ Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:
☑ Tier 2 suppliers

(1.24.7) Description of mapping process and coverage

Building on our supplier governance framework, which screened 100% of new suppliers during onboarding, in 2025 we strengthened our supplier mapping and sustainability assessment process. We screened over 75% of new vendors against our sustainability criteria during onboarding and collaborated with third-party experts to enhance our supplier governance processes by introducing additional sustainability parameters. Using the EcoVadis platform, we assessed the sustainability risk ratings of 1,617 existing suppliers and new vendors, evaluating environmental and social risks based on supplier industry, geographic presence, and sustainability performance. The assessment covered key ESG topics including greenhouse gas emissions, energy, water, biodiversity, environmental impact, labor and human rights, health and safety, working conditions, diversity, child labor, ethics, and regulatory compliance. In addition, we conducted a detailed sustainability maturity assessment for our top 20% of suppliers to evaluate sustainability performance, identify improvement opportunities, capture supplier-specific emissions data, and strengthen supplier engagement. We also enhanced our supplier onboarding questionnaire with additional sustainability-related questions to improve supply chain transparency and support more informed supplier risk management. As a result of the value chain engagement, our scope 3 emissions have reduced by ~4% compared to the base year emissions in CY2025.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

2

(2.1.4) How this time horizon is linked to strategic and/or financial planning

This time horizon is integrated into Genpact's strategic and financial planning through its sustainability strategy, enterprise risk management, and climate transition planning. It guides the implementation of near-term climate targets, operational investments, renewable energy adoption, emissions reduction initiatives, and risk management actions while supporting business resilience, operational efficiency, and long-term value creation for stakeholders.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

5

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Genpact has committed to and received validation for its near-term Science Based Targets (SBTs), which include a 69.5% absolute reduction in Scope 1 and Scope 2 emissions and a 54.6% absolute reduction in Scope 3 emissions by 2032, from a 2019 base year. These targets are integrated into our business strategy and decarbonization roadmap and support our long-term sustainability commitments. When assessing the impact of climate-related risks and opportunities, our assessment is predominantly conducted over a five-year strategic and financial planning time horizon, while also considering the longer-term implications of achieving our 2032 climate targets.

Long-term

(2.1.1) From (years)

6

(2.1.2) Is your long-term time horizon open ended?

Select from:

☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

We consider any material climate-related risk beyond six years as long-term, with carbon taxation and the transition to a low-carbon economy being key considerations. This time horizon is aligned with our long-term Science Based Targets initiative (SBTi)-validated targets to reduce absolute Scope 1 and Scope 2 GHG emissions by 90% and absolute Scope 3 GHG emissions by 90% by 2050, from a 2019 base year. We also commit to reach net-zero greenhouse gas emissions across the value chain by 2050. From a strategic perspective, we seek to understand longer-term emerging climate trends and their potential implications for our business, operations, and value chain so that we can respond appropriately. As a provider of technology, consulting, and digital services, we operate in a rapidly evolving sector, and time horizons beyond five years remain inherently subject to greater uncertainty as our services, technologies, client requirements, and markets evolve.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Sub-national

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ COSO Enterprise Risk Management Framework

☑ Enterprise Risk Management

☑ ISO 31000 Risk Management

Other

☑ Partner and stakeholder consultation/analysis

☑ Scenario analysis

(2.2.2.15) Risk types and criteria considered

Acute physical

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical

☑ Heat stress

☑ Sea level rise

☑ Water stress

Policy

☑ Carbon pricing mechanisms

Market

☑ Changing customer behavior

☑ Lack of availability and/or increased cost of raw materials

Reputation

☑ Increased concern and/or negative feedback from partners and stakeholders

Technology

☑ Transition to lower emissions technology and products

Liability

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Investors

☑ Suppliers

☑ Local communities

☑ National and/or subnational governments

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.18) Further details of process

We identify, assess, and manage environmental dependencies, impacts, risks, and opportunities through our Enterprise Risk Management (ERM) framework and our climate- and nature-related risk assessment processes. Our ERM framework aligns with the COSO Enterprise Risk Management Framework and ISO 31000:2018 Risk Management Guidelines and operates through a three-lines-of-defense model, with business and functional teams, risk and compliance teams, and Internal Audit supporting risk identification, monitoring, and oversight. We conduct quarterly risk assessments with input from internal and external stakeholders to refresh our risk priorities based on their potential impacts and interactions with other risks. For climate-related risks and opportunities, we assess physical and transition risks across short-,medium-, and long-term time horizons and use scenario analysis aligned with IFRS S2 and TCFD recommendations. This includes consideration of a low-emissions scenario (SSP1-RCP2.6) and a high-emissions scenario (SSP5-RCP8.5). For nature-related risks and opportunities, we apply the TNFD-recommended LEAP approach (Locate, Evaluate, Assess, Prepare) at our owned sites. This provides a systematic process to identify our dependencies and impacts on nature and assess associated risks and opportunities. Identified climate- and nature-related risks are incorporated into our enterprise risk registers, with risk owners developing and implementing response strategies. Findings from these assessments inform investment decisions and are integrated into our annual business planning. Our cross-functional Risk Council periodically reviews our risk profile and reports key business risks to our Leadership Committee and Board, including the Board's Audit Committee.

Row 2

(2.2.2.1) Environmental issue

Select all that apply

☑ Biodiversity

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ As important matters arise

(2.2.2.9) Time horizons covered

Select all that apply

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Sub-national

(2.2.2.12) Tools and methods used

Commercially/publicly available tools
☑ BISI – Biodiversity Indicators for Site-based impacts
☑ CBD – Convention on Biological Diversity
☑ IBAT – Integrated Biodiversity Assessment Tool
☑ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD
☑ WWF Biodiversity Risk Filter

Enterprise Risk Management
☑ COSO Enterprise Risk Management Framework
☑ ISO 31000 Risk Management

International methodologies and standards
☑ Environmental Impact Assessment
☑ ISO 14001 Environmental Management Systems

Other
☑ Desk-based research
☑ External consultants

(2.2.2.15) Risk types and criteria considered

Acute physical
☑ Flood (coastal, fluvial, pluvial, ground water)
☑ Heavy precipitation (rain, hail, snow/ice)

Chronic physical
☑ Heat stress
☑ Sea level rise

☑ Water stress

Policy

☑ Protected area designation

Market

☑ Changing customer behavior

☑ Lack of availability and/or increased cost of raw materials

Reputation

☑ Increased concern and/or negative feedback from partners and stakeholders

Technology

☑ Lack of access to data or monitoring systems

Liability

☑ Non-compliance with regulations and legislation

(2.2.2.16) Partners and stakeholders considered

Select all that apply

☑ Employees

☑ Indigenous peoples

☑ Local communities

(2.2.2.17) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.18) Further details of process

In 2025, Genpact continued to strengthen its nature-related risk and opportunity assessment by applying the Taskforce on Nature-related Financial Disclosures (TNFD) LEAP approach across its owned and controlled sites. The assessment evaluated dependencies, impacts, risks, and opportunities related to nature, including

air, land, and freshwater, and informed our strategy for biodiversity, water stewardship, emissions reduction, and resource efficiency. Genpact assesses nature-related risks and opportunities across short-term (1-2 years), medium-term (2-5 years), and long-term (5-25 years) time horizons, consistent with its sustainability and climate commitments. Climate- and nature-related risks are incorporated into enterprise risk registers, and assessment results influence investment decisions and are integrated into annual business planning. The assessment supports enhanced decision-making, risk management, and alignment with evolving global sustainability frameworks as we continue to strengthen our approach to nature-related disclosures and performance.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

We assess the interconnections between environmental dependencies, impacts, risks, and opportunities through our environmental resources management framework. In 2025, we evaluated our owned and controlled offices to identify our dependencies and impacts on different elements of nature, as well as the associated risks and opportunities (IROs). Our assessment considered air, land, and freshwater dependencies and their associated impacts. For example, our dependence on freshwater for drinking water and maintaining greenery was assessed alongside the potential impact of groundwater depletion, while our dependence on land for office campuses and greenery was considered alongside potential impacts on native flora, fauna, and soil quality. We also assessed the associated risks, opportunities, and their magnitude, and identified management and mitigation measures. These included risks related to air emissions, water overuse, and improper land use, alongside opportunities such as the use of alternative energy resources. The assessment informed measures including renewable energy adoption, rainwater harvesting, drip irrigation, sustainable landscaping, and avoidance of chemical-based fertilizers and pesticides. Our assessment of biodiversity and ecosystem-related matters also considers the relationship between our environmental dependencies and impacts and the resulting risks. While our direct biodiversity impacts are limited, our identified dependencies and impacts are primarily related to air emissions, land use, and freshwater consumption.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:
☑ Yes, we are currently in the process of identifying priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply

☑ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

☑ Areas important for biodiversity

☑ Areas of high ecosystem integrity

☑ Areas of limited water availability, flooding, and/or poor quality of water

☑ Areas of importance for ecosystem service provision

(2.3.4) Description of process to identify priority locations

As part of the biodiversity assessment of the sites, a detailed methodology aligned with the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD) was adopted to establish baseline biological and environmental conditions and identify nature-related dependencies, impacts, risks, and opportunities. Based on reconnaissance surveys, the flora and fauna of the region, conservation-priority species, and the ecological characteristics of the study area were identified. Baseline information on the physical and biological environment was collected through both primary and secondary sources. Primary data was generated through site visits, field observations, biodiversity surveys, and environmental monitoring, while secondary information was obtained from published literature, regional ecological databases, and topographical information from Google Earth. Environmental monitoring included ambient air quality parameters such as $PM_{2.5}$, PM_{10}, sulphur oxides (SOx), nitrogen oxides (NOx), and methane (CH_4); ambient noise levels (dB(A) Leq); and water quality parameters including pH, turbidity, odour, taste, hardness, alkalinity, chloride, sulphate, nitrate, fluoride, sodium, potassium, salinity, total nitrogen, total phosphorus, dissolved oxygen (DO), biochemical oxygen demand (BOD), chemical oxygen demand (COD), phenols, heavy metals, total coliforms, and faecal coliforms. The biodiversity assessment also identified the biogeographical characteristics of the study area, ecologically sensitive areas, protected areas, and the presence of Rare, Endangered, Endemic, and Threatened (REET) species of regional, national, and global conservation significance. The outcomes of the assessment are used to establish site-specific biodiversity baselines and inform biodiversity risk assessment, mitigation, and management measures.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

Biodiversity Impact Assessment Report Phase 2.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ Absolute decrease

(2.4.5) Absolute increase/ decrease figure

5000000

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Genpact defines a risk, including business and climate-related risks, as any internal or external event that may result in damage to clients, company resources, critical assets, intellectual property, information, or reputation. It also includes risks that could adversely affect the Company's ability to achieve its strategic and financial objectives, including market position, operating profit, operational cash flow, and free cash flow. In addition, risks are considered where they may hinder the Company's ability to capitalize on strategic opportunities or lead to non-compliance with applicable laws and regulations. A strategic impact, including a climate-related impact, is considered substantive when it disrupts Genpact's operations and compromises its ability to meet its business objectives

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Time horizon over which the effect occurs

☑ Likelihood of effect occurring

(2.4.7) Application of definition

Genpact defines climate-related opportunity as any opportunity with a potential to increase market share or revenue by more than 5%.
[Add row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental risks identified
Climate change	*Select from:* ☑ Yes, both in direct operations and upstream/downstream value chain

[Fixed row]

(3.1.1) Provide details of the environmental risks identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Chronic physical

☑ Water stress

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ Guatemala

☑ India

(3.1.1.9) Organization-specific description of risk

Genpact primarily uses water for operational requirements across its offices and data infrastructure, including sanitation, employee use and facility-related activities. Water demand is met through municipal/third-party supplies and groundwater, making water availability relevant to business continuity, particularly in water-stressed locations. Genpact continues to strengthen water management through smart water meters and rainwater-harvesting structures at five sites in India. Water stress remained relevant in 2025 across several locations where Genpact operates, including India, China and Guatemala. In India, Bengaluru continued to face groundwater pressure, although the commissioning of Cauvery V Stage improved supply resilience compared with the shortages experienced in 2024. Gurugram remained particularly exposed to groundwater stress, with Gurgaon Urban recording a 326.52% stage of groundwater extraction in the 2024 assessment. Hyderabad was also classified as over-exploited in the 2024 CGWB assessment. Operations in China and Guatemala are also exposed to varying levels of water availability and stress. Increasing water stress could affect business continuity, employee wellbeing and productivity, while increasing reliance on alternative water supplies and associated operating costs. Genpact's water-efficiency measures and monitoring help mitigate these potential impacts.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ More likely than not

(3.1.1.14) Magnitude

Select from:

☑ Low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Increasing water stress across Genpact's key Indian locations, particularly Bengaluru, Gurugram, and Hyderabad, along with China and Guatemala presents a potential financial impact in the form of increased operating costs. As groundwater availability tightens in these water-stressed districts, Genpact may face a greater reliance on alternative water sources, such as tanker-supplied water and third-party municipal supply, both of which typically carry a cost premium over groundwater extraction. This could translate into higher facility management expenses across affected sites, along with increased capital and operational expenditure on water-efficiency infrastructure, such as smart water meters, rainwater-harvesting structures, and water recycling systems, needed to reduce dependence on stressed water sources. Additionally, prolonged or severe water-stress conditions could result in indirect cost impacts through disruptions to business continuity or employee productivity at affected locations, requiring contingency measures such as alternative site arrangements or additional water storage and treatment capacity. The risk of water scarcity poses a potential impact on operations including 1. Uptime of services, 2. Loss of revenue and/or increase in operating costs due to failure of utilities dependent on treated water and the need for sourcing water through long supply chains or the need to move our employees to other cities to ensure uptime of services 3. The availability of employees due to cascading effects across the region makes it difficult to travel and work from site. Even work from home could be difficult in the absence of adequate supply of potable water 4. Long-term effect on employee health and safety through the spread of disease due to contaminated water supply, presence of harmful substances and/or pathogens in the water after a period of scarcity.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

254658.97

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

262566.18

(3.1.1.25) Explanation of financial effect figure

The financial impact would vary due to the severity of the water scarcity scenario. Based on our climate risk assessment and scenario analysis, we have identified that several of our office locations, including Bangalore, Hyderabad, and Jaipur etc. are situated in areas experiencing high water scarcity and stress. We analyzed the total water consumption for each site over the past year, excluding borewell sources, measured in kiloliters. The methodology is as follows: Step 1 – Determine annual water consumption The annual water consumption for each identified water-stressed location is used as the baseline consumption for the assessment. Step 2 – Determine projected consecutive dry days Projected CDD for the relevant future year/scenario is identified for each location based on the climate risk assessment. Step 3 – Estimate water consumption exposed to water-stress conditions The proportion of annual water consumption potentially affected by the dry period is estimated based on the projected CDD: Water consumption exposed to water stress (KL) = Annual water consumption (KL) × Projected CDD / 365 This provides an estimate of the volume of water potentially affected by prolonged dry conditions at each location. Step 4 – Apply the incremental water procurement cost The potential financial impact is calculated using the additional cost of procuring water during water-stress conditions, relative to the normal water procurement cost. Potential financial impact = Water consumption exposed to water stress × Incremental water procurement cost per KL Incremental water cost per KL = Water price during water-stress conditions – Normal water price Step 5 – Calculate the overall financial impact The financial impact for each location is calculated separately using its respective: Annual water consumption Projected CDD Normal water price Water price under water-stress conditions The financial impacts across all identified water-stressed locations are then aggregated to determine the potential financial impact for Genpact.

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☑ Implementation of environmental best practices in direct operations

(3.1.1.27) Cost of response to risk

224852.85

(3.1.1.28) Explanation of cost calculation

*The cost of response is estimated at $ 2,24,852.85 Explanation of calculation: -Total water saved through rainwater harvesting structures at our office locations in Kilolitres (A) = 48,993 -Average price of commercial/private water tanker during the water shortage crisis in India (B) = 337.02 -Exchange rate (INR/USD) (C) = 95.67 -Total investment in water saving initiatives till 2030 (D) = 50,00,000 INR Cr; (1 Cr YoY till 2030) -Total Cost of response to risk; {(A*B)+D}/C = $ 2,24,852.85"*

(3.1.1.29) Description of response

Genpact's water strategy focuses on improving water efficiency, monitoring consumption, and increasing water reuse and rainwater harvesting across its operations. The company uses smart water meters to track water use and has installed rainwater-harvesting structures at five sites in India. Genpact also continues to use digital technologies to strengthen environmental data collection and reporting. Key water conservation initiatives include: Smart water meters to monitor and manage water consumption. Rainwater harvesting at five sites in India to support water conservation and recharge. Water reuse and recycling through measures implemented at its facilities. Improved environmental data collection using an AI-powered tool to support monitoring and reporting."

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Direct operations

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China
☑ India
☑ Japan
☑ Hungary
☑ Romania
☑ Australia
☑ Netherlands
☑ South Africa
☑ United Kingdom

(3.1.1.9) Organization-specific description of risk

While more than 60 carbon tax and emissions trading programs have been introduced, only about one-fifth of global emissions are covered by pricing programs. The global average price is also only $3 a ton, which is far from the $75 a ton needed to keep global warming below 2°C. The World Bank has been tracking carbon markets for around two decades and this is it's eleventh annual carbon pricing report. When the first report was released, carbon taxes and Emission Trading Systems (ETS) covered only 7% of the world's emissions. According to the 2025 report, 28% of global emissions are now covered. Report findings show large middle-income countries including Brazil, India, Chile, Colombia, and Türkiye are making strides in carbon pricing implementation. Genpact, with a global presence spanning 30+ countries, has a high probability of being influenced by the increment in the level of carbon taxes in the regions where it operates. Genpact's

operational processes may not be as energy intensive as some industries but the current spike in energy price due to carbon cost and geopolitical issues will eventually affect the energy prices. Particularly the case of Romania, the UK or the Netherlands whose operations account for a sizeable portion of the operations of Genpact, have already implemented carbon taxation laws. These regulations will impact companies like Genpact which depend on electricity for carrying out their functions.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased direct costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Medium-low

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

As carbon pricing mechanisms continue to expand globally, now covering 28% of global emissions compared to 7% when the World Bank began tracking these programs, Genpact anticipates a medium- to long-term increase in direct operating costs across its global footprint of 30+ countries. While Genpact's business is not energy-intensive relative to industrial sectors, its reliance on grid electricity for offices and data infrastructure exposes it to rising energy prices as utilities pass through carbon costs embedded in electricity generation, particularly in jurisdictions such as Romania, the UK, and the Netherlands, which account for a sizeable share of Genpact's operations and have already implemented carbon taxation frameworks. Beyond these indirect electricity-price effects, Genpact may also be subject to direct carbon costs in certain jurisdictions, such as Australia's Safeguard Mechanism and the Netherlands' national carbon tax introduced to reinforce the EU Emissions Trading System, which could result in direct compliance costs or carbon levies on operations in those locations. As global carbon prices continue to trend

toward levels more aligned with the $75-per-ton benchmark considered necessary to limit warming to below 2°C, from a current global average of approximately $3 per ton, Genpact expects the magnitude of this direct cost exposure to increase over time, reinforcing the importance of proactively managing energy efficiency and carbon exposure across its global operations.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ Yes

(3.1.1.21) Anticipated financial effect figure in the medium-term – minimum (currency)

6418851.8

(3.1.1.22) Anticipated financial effect figure in the medium-term – maximum (currency)

7430623.32

(3.1.1.23) Anticipated financial effect figure in the long-term – minimum (currency)

7430623.32

(3.1.1.24) Anticipated financial effect figure in the long-term – maximum (currency)

37511560.39

(3.1.1.25) Explanation of financial effect figure

The estimated potential financial impact of carbon pricing on Genpact's projected emissions ranges between USD 48,43,665.07 and USD 2,44,51,977.60 in 2025, increasing to USD 74,30,623.32 and USD 3,75,11,560.39 by 2032, based on the minimum and maximum carbon price assumptions, respectively. The calculation for the minimum potential financial impact for the medium- and long-term time horizons is as follows: Minimum carbon price (A) = USD 35.66/tCO_2e Total projected carbon emissions: For 2029 (B) = 180,021.65 tCO_2e For 2032 (C) = 208,397.56 tCO_2e Potential minimum financial impact: For 2029 (A × B) = USD 6,418,851.80 For 2032 (A × C) = USD 7,430,623.32 The calculation for the maximum potential financial impact for the medium- and long-term time horizons is as follows: Maximum carbon price (E) = USD 180/tCO_2e Potential maximum financial impact: For 2029 (E × B) = USD 32,403,896.24 For 2032 (E × C) = USD 37,511,560.39 Assumptions: Estimated 5% year-on-year growth in Genpact's business and emissions, subject to sensitivity analysis. Minimum carbon price of USD 35.66/tCO_2e, representing the average carbon price for the countries where Genpact operates, based on the World Bank Carbon Pricing Dashboard. Maximum carbon price of USD 180/tCO_2e, representing advanced economies with Net Zero emissions pledges (all OECD countries except Mexico), as per the assumptions used in the assessment.

(3.1.1.26) Primary response to risk

Infrastructure, technology and spending

☑ Increase environment-related capital expenditure

(3.1.1.27) Cost of response to risk

101097033.35

(3.1.1.28) Explanation of cost calculation

Cost of reducing Scope 1 & 2 = USD 2,29,31,258.20. Cost of reducing Scope 1 to Net Zero by 2032 = USD 1,98,00,000. Assumed 3 DG sets/site (A) across approx. 20 sites (B); PNG conversion cost/DG set till 2030 (C) = INR 25,00,000; replacement of PNG DGs with Bio-fuel DGs from 2030 to 2050 (D) = INR 50,00,000. Cost of reducing Scope 2 by 2032: Capex & Opex for green power procurement and Solar PV (E) = USD 31,21,258.20. Cost of reducing Scope 1 and Scope 2 + carbon offsetting post 90% reduction of Scope 1, 2 and 3 = USD 7,81,65,775.15. Cost of reducing Scope 1 to Net Zero by 2050 = USD 6,48,00,000. Cost of reducing Scope 2 by 2050: Capex & Opex for green power procurement & Solar PV (E) = USD 1,32,?. Carbon offsetting cost for Scope 1 + 2 + 3 post 90% reduction = USD 36,65,775.15. Assumptions: 3 DG sets/site & 20 sites; PNG conversion = INR 25,00,000/DG set; Bio-fuel DG replacement = INR 50,00,000/DG set from 2030 to 2050; green power/PV costs based on latest Capex and Opex assumptions

(3.1.1.29) Description of response

Following are the key initiatives undertaken by Genpact: Expanded renewable energy adoption, increasing renewable energy use to 40% of total energy consumption in 2025, compared with 23% in 2024. Optimized data-centre infrastructure, including reducing its physical data-centre footprint by more than 70% to improve energy efficiency. Expanded solar PV and green power procurement across operations to reduce reliance on conventional electricity and Scope 2 emissions. Implemented energy-efficiency measures across buildings and operational infrastructure, supported by energy audits and optimization of IT systems. Leveraged digital and AI-enabled tools for environmental data collection, monitoring and reporting. Introduced cleaner transportation solutions, including electric vehicles and EV charging infrastructure. These initiatives contributed to reductions in Scope 1, Scope 2 and Scope 3 emissions of 43%, 26% and 13%, respectively, in 2025.

Climate change

(3.1.1.1) Risk identifier

Select from:

☑ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Policy

☑ Carbon pricing mechanisms

(3.1.1.4) Value chain stage where the risk occurs

Select from:

☑ Upstream value chain

(3.1.1.6) Country/area where the risk occurs

Select all that apply

☑ China

☑ Egypt

☑ India

☑ Japan

☑ Mexico

☑ Netherlands

☑ Bermuda

☑ Germany

☑ Malaysia

☑ Australia

☑ Guatemala

(3.1.1.9) Organization-specific description of risk

Genpact faces a long-term policy and legal risk in its upstream value chain due to carbon taxation and rising energy prices. As carbon pricing mechanisms and emission trading schemes expand across the regions where Genpact's suppliers and vendors operate, upstream partners are likely to face higher energy and compliance costs tied to their own emissions. These costs could be passed down through the supply chain in the form of higher procurement prices, affecting the cost and availability of goods and services Genpact sources upstream. Left unmanaged, this exposure could impact overall operational costs and profitability, making supplier-level carbon monitoring and engagement a key part of managing this risk.

(3.1.1.11) Primary financial effect of the risk

Select from:

☑ Increased indirect [operating] costs

(3.1.1.12) Time horizon over which the risk is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

☑ Long-term

(3.1.1.13) Likelihood of the risk having an effect within the anticipated time horizon

Select from:

☑ Virtually certain

(3.1.1.14) Magnitude

Select from:

☑ Medium

(3.1.1.16) Anticipated effect of the risk on the financial position, financial performance and cash flows of the organization in the selected future time horizons

As carbon taxation and emission trading schemes expand across the regions where Genpact's upstream suppliers and vendors operate, those suppliers are likely to pass on higher compliance and energy costs through procurement pricing, which would raise Genpact's cost of goods and services sourced upstream. Over the long term, this could compress margins if these increased input costs are not offset through efficiency gains, supplier diversification, and internal carbon pricing strategies.

(3.1.1.17) Are you able to quantify the financial effect of the risk?

Select from:

☑ No

(3.1.1.26) Primary response to risk

Diversification

☑ Increase supplier diversification

(3.1.1.27) Cost of response to risk

1528684.21

(3.1.1.28) Explanation of cost calculation

The cost associated with this response reflects Genpact's investment in its sustainable procurement program, covering activities such as supplier sustainability screening through the EcoVadis platform, the sustainability maturity assessments conducted for top-tier suppliers, and the ongoing monitoring and disclosure requirements placed on critical tier-1 suppliers.

(3.1.1.29) Description of response

Genpact manages this upstream value chain risk through sustainable procurement practices embedded in its supply chain governance. All new suppliers undergo screening during onboarding, and in 2025 Genpact used the EcoVadis platform to assess risk ratings for 1,617 existing and new suppliers. The company also conducted a detailed sustainability maturity assessment for its top 20% of suppliers to evaluate their sustainability performance and capture direct emissions data. Critical tier-1 suppliers are required to monitor and disclose their emissions data, reduction targets, and climate initiatives, which directly supports Genpact's Scope 3 emissions reduction target of 54.6% by 2032. This structured approach to supplier engagement is intended to build carbon accountability upstream ahead of expanding carbon taxation and emission trading regimes, reducing the risk that rising supplier compliance costs get passed through to Genpact unmanaged.
[Add row]

(3.1.2) Provide the amount and proportion of your financial metrics from the reporting year that are vulnerable to the substantive effects of environmental risks.

Climate change

(3.1.2.1) Financial metric

Select from:
☑ Revenue

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

14647821.34

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

178323.04

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.7) Explanation of financial figures

Genpact's climate risk assessment identifies material financial exposure from both physical and transition risks, primarily materializing as increased operating costs and potential revenue-at-risk from service disruption. On the physical risk side, water scarcity across water-stressed office locations such as China, Guatemala, Bengaluru, Hyderabad, and Jaipur poses a risk to service uptime and business continuity. Genpact quantified this by calculating each site's annual water consumption (excluding borewell sources), estimating the proportion exposed to water stress based on projected consecutive dry days at each location, and applying the incremental cost of procuring water under stress conditions relative to normal pricing, aggregating these site-level impacts to arrive at a total potential financial impact of approximately USD 178,323.04. On the transition risk side, Genpact quantified its exposure to carbon pricing based on projected emissions and the average carbon price across its operating countries, arriving at a potential financial impact of approximately USD 14,647,821.34.

Climate change

(3.1.2.1) Financial metric

Select from:

☑ CAPEX

(3.1.2.2) Amount of financial metric vulnerable to transition risks for this environmental issue (unit currency as selected in 1.2)

668530.79

(3.1.2.3) % of total financial metric vulnerable to transition risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.4) Amount of financial metric vulnerable to physical risks for this environmental issue (unit currency as selected in 1.2)

67699.07

(3.1.2.5) % of total financial metric vulnerable to physical risks for this environmental issue

Select from:

☑ Less than 1%

(3.1.2.6) Amount of CAPEX in the reporting year deployed towards risks related to this environmental issue

36921241.4

(3.1.2.7) Explanation of financial figures

During the reporting year, USD 36,788,684.21 was deployed as capital expenditure towards climate-related initiatives. This includes capital deployed for green-certified leased facilities (LEED/IGBC/BREEAM/EDGE-certified buildings), sustainable procurement and responsible sourcing initiatives, renewable energy infrastructure including on-site solar PV, power purchase arrangements and renewable energy certificates, water stewardship infrastructure such as rainwater harvesting and water recycling systems, energy efficiency upgrades including HVAC and chiller retrofits and smart and LED lighting, and low-carbon mobility initiatives including electric vehicle adoption. As part of our climate risk assessment, we also evaluated the portion of this deployed capital that may be vulnerable to identified climate-related risks. USD 668,530.79 of the deployed capital is considered potentially vulnerable to transition risk associated with carbon pricing/carbon tax, reflecting exposure to increased costs associated with the transition to a lower-carbon economy. In addition, USD 67,699.07 is considered potentially vulnerable to physical risk associated with water stress, reflecting capital deployed in operations that may be affected by water availability constraints and related operational requirements. These amounts are assessed based on the climate risks identified for the relevant activities and locations and are reviewed by the sustainability team in coordination with relevant functions.
[Add row]

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

Select from:

☑ No, but we anticipate being regulated in the next three years

(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?

Genpact's strategy is to proactively manage exposure to existing and emerging carbon-pricing and emissions-regulatory mechanisms through its SBTi-validated climate transition and decarbonization strategy. Genpact's long-term pathway is anchored by its commitment to reduce absolute Scope 1, 2 and 3 emissions by 90% by 2050 from a 2019 base year, complemented by near-term 2032 targets. In 2025, Genpact had already reduced combined Scope 1 and 2 emissions by approximately 67% from the 2019 baseline, demonstrating significant progress toward its long-term pathway. Genpact is integrating climate and carbon considerations into strategic planning, energy procurement, operational investment and supply-chain decisions to reduce both its current and potential future exposure to carbon costs. A key component is the strategic allocation of capital toward renewable energy and energy-efficiency measures, including renewable electricity procurement, power purchase agreements, purchased green energy, onsite solar, and investments to improve the efficiency of HVAC, cooling, UPS and related infrastructure. Genpact also conducts third-party energy audits to identify additional opportunities to reduce energy consumption across its offices and digital infrastructure. Genpact is addressing potential carbon-price exposure across its value chain through supplier decarbonization and sustainable procurement. Its procurement policy is aligned with the objective of achieving net-zero emissions by 2050, while supplier screening and sustainability assessments are being used to improve emissions performance and support lower-carbon supplier selection. Genpact is also increasing the use of supplier-specific emissions data to identify and prioritize higher-impact Scope 3 reduction opportunities. Genpact will continue to monitor carbon-pricing developments and emerging climate regulations across the jurisdictions in which it operates. The company already complies with applicable requirements such as the UK Streamlined Energy and Carbon Reporting framework, is preparing for evolving European sustainability reporting requirements and climate disclosure requirements in California and monitors regulatory developments in other operating markets as well as the upcoming CCTS mechanism in India. Through this approach, Genpact aims to reduce the financial sensitivity of its operations and value chain to future carbon prices by reducing absolute emissions, increasing the proportion of renewable energy, improving energy productivity and deploying lower-carbon technologies. The company will continue to evaluate regulatory developments and incorporate the potential financial implications of carbon pricing into relevant investment and decarbonization decisions.

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

	Environmental opportunities identified
Climate change	*Select from:* ☑ Yes, we have identified opportunities, and some/all are being realized

[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Resource efficiency

☑ Other resource efficiency opportunity, please specify :Reducing energy expenditure through energy efficiency and new technology

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ China
☑ India
☑ Japan
☑ Brazil
☑ Canada
☑ Bulgaria
☑ Malaysia
☑ Portugal
☑ Thailand
☑ France
☑ Poland
☑ Albania
☑ Germany
☑ Hungary
☑ Argentina
☑ Australia
☑ Singapore
☑ Netherlands

☑ Viet Nam
☑ United Kingdom
☑ United States of America
☑ Philippines

(3.6.1.8) Organization specific description

Genpact has a workforce of over 146,500 employees across more than 35 countries globally. In 2025, Genpact increased its renewable energy usage from 23% to 40% of total energy consumption and achieved reductions across its GHG emissions, with Scope 1 emissions reduced by 43%, Scope 2 emissions reduced by 26%, and Scope 3 emissions reduced by 13%. Genpact has also received an A rating from CDP for its climate change disclosure. Genpact has had its emissions targets validated by the Science Based Targets initiative (SBTi) and is committed to achieving net-zero greenhouse gas emissions across its value chain by 2050. Its near-term targets are to reduce absolute Scope 1 and Scope 2 GHG emissions by 69.5% by 2032 from a 2019 base year, alongside a 54.6% reduction in absolute Scope 3 GHG emissions over the same period. For the long term, Genpact aims to achieve a 90% reduction in absolute Scope 1 and Scope 2 emissions and a 90% reduction in Scope 3 emissions by 2050, against the 2019 base year. Progressing energy efficiency, increasing renewable energy adoption, and reducing emissions across its value chain therefore remain key to achieving Genpact's validated climate targets. Genpact is continuing to leverage energy-efficiency measures, renewable energy and supply-chain engagement to reduce its environmental footprint and advance towards its net-zero ambition.

(3.6.1.9) Primary financial effect of the opportunity

Select from:
☑ Reduced direct costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply
☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:
☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:
☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Genpact is committed to reducing its environmental footprint through energy-efficiency and renewable-energy initiatives across its operations. Energy consumption is a significant contributor to its environmental footprint, and the company continues to focus on improving energy efficiency and increasing renewable energy adoption as part of its pathway towards net zero. In 2025, renewable energy accounted for 40% of Genpact's total energy use, up from 23% in the previous year. The anticipated financial implications for Genpact's financial performance and cash flows include: 1. Reduced energy costs: Improving energy efficiency across offices and data centres can reduce electricity consumption and associated operating costs. Genpact conducts third-party energy audits and has implemented measures to improve the efficiency of its buildings and data centres, which account for a significant share of its energy consumption. 2. Investment in low-carbon and energy-efficient technologies: The transition to lower-carbon operations requires investment in measures such as energy-efficient HVAC and pumps, improved refrigeration systems, renewable-energy installations and other infrastructure upgrades. These measures may require upfront expenditure but can support lower energy consumption and operating costs over time. 3. Strengthened client and market positioning: Genpact's sustainability performance can support its ability to respond to increasing client expectations around emissions reduction and sustainable business practices. The company identifies changing customer preferences, including clients seeking support with Scope 3 emissions and sustainability goals, as a relevant climate-related market consideration. 4. Improved resilience and risk management: Reducing dependence on conventional energy sources and improving energy efficiency can help manage exposure to rising energy prices and potential energy-supply disruptions. Genpact also identifies investments in resilient infrastructure and renewable energy as responses to climate-related risks. 5. Regulatory and carbon-cost exposure: Evolving climate regulations and potential carbon taxation could increase energy-related costs and affect profitability across Genpact's operating geographies. Genpact has identified carbon taxation and rising energy costs associated with carbon pricing as transition risks and is exploring the use of implicit carbon prices and other carbon-pricing mechanisms."

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

983713.77

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1891757.25

(3.6.1.23) Explanation of financial effect figures

*Explanation of Minimum impact figure: Absolute difference in Scope 1+2 GHG emissions (Projected emissions in 2032 - current emissions in 2025 (46,831.38 tCO2 - 31,697.32 tCO2) * Internal Carbon Price (65 USD/tCO2) = USD 9,83,713.77 Explanation of Maximum impact figure: Absolute difference in Scope 1+2 GHG*

*emissions (Projected emissions in 2032 - current emissions in 2025 (46,831.38 tCO2 - 31,697.32 tCO2) * Internal Carbon Price (125 USD/tCO2) = USD 18,91,757.25 Assumptions: - For the potential minimum impact, we have assumed an average carbon credit price of 65 USD/tCO2 based on the current carbon tax of the regions we operate in. - For the potential maximum impact, we have considered an average carbon credit price of 125 USD/tCO2 for emerging and advanced economies, considering the IEA Announced Pledges Scenario for the year 2035*

(3.6.1.24) Cost to realize opportunity

24275711

(3.6.1.25) Explanation of cost calculation

We have assumed that for each of the 20 sites, there are 3 DG sets per site. The cost of DG set to PNG conversion per DG Set comes out to be INR 2,500,000 The cost of PNG DGs to Bio fuel DGs from 2030 till 2050 comes out to be INR 50,00,000 Cost for reducing Scope 1 to Net Zero by 2050 (USD) is {(No of DG sets per site (Assumed) x No of sites (approx) x cost of DG set to PNG conversion per DG Set) x 0.012 x 26} = 8,46,00,000 USD. We have implemented energy efficiency initiatives and, calculated the total investment required for each based on its estimated lifetime and investment amount. {Investment x Estimated lifetime of the initiative} The total cost to realize opportunity will be: {Cost for reducing Scope 1 to Net Zero by 2050 + Total amount spent on energy efficiency initiatives} = 2,42,75,711 USD

(3.6.1.26) Strategy to realize opportunity

S – Strategy / Opportunity Energy efficiency, renewable energy adoption and value-chain emissions reduction can help Genpact lower its environmental footprint, improve resource efficiency and progress towards its net-zero ambition. T – Targets Genpact is committed to net-zero GHG emissions across its value chain by 2050, with emissions reduction targets validated by the SBTi. A – Approach Genpact focuses on improving energy efficiency across offices and data centres, increasing renewable electricity through solar, green electricity procurement and PPAs, and optimising its data-centre footprint. R – Recent initiatives / Results Renewable energy increased from 23% to 40% of total energy use in 2025. Scope 1 emissions reduced by 43%, Scope 2 by 26%, and Scope 3 by 13%. Physical data-centre footprint reduced by more than 70% in 2024. Continued use of energy audits and AI-enabled environmental data collection to improve energy and emissions management."

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Ability to diversify business activities

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ China

☑ Egypt

☑ India

☑ Japan

☑ Spain

☑ Hungary

☑ Bulgaria

☑ Colombia

☑ Malaysia

☑ Portugal

☑ Switzerland

☑ United Kingdom

☑ United States of America

☑ Brazil

☑ Mexico

☑ Poland

☑ Bermuda

☑ Germany

☑ Australia

☑ Guatemala

☑ Costa Rica

☑ Netherlands

☑ Philippines

(3.6.1.8) Organization specific description

Genpact serves a diverse range of industries and sectors. We've noticed a growing demand for ESG services in recent RFPs, both for assessing internal performance and providing external services. Clients are increasingly seeking assistance with reducing their scope 3 emissions, aligning their ESG goals, collaborating on CSR projects, and supporting DEI initiatives. Based on the significant increase in demand since the pandemic, we anticipate that our ESG advisory and consultancy services will generate over 5% of our total revenue within the next five years.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Virtually certain (99–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

Genpact is experiencing a surge in demand for ESG services. Clients across various industries are seeking assistance with improving their ESG performance and offering related services to their customers. Based on this trend, Genpact anticipates significant growth in its ESG advisory and consultancy services revenue in the coming years. Following are the anticipated potential effect on the financial performace and cash flows are as follows: 1. Increased market share: Genpact's diversification strategy can enable the company to capture new market segments and expand its customer base, leading to increased market share and revenue growth. 2. Enhanced brand reputation: By promoting ESG and sustainability, Genpact can strengthen its brand reputation and attract more socially conscious customers and investors. 3. Diversified revenue streams: The introduction of new products and services, such as ESG consulting, can further help Genpact diversify its revenue streams and reduce its reliance on any single market or industry. 4. Improved risk management: Expanding into new markets and promoting ESG will help Genpact mitigate risks associated with economic downturns or regulatory changes in specific regions."

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

254000000

(3.6.1.20) Anticipated financial effect figure in the medium-term - maximum (currency)

508000000

(3.6.1.23) Explanation of financial effect figures

It is expected on the basis of current revenue per employee and the current market opportunity that a 5% contribution to the overall revenue of Genpact is achievable.

(3.6.1.24) Cost to realize opportunity

18150000

(3.6.1.25) Explanation of cost calculation

*We started with the previous year's cost to realize opportunity figure. We then calculated 10% of previous year figure and added it to the original amount. [{Previous year's cost to realize opportunity figure x 10%} + Previous year's cost to realize opportunity figure] = Current year's cost to realize opportunity =((10/100)*16500000)+16500000 =$ 1,81,50,000 This 10% increase accounts for potential additional costs or factors involved in achieving the opportunity. This calculation helps in budgeting and planning for future expenses associated with realizing the goal.*

(3.6.1.26) Strategy to realize opportunity

Our approach is grounded in our demonstrated success in assisting clients to attain their objectives. To enhance our capabilities, we have expanded our service offerings. Concurrently, we are ensuring that all our existing services are fully aligned with our commitment to supporting clients in achieving carbon neutrality and net-zero goals 1. ESG Framework and Reporting: Evaluating current ESG practices and providing clear, actionable recommendations. ESG maturity assessment and benchmarking ESG reporting ESG audits and due diligence Control frameworks and limited assurance ESG data management Carbon accounting 2. Transition to a Sustainable Future: Adopting sustainable practices across operations, including procurement, supply chain, and technology Sustainable procurement and category management Supplier decarbonization (scope 3) Network design for carbon reduction Responsible sourcing Inventory management and waste avoidance Sustainable technology 3. Adapting to Sustainability Risks: Mitigating risks related to climate change, social issues, and governance challenges Supply chain resilience Anti-bribery and anti-corruption Anti-money laundering (for financial services) Responsible AI Systemic risk management Content governance (social media) We plan to further expand our offerings to encompass the requirements of major ESG frameworks, providing comprehensive end-to-end solutions with detailed costing and calculations.

[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:
☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

254000000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:
☑ 1-10%

(3.6.2.4) Explanation of financial figures

The estimated revenue from environmental opportunities is based on current revenue per employee and the available market opportunity. Based on these factors, a contribution of approximately 5% to Genpact's overall revenue is considered achievable.

Climate change

(3.6.2.1) Financial metric

Select from:
☑ CAPEX

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

1661241.4

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 1-10%

(3.6.2.4) Explanation of financial figures

The reported CAPEX represents investments made during the reporting year toward initiatives aligned with identified environmental opportunities. These investments primarily support sustainable & green procurement and other initiatives aimed at improving resource efficiency, reducing environmental impacts, and strengthening the organisation's transition toward more sustainable operations.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Executive directors or equivalent

☑ Non-executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Genpact's Corporate Governance Guidelines establish the framework for effective corporate governance and define the Board's roles, responsibilities, composition, independence, and oversight of strategy, risk management, compliance, and executive succession. Under these Guidelines, the Board's Nominating and Governance Committee, which is responsible for identifying, evaluating, and recommending qualified director nominees, considers the value of diversity when assessing Board composition. The Committee seeks candidates with diverse backgrounds, experience, perspectives, and expertise, including diversity with respect to gender, age, race, ethnicity, geography, and professional skills, to ensure an effective and well-balanced Board.

(4.1.6) Attach the policy (optional)

Corporate Governance Guidelines - July 2017.pdf
[Fixed row]

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply
☑ Chief Executive Officer (CEO)
☑ Board-level committee
☑ General Counsel

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Environment, Health, Safety & Sustainability Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in every board meeting (standing agenda item)

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Reviewing and guiding annual budgets

☑ Overseeing and guiding scenario analysis

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Overseeing and guiding public policy engagement

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding acquisitions, mergers, and divestitures

☑ Monitoring supplier compliance with organizational requirements

☑ Monitoring compliance with corporate policies and/or commitments

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

(4.1.2.7) Please explain

Our Nominating and Governance Committee of the Board oversees our sustainability program and corporate objectives related to our sustainability commitments. The Committee oversees corporate governance activities, policies, and decisions and reports on these matters to the full Board and CEO. Our sustainability governance structure has cross-functional representation, with the global sustainability team working with functional leaders across Environment, Health, Safety and Sustainability, Corporate Social Responsibility, Inclusion, Human Resources, Legal, and Infrastructure and Logistics. The sustainability team provides updates to the

Committee on sustainability-related risks and opportunities relevant to Genpact and our stakeholders. Environmental issues considered through our sustainability and risk governance processes include climate change, energy use and emissions, water and wastewater management, waste management, biodiversity, and related environmental risks and opportunities. Climate- and nature-related risks and opportunities are integrated into our Enterprise Risk Management processes, business strategy, operational planning, supply chain management, infrastructure decisions, and innovation initiatives. Our Risk Council periodically reviews our risk profile and reports key business risks to the Board's Audit Committee. We also conduct quarterly risk assessments with internal and external stakeholders to refresh risk priorities based on their impacts and interactions with other risks. Our Board meets quarterly to review sustainability and climate-related risks and opportunities, including oversight of our Scope 3 decarbonization and net zero strategy aligned with our SBTi-validated targets. This includes reviewing supplier ESG screening tools, internal carbon pricing mechanisms, low-emission procurement practices, and major climate-related capital and operational expenditures, including solar PV installations, open-access renewable energy procurement, and emerging technologies such as geothermal energy. A key area of Board oversight is CAPEX and OPEX planning for implementing our decarbonization roadmap, including transitioning from diesel-based generators to lower-emission alternatives and expanding renewable energy sourcing. Progress against environmental targets is monitored through Genpact's AI-powered ESG data platform (SUDACO), with updates on greenhouse gas emissions, energy consumption, water conservation, and waste management. The Board also reviews and approves major climate-related disclosures, reinforcing transparency, accountability, and long-term climate resilience. In 2025, we expanded our double materiality assessment to identify and prioritize material sustainability topics by considering both impact and financial materiality. The assessment informed our priority topics and strengthened the integration of sustainability into our strategy, ERM, and decision-making.

Biodiversity

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply

☑ Chief Executive Officer (CEO)

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:

☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify :Environment, Health, Safety & Sustainability Policy

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Approving corporate policies and/or commitments

☑ Overseeing and guiding public policy engagement

(4.1.2.7) Please explain

Biodiversity is an integral part of Genpact's sustainability strategy, and we recognize the importance of protecting and conserving biodiversity to support resilient ecosystems and long-term sustainable development. Senior management oversees the implementation of our Biodiversity Policy and guides biodiversity-related initiatives across our operations. Key actions include: (1) identifying nature-related dependencies, impacts, risks, and opportunities through biodiversity assessments; (2) minimizing potential impacts on biodiversity by integrating biodiversity considerations into environmental management practices and complying with applicable environmental regulations; (3) promoting sustainable practices and resource-efficient technologies across our campuses; (4) conducting business activities in a manner that avoids or minimizes adverse impacts on local ecosystems; (5) supporting biodiversity conservation in alignment with our broader sustainability strategy and relevant Sustainable Development Goals (SDGs); and (6) engaging with internal and external stakeholders to strengthen biodiversity conservation and environmental stewardship initiatives where relevant to our operations.
[Fixed row]

(4.2) Does your organization’s board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

☑ Integrating knowledge of environmental issues into board nominating process
☑ Regular training for directors on environmental issues, industry best practice, and standards (e.g., TCFD, SBTi)
☑ Having at least one board member with expertise on this environmental issue

(4.2.3) Environmental expertise of the board member

Experience
☑ Executive-level experience in a role focused on environmental issues
☑ Management-level experience in a role focused on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue
Climate change	*Select from:* ☑ Yes
Biodiversity	*Select from:* ☑ Yes

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Conducting environmental scenario analysis

☑ Managing annual budgets related to environmental issues

☑ Implementing the business strategy related to environmental issues

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

Our General Counsel, along with our CEO, actively reviews climate change and sustainability-related issues. The General Counsel works with our global sustainability team on sustainability-related risks and opportunities and reports to the Board. The Nominating and Governance Committee oversees our sustainability program and corporate objectives related to our sustainability commitments. Our CEO provides senior management oversight of climate-related goal setting and sponsorship, supporting the integration of ESG into our ways of working. Our Enterprise Risk Management framework supports the identification, assessment, monitoring, and management of environmental and climate-related risks. Quarterly risk assessments are conducted with internal and external stakeholders, while risk owners develop and execute risk-response strategies. Our Risk Council periodically reviews Genpact's risk profile and reports key business risks to the Board's Audit Committee. The CEO drives the Net Zero agenda at the Board level. The General Counsel works with Human Resources to formulate incentive mechanisms, including increments, bonuses, promotions, and ESOPs, recognizing individuals who contribute toward business and sustainability KPIs, including climate-related objectives. In 2025, under CEO, General Counsel and senior management oversight, Genpact continued progressing toward its SBTi-validated targets and Net Zero ambition. Scope 1 emissions reduced to 3,120 tCO_2e, approximately 66% below the 2019 baseline, while Scope 2 emissions decreased to 28,577 tCO_2e, approximately 67% below the baseline. Scope 3 emissions reduced to 104,147 tCO_2e. The CEO's office and General Counsel continued to steer decarbonization, renewable energy adoption, and investments in cleaner technologies through CAPEX and OPEX planning, reinforcing Genpact's long-term climate transition strategy.

Biodiversity

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing engagement in landscapes and/or jurisdictions

☑ Managing public policy engagement related to environmental issues

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ As important matters arise

(4.3.1.6) Please explain

The management along with CEO drives Genpact's Biodiversity engagements.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Executive Officer (CEO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing the business strategy related to environmental issues

Other

☑ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The President and CEO has overall executive responsibility for embedding sustainability and climate considerations into Genpact's business strategy and long-term value creation. The CEO provides senior management oversight of Genpact's climate strategy, including climate-related goal setting, sponsorship and integration of ESG considerations into business operations. The CEO drives the company's Net Zero agenda at the Board level and oversees progress toward Genpact's SBTi-validated emissions reduction targets and long-term Net Zero ambition. This includes providing strategic direction on decarbonization, renewable energy adoption and investments in cleaner technologies, with climate considerations incorporated into relevant CAPEX and OPEX planning. The CEO also works closely with the General

Counsel and senior management to strengthen accountability for climate-related objectives and embed sustainability considerations into Genpact's ways of working. In 2025, this oversight supported continued progress against Genpact's climate targets, including reductions in Scope 1, Scope 2 and Scope 3 emissions. Under the CEO's leadership, Genpact has advanced initiatives including the transition to renewable energy, energy-efficiency improvements, green IT and data-centre optimization, reduction of single-use plastics, waste and circularity programs, and integration of climate risks into facilities and operational decisions. These efforts support the company's decarbonization pathway and Net Zero ambition, with renewable energy increasing to 40% of total energy use in 2025.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Other committee, please specify :Nominating and Governance committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental science-based targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Quarterly

(4.3.1.6) Please explain

The Nominating and Governance Committee provides oversight of Genpact's sustainability program and corporate objectives related to its sustainability commitments. The Committee oversees the development and implementation of the company's sustainability strategy, including the setting of relevant targets and monitoring progress against commitments. It receives regular updates from the Global Sustainability Team on sustainability-related risks and opportunities, including those relevant to climate change and other stakeholder priorities. The Committee works with management and cross-functional sustainability representatives to ensure clear accountability and effective implementation across the business, and reports key sustainability matters to the full Board of Directors. Through this oversight, the Committee helps ensure that sustainability and climate-related considerations are integrated into Genpact's governance, strategy and long-term value creation.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

10

(4.5.3) Please explain

A portion of executive remuneration is linked to the achievement of sustainability and climate-related objectives for critical executives, C-suite members and other senior leadership roles. The incentive structure includes annual bonuses, salary progression and long-term equity incentives tied to progress against key environmental metrics, including greenhouse gas reduction targets, renewable energy procurement, implementation of climate transition initiatives and progress toward Genpact's SBTi-validated Net Zero commitments. These mechanisms reinforce accountability across senior leadership, encourage continued focus on climate performance and support the integration of sustainability considerations into strategic and operational decision-making.

[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

☑ Bonus - % of salary

☑ Salary increase

☑ Shares

(4.5.1.3) Performance metrics

Strategy and financial planning

☑ Achievement of climate transition plan

Emission reduction

☑ Implementation of an emissions reduction initiative

☑ Increased share of renewable energy in total energy consumption

☑ Reduction in absolute emissions

Resource use and efficiency

☑ Energy efficiency improvement

☑ Reduction in total energy consumption

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Both Short-Term and Long-Term Incentive Plan, or equivalent

(4.5.1.5) Further details of incentives

Climate-related performance is integrated into Genpact's performance management framework through KPI-aligned remuneration linked to the achievement of sustainability and climate-related objectives. Performance ratings are considered for promotions and career progression. Eligible employees receive annual ESOP awards based on individual and business performance, while salary increments are determined based on performance ratings and key result areas (KRAs), including sustainability-related objectives where applicable. The CEO also participates in a profit-sharing scheme that supports long-term value creation and reinforces accountability for delivering the company's strategic and climate-related commitments.

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Genpact's incentive mechanism motivates the CEO and senior leadership to formulate, implement, and oversee strategic initiatives related to sustainability and climate commitments. Performance-linked incentives encourage the achievement of key climate objectives, including progress toward SBTi-validated emissions reduction targets, the decarbonization roadmap, renewable electricity adoption, operational decarbonization, and energy efficiency initiatives. By embedding climate-related goals into leadership performance and decision-making, the incentive framework supports the integration of sustainability into business strategy, strengthens accountability, and drives the successful delivery of Genpact's long-term climate transition plan.
[Add row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(4.6.1.4) Explain the coverage

Our environmental policy is applicable to and cover all Genpact employees, contractors, activities, processes, and services of Genpact.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to take environmental action beyond regulatory compliance

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to net-zero emissions

☑ Commitment to not invest in fossil-fuel expansion

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

Genpact EHSS Policy_5449.pdf

Row 2

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Biodiversity

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain
☑ Downstream value chain

(4.6.1.4) Explain the coverage

Our Biodiversity policy is applicable to and cover all our employees and contractors.

(4.6.1.5) Environmental policy content

Environmental commitments
☑ Commitment to comply with regulations and mandatory standards
☑ Commitment to implementation of nature-based solutions that support landscape restoration and long-term protection of natural ecosystems
☑ Commitment to stakeholder engagement and capacity building on environmental issues

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply
☑ Yes, in line with another global environmental treaty or policy goal, please specify :UN Sustainable Development Goals (SGDs)

(4.6.1.7) Public availability

Select from:
☑ Publicly available

(4.6.1.8) Attach the policy

Genpact EHSS Policy_5449.pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ UN Global Compact

☑ Pledge to Net Zero

☑ Science-Based Targets Initiative (SBTi)

☑ Task Force on Nature-related Financial Disclosures (TNFD)

☑ Task Force on Climate-related Financial Disclosures (TCFD)

☑ Other, please specify **:1T.org-World Economic Forum**

(4.10.3) Describe your organization's role within each framework or initiative

We are committed to the Science-Based Targets initiative (SBTi) through our validated emissions reduction targets. We have committed to achieving net-zero greenhouse gas emissions across our value chain by 2050. Our near-term targets are to reduce absolute Scope 1 and 2 GHG emissions by 69.5% and Scope 3 GHG emissions by 54.6% by 2032, from a 2019 base year. Our long-term targets are to reduce absolute Scope 1 and 2 GHG emissions by 90% and Scope 3 GHG emissions by 90% by 2050, from the same 2019 base year. We use the TCFD recommendations to guide our climate-related disclosures and the TNFD framework, including the LEAP approach, to assess and disclose nature-related dependencies, impacts, risks, and opportunities. We are also an active participant in the UN Global Compact since 2024, aligning our sustainability approach with its principles and the UN Sustainable Development Goals. Through 1t.org, we have committed to supporting nature restoration efforts, including a $2 million commitment by 2030 toward tree planting and restoration initiatives. Our sustainability report can be found on https://www.genpact.com/content/dam/genpact/web/insight/documents/sustainibility-report.pdf. In 2025, 40% of our total energy consumption came from renewable sources, exceeding our target of 35% renewable energy at owned sites by 2032. We are evaluating opportunities to further increase renewable energy procurement as we progress toward our net-zero target. We are also exploring participation in RE100 across key regions, including India, the US, EU, China, the Philippines, and Australia. Since 2011, we have planted more than 242,546 trees around the world, including 52,178 saplings in 2025. During this same period in India alone, we have created the potential to offset ~23,385 metric tons (MT) of carbon dioxide emissions.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Yes

☑ Yes, we engaged indirectly through, and/or provided financial or in-kind support to a trade association or other intermediary organization or individual whose activities could influence policy, law, or regulation

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

☑ Another global environmental treaty or policy goal, please specify :Science-Based Targets Initiative

(4.11.4) Attach commitment or position statement

Genpact - Net-Zero Approval Validation Report - Monday_ 5 August 2024.pdf

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ It is not possible or relevant for my organization or the intermediary organization to be registered

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or transition plan

Genpact ensures that its external engagement activities are aligned with its environmental commitments and SBTi-validated targets, consistent with the goals of the Paris Agreement. External engagements, including industry associations, partnerships and policy-related activities, are reviewed against Genpact's climate strategy and decarbonization objectives to identify any potential inconsistencies. Relevant sustainability and climate considerations are assessed by the Global Sustainability Team in collaboration with relevant functional stakeholders, with significant issues escalated to senior management and the appropriate governance bodies. Genpact also engages with external stakeholders to support renewable energy adoption, emissions reduction, climate action and other initiatives that contribute to its transition toward Net Zero. Where potential misalignment is identified, Genpact evaluates the engagement and takes appropriate action to address the inconsistency and

maintain alignment with its science-based climate commitments. Genpact participates in industry initiatives through memberships such as NASSCOM and engages with peers and stakeholders to share perspectives and support climate and sustainability action. Genpact also participates in CII sustainability assessments, with its India sites receiving outstanding recognition in consecutive years. These engagements help ensure that external activities remain informed by emerging sustainability developments and support, rather than conflict with, Genpact's environmental commitments.
[Fixed row]

(4.11.2) Provide details of your indirect engagement on policy, law, or regulation that may (positively or negatively) impact the environment through trade associations or other intermediary organizations or individuals in the reporting year.

Row 1

(4.11.2.1) Type of indirect engagement

Select from:
☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Asia and Pacific
☑ Other trade association in Asia and Pacific, please specify :National Association of Software and Services Companies (NASSCOM)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply
☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:
☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

Genpact is a member of the National Association of Software and Services Companies (NASSCOM) and also supports NASSCOM's inclusion agenda. During the reporting year, Genpact sponsored NASSCOM initiatives including Women in Tech in Hyderabad and the Agentic AI Confluence in Bengaluru. Through this membership and participation, we contribute to and support industry initiatives relevant to the technology and business services sector. Beyond these initiatives, Genpact engages with industry peers and stakeholders through sustainability forums, climate working groups, ESG industry consultations, and corporate sustainability committees. These platforms provide opportunities to share perspectives, contribute to industry dialogue, and stay informed on emerging sustainability and climate-related developments relevant to our business.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:

☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply

☑ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

Select from:

☑ Indirect engagement via a trade association

(4.11.2.4) Trade association

Asia and Pacific

☑ Confederation of Indian Industries (CII)

(4.11.2.5) Environmental issues relevant to the policies, laws, or regulations on which the organization or individual has taken a position

Select all that apply

☑ Climate change

(4.11.2.6) Indicate whether your organization's position is consistent with the organization or individual you engage with

Select from:

☑ Consistent

(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year

Select from:

☑ No, we did not attempt to influence their position

(4.11.2.8) Describe how your organization's position is consistent with or differs from the organization or individual's position, and any actions taken to influence their position

CII rates Genpact's India sites for sustainability and has given an outstanding award in consecutive years.

(4.11.2.9) Funding figure your organization provided to this organization or individual in the reporting year (currency)

0

(4.11.2.11) Indicate if you have evaluated whether your organization's engagement is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.2.12) Global environmental treaties or policy goals aligned with your organization's engagement on policy, law or regulation

Select all that apply
☑ Paris Agreement
[Add row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:
☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:
☑ In mainstream reports

(4.12.1.2) Is your publication in line with a standard or framework?

Select from:

☑ Yes

(4.12.1.3) Standard or framework the publication is in line with

Select all that apply

☑ GRI

☑ TCFD

☑ Other, please specify :SASB

(4.12.1.4) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.5) Status of the publication

Select from:

☑ Complete

(4.12.1.6) Content elements

Select all that apply

☑ Strategy

☑ Governance

☑ Risks & Opportunities

☑ Value chain engagement

☑ Dependencies & Impacts

☑ Biodiversity indicators

☑ Climate-related targets

☑ Greenhouse gas emissions figures

☑ Other, please specify **:Water accounting figures Water-related targets**

(4.12.1.7) Page/section reference

Progress for the planet, pp. 18-27; Minimizing our climate- and nature-related risks, pp. 28-32; Water management, p. 36; Sustainability governance, p. 70; Supplier management, pp. 76-77; Environmental scorecard, pp. 79-91; GRI Index, pp. 108-118; TCFD Index, p. 119; SASB Index, pp. 105-107; About the report, pp. 120–121; Biodiversity, pp. 27, 112

(4.12.1.8) Attach the relevant publication

Genpact Sustainibility Report 2025.pdf

(4.12.1.9) Comment

We publish our Sustainability Report annually, with the 2025 report representing our 12th Sustainability Report. We developed the report in accordance with the GRI Universal Standards 2021 and also aligned our disclosures with internationally recognized frameworks and standards, including the SASB Standard, TCFD framework for climate-related disclosures, and the TNFD framework for nature-related disclosures. Through these frameworks, we provide a comprehensive view of our sustainability performance, environmental impacts and dependencies, climate- and nature-related risks and opportunities, governance, strategy, value chain engagement, greenhouse gas emissions, climate-related targets, and water-related performance and targets. The report also includes our environmental and climate-related performance metrics, including Scope 1, Scope 2 and Scope 3 emissions, renewable energy use, water consumption and conservation, and progress against our environmental targets.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:
☑ Yes

(5.1.2) Frequency of analysis

Select from:
☑ Annually
[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios
☑ RCP 2.6

(5.1.1.2) SSPs used in conjunction with scenario

Select from:
☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer attention to impact

☑ Other stakeholder and customer demands driving forces, please specify :Increasing low carbon services

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The RCP2.6 scenario assumes significant global mitigation efforts to limit global warming to below 2°C by the end of the century, consistent with the objectives of the Paris Agreement. This pathway represents very low greenhouse gas concentration levels, with radiative forcing peaking at approximately 3.1 W/m² before declining to 2.6 W/m² by 2100. Achieving this scenario requires large-scale deployment of renewable energy, rapid decarbonization, carbon capture technologies, and sustained emissions reductions across sectors. The climate variables used in Genpact's assessment were derived from the World Bank Climate Knowledge Portal's CMIP6 ensemble model. Key assumptions include strong global climate policies, accelerated technological innovation, continued investment in low-carbon solutions, and coordinated international action. Potential constraints include uncertainties related to technology deployment, regulatory and policy developments, geopolitical conditions, and socioeconomic factors that may influence the pace of the global transition. These uncertainties could affect the realization of the scenario and the associated climate risk projections. Genpact uses this scenario, together with a high-emissions SSP5-RCP8.5 scenario, to support physical climate-related risk assessment and long-term strategic planning in line with IFRS S2 and TCFD recommendations.

(5.1.1.11) Rationale for choice of scenario

The RCP 2.6 scenario was selected as a low-emissions pathway to assess potential climate-related physical impacts under a scenario of limited warming and accelerated decarbonization. Evaluating this scenario enables Genpact to understand potential changes in climate hazards, assess associated risks to its operations and value chain, and strengthen resilience planning and strategic decision-making in line with its climate risk management framework and long-term sustainability commitments.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ Bespoke climate transition scenario

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

☑ Liability

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2030
☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer attention to impact
☑ Other stakeholder and customer demands driving forces, please specify :Increasing low carbon Services and Responsible use of AI

Regulators, legal and policy regimes
☑ Global regulation
☑ Global targets
☑ Methodologies and expectations for science-based targets

Relevant technology and science
☑ Granularity of available data (from aggregated to local)

Direct interaction with climate
☑ On asset values, on the corporate

Macro and microeconomy
☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

We used a bespoke climate scenario aligned with a 1.5°C or lower warming pathway for the transition risk assessment. The scenario considers potential transition risks arising from emerging regulations, existing regulatory frameworks, market fluctuations, technological advancements and reputational impacts. Secondary research using sources such as the International Energy Agency (IEA) and World Bank was undertaken to assess the potential impact of climate-related regulations across our operating geographies. For risk modelling extending to 2030 and 2050, we utilised the IEA's Announced Pledges Scenario (APS) for advanced economies and the Net Zero Emissions by 2050 Scenario for emerging markets. Due to inconsistencies in data availability and variability in regulatory frameworks across countries, we employed internal statistical methods to quantify associated risks to our business, including calculating average values for critical factors such as water prices and carbon taxes. Key uncertainties and constraints include data discrepancies across countries and reliance on historical values, which may oversimplify complex regional differences and influence the accuracy of projections. Accordingly, both pessimistic and optimistic scenarios were considered to capture a range of potential future trajectories and support preparedness for different outcomes.

(5.1.1.11) Rationale for choice of scenario

We used bespoke climate scenarios encompassing both optimistic and pessimistic outlooks to assess a range of potential transition risk outcomes. This approach enables us to evaluate the potential impacts of emerging and existing climate regulations, market fluctuations, technological advancements and reputational factors, while supporting preparedness for different possible future trajectories.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2030

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Climate change (one of five drivers of nature change)

Finance and insurance

☑ Sensitivity of capital (to nature impacts and dependencies)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Other stakeholder and customer demands driving forces, please specify :Increasing demand for low carbon services & Responsible use of AI

Regulators, legal and policy regimes

☑ Global regulation

☑ Global targets

☑ Methodologies and expectations for science-based targets

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

Direct interaction with climate

☑ On asset values, on the corporate

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The SSP5-RCP8.5 scenario represents a high-emissions pathway characterized by limited climate mitigation efforts, high dependence on fossil fuels, and increasing greenhouse gas concentrations over time. This scenario assumes continued reliance on carbon-intensive energy sources, slower progress in the energy transition, and insufficient global coordination on climate action. The radiative forcing pathway is projected to reach approximately 8.5 W/m² by 2100, resulting in increased exposure to physical climate risks such as extreme weather events, flooding, heat stress, and water scarcity. The variables used in our climate analysis are based on publicly available climate datasets, such as World Bank Climate Knowledge Portal's CMIP6 ensemble model and scenario assumptions. Key assumptions include sustained fossil fuel use, delayed adoption of low-carbon technologies, and slower implementation of climate-related policies. Key uncertainties include potential technological breakthroughs, evolving regulatory frameworks, market responses, and changes in global climate commitments that could alter future emissions trajectories. Genpact uses this high-emissions scenario alongside the SSP1-RCP2.6 scenario to assess climate-related physical risks and support long-term business resilience, risk management, and strategic planning in line with IFRS S2 and TCFD recommendations.

(5.1.1.11) Rationale for choice of scenario

The SSP5-RCP8.5 scenario was selected as a high-emissions scenario to help Genpact assess potential worst-case climate outcomes and strengthen preparedness for significant physical and transition risks. By evaluating this scenario alongside the low-emissions SSP1-RCP2.6 pathway, Genpact can better understand the potential impacts of increased climate hazards, delayed decarbonization, evolving regulations, and market changes. This approach supports proactive risk identification, resilience planning, and informed strategic decision-making in line with our climate risk management framework and long-term sustainability commitments.
[Add row]

(5.1.2) Provide details of the outcomes of your organization's scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

☑ Strategy and financial planning

☑ Resilience of business model and strategy

☑ Capacity building

☑ Target setting and transition planning

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the influence of the scenario analysis on the selected business processes

Genpact's climate risk and scenario analysis, aligned with TCFD and IFRS S2, assessed key physical and transition risks across its operations and value chain. Physical risks included acute risks such as floods and heavy precipitation, and chronic risks such as water scarcity, heat stress and rising sea levels, assessed across short, medium and long-term horizons. These risks could result in higher water procurement costs, employee absenteeism, increased electricity and cooling costs, physical damage to facilities and infrastructure, disruption to transportation, communication networks and utilities, and prolonged disruption to critical IT infrastructure and operations. Genpact's response includes smart water meters, rainwater harvesting, flood-risk assessments, flood protection measures, infrastructure modifications, additional cooling measures, contingency planning and relocation of vulnerable facilities where appropriate. Transition risks included current and emerging regulations and carbon taxation, technological risks associated with the transition to renewable energy, market risks related to changing customer preferences and availability of raw materials, and geopolitical risks. These could result in higher energy and operating costs, changes or disruptions in energy supply,

increased customer expectations for sustainability support, technology and semiconductor supply chain disruptions, cybersecurity and connectivity risks, talent shortages and broader operational disruptions. Genpact is responding through measures including implicit carbon pricing, energy audits and efficiency measures, increased use of renewable energy, strengthened sustainability services, supply chain diversification, resilient infrastructure and contingency planning. The identified risks and their potential business impacts inform Genpact's risk management, operational planning, infrastructure decisions and supply chain resilience, enabling proactive investments in business resilience, infrastructure optimisation, resource efficiency, business continuity and supply chain diversification. Based on the overall analysis through our risk and opportunity assessment, we were able to identify and report on climate-related opportunities based on the TCFD framework such as product and services, resource efficiency, energy sources and resilience. This helped us in assessing and strategizing the potential pinpoints with respect to climate related risks and opportunities making our business and services we provide more climate resilient. We build the evaluation of physical and transition-related climate risks into our underwriting and investment decisions. We integrate climate-related risks and opportunities into our ERM processes, business strategy, operational planning, supply chain management, infrastructure decisions, and innovation initiatives. more formal no negative Our climate scenario analysis shapes how we identify and assess risks and opportunities with corresponding strategic responses; it guides our strategy and financial planning by informing our expectations of increased sustainability-services revenue and reduced energy and compliance costs; it strengthens the resilience of our business model through measures such as data center relocation, supply chain diversification, and ISO 22301-aligned continuity planning; it supports capacity building through employee climate training, ISO 50001 certification, and supplier emissions monitoring; and it underpins our target setting and transition planning. Aligned with this, we have set SBTi-validated targets to achieve net-zero GHG emissions across the value chain by 2050, including near-term reductions of 69.5% in Scope 1 & 2 and 54.6% in Scope 3 by 2032, and 90% reductions across Scopes 1, 2 and 3 by 2050, all from a 2019 base. This approach builds resilience, enables continuity of operations, and aligns with our long-term sustainability objectives.
[Fixed row]

(5.2) Does your organization's strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:
☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:
☑ Yes

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:

☑ Yes

(5.2.5) Description of activities included in commitment and implementation of commitment

Genpact's climate transition plan is anchored in its SBTi-validated commitment to achieve Net Zero emissions by 2050, supported by near-term 2032 targets to reduce absolute Scope 1 and 2 emissions by 69.5% and Scope 3 emissions by 54.6% from the 2019 base year. The transition plan is being implemented through four complementary pillars: energy efficiency, process optimization, clean energy transition and supply-chain decarbonization. Energy efficiency and process optimization: Genpact is reducing energy demand and emissions from its operations by addressing energy-intensive assets and infrastructure, including HVAC, cooling systems, UPS and related equipment. Preventive maintenance, usage optimization, demand rationalization and improved electricity management are being implemented to reduce energy intensity. Genpact also conducts third-party energy audits to identify additional efficiency opportunities across its buildings and data centers, which account for a significant proportion of its energy consumption. All Genpact offices are certified under ISO 50001. Clean energy transition: Increasing renewable energy use is a core component of Genpact's Net Zero pathway. The company is expanding renewable and solar-based energy adoption and evaluating mechanisms including power purchase agreements, green tariffs and purchased green energy, alongside onsite solar where feasible. In 2025, renewable energy represented 40% of Genpact's total energy consumption, up from 23% in 2024, demonstrating accelerated implementation of this transition lever. Eliminating Fossil Fuels (Diesel & Petrol) Value-chain decarbonization: Genpact is extending its transition efforts beyond its own operations through supplier engagement, sustainable procurement, travel, transportation and circularity measures. These include screening vendors for emissions performance, integrating carbon considerations into procurement decisions, prioritizing lower-emission suppliers, increasing the use of collaboration technologies to reduce business-travel emissions, exploring lower-emission employee mobility options, and encouraging suppliers to adopt recycling, waste-management and recycled-material practices. Genpact's 2032 Scope 3 target provides a measurable framework for scaling these interventions. Better Planet implementation: Genpact's Better Planet initiatives complement the operational decarbonization program by engaging employees in climate action.

(5.2.10) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ We have a different feedback mechanism in place

(5.2.11) Description of feedback mechanism

Engagement through proxy voting, shareholder discussions, periodic investor meetings, governance meetings between clients and Genpact, quarterly touchpoints with investors, including one-on-one meetings, group meetings, and broker-sponsored conferences, and surveys with stakeholders to refine climate and ESG goals.

(5.2.12) Frequency of feedback collection

Select from:

☑ Annually

(5.2.13) Description of key assumptions and dependencies on which the transition plan relies

Genpact's climate transition plan is built on several critical assumptions and external dependencies: i. Access to renewable energy: Availability and continued expansion of renewable energy across key operating geographies, including renewable energy procurement through power purchase agreements, RECs, and other mechanisms. ii. Supplier engagement and data: Active cooperation from suppliers to provide accurate emissions data and align with Genpact's carbon reduction targets, supporting improved Scope 3 emissions measurement and reduction. iii. Technological advancements: Continued progress in energy-efficient technologies, AI, cloud solutions, smart infrastructure, and digital tools to improve energy efficiency, emissions management, and operational resilience. iv. Regulatory landscape: Evolving climate-related regulations, disclosure requirements, and global frameworks, including IFRS S2, TCFD, CDP, and SBTi, which support continued alignment of Genpact's climate strategy with global expectations. v. Employee and stakeholder engagement: Continued employee participation, behavioral change, and collaboration with clients, suppliers, and other stakeholders to support Genpact's sustainability initiatives and climate transition objectives.

(5.2.14) Description of progress against transition plan disclosed in current or previous reporting period

In 2025, Genpact made significant progress against its SBTi-validated climate transition pathway. Scope 1 emissions decreased by 43% and Scope 2 emissions by 26% year-on-year, while Scope 3 emissions declined by 13%, demonstrating continued progress toward its long-term emissions reduction goals. The share of renewable energy more than doubled, increasing from 23% in 2024 to over 40% in 2025, supported by continued procurement of renewable electricity across operations. Energy-efficiency initiatives and operational improvements generated annual energy savings of 1,195,609 kWh. Genpact also advanced resource efficiency and circularity, reducing single-use plastic consumption by 97% from 2019 levels to 9,431 kg and recycling or reselling 827.67 MT of waste, resulting in estimated savings of 1,884.09 MT of CO_2 emissions, 31,375.26 kL of water, 162.82 kL of mineral oil, and 1,633 trees. Biodiversity efforts continued through the planting of 52,178 saplings and ongoing biodiversity impact assessments. Collectively, these initiatives demonstrate Genpact's continued progress toward its SBTi-validated net-zero target and broader long-term climate transition pathway.

(5.2.15) Attach any relevant documents which detail your climate transition plan (optional)

Genpact Sustainibility Report 2025.pdf

(5.2.16) Other environmental issues that your climate transition plan considers

Select all that apply

☑ Plastics

☑ Water

☑ Biodiversity

(5.2.17) Explain how the other environmental issues are considered in your climate transition plan

Water Stewardship: i. Continued implementation of Zero Liquid Discharge (ZLD) practices at applicable owned sites to maximize water reuse and minimize wastewater discharge. ii. Continued implementation of rainwater harvesting systems across campuses to enhance water conservation and groundwater recharge. iii.

Increased use of recycled water for cooling towers, horticulture, and sanitation, supported by water-efficient fixtures and smart monitoring systems. Waste Management & Circularity: i. Recycled and resold 827.67 MT of waste, contributing to savings of 1,884.09 MT of CO_2 emissions, 31,375.26 kL of water, 162.82 kL of mineral oil, and 1,633 trees. ii. Reduced single-use plastics to 9,431 kg from 325,152 kg in 2019, representing a 97% reduction. iii. Continued strengthening of waste segregation, recycling, and circularity initiatives across operations. Biodiversity Protection: i. Continued biodiversity impact assessments at owned and single-tenant sites. ii. Planted 52,178 saplings in 2025 to enhance biodiversity and ecosystem restoration. iii. Continued nature-based initiatives, including sustainable landscaping, rainwater harvesting, and green infrastructure to improve ecological resilience.

(5.2.18) Adaptation-specific objectives included within your climate transition plan

Select from:

☑ Yes

(5.2.19) Describe the adaptation objectives included in your climate transition plan or standalone adaptation plan

Our climate transition strategy incorporates physical risk adaptation objectives developed through scenario analysis conducted under low emissions (SSP1-RCP2.6) and high emissions (SSP5-RCP8.5) pathways, in line with IFRS S2 and TCFD recommendations, addressing chronic and acute physical risks identified across our global delivery centers and offices over short, medium, and long term horizons. Key objectives include investing in smart water meters, rainwater harvesting infrastructure, and auto chemical-dosing systems to strengthen water scarcity resilience; implementing infrastructure modifications at data centers, including installation of plenums and separation of hot and cold aisles, to manage heat stress while protecting employee health and safety; conducting site level flood risk assessments and raising road levels, constructing plinths, and elevating buildings at exposed sites to build flood and heavy precipitation resilience; relocating data center infrastructure inland and investing in coastal flood protection measures to adapt to sea level rise; and maintaining an ISO 22301:2019 aligned business continuity management system with seasonal preparedness reviews for extreme heat and heavy rainfall to support operational continuity. These measures are integrated into our enterprise risk management framework and business continuity planning, helping protect continuity of service delivery to clients, reduce long term operational costs including energy, maintenance, and insurance, and safeguard our workforce, thereby supporting our overall business strategy by preserving the resilience of our global delivery model and our ability to meet client commitments across a range of climate scenarios, including a 2°C or lower pathway. Our adaptation approach is currently benchmarked against international and voluntary frameworks, including IFRS S2, TCFD, and the TNFD's LEAP approach for nature related risks.
[Fixed row]

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Physical risks such as floods, heavy precipitation, rising sea levels, and heat stress at our delivery center locations can disrupt business operations, transportation, and utilities, and affect employee wellbeing. As part of our service delivery, we discuss with clients any risks related to locations or delivery centers, including the potential for business disruption due to extreme weather events, civil unrest, technology outages, and similar causes. As a result, we have cross-trained teams in multiple countries so they can pick up key roles if there's a disruption, giving clients built-in redundancy across the delivery structure. The market risk of shifting client preferences, where clients want help reducing Scope 3 emissions, aligning sustainability goals, collaborating on CSR projects, and supporting inclusion initiatives, has directly shaped our Sustainability Services offering. Through these services, we help clients strengthen ESG performance, improve compliance, and build more sustainable supply chains and operations using digital innovation, process expertise, and advanced technologies. Our offerings follow a three-pillar framework

covering assess and report, transition to a sustainable future, and adapt to sustainability risks, spanning investor-grade reporting and disclosures, double materiality assessments, KPI and metric setup, ESG audits, supply chain circularity and responsible sourcing, supply chain resilience and traceability, and Responsible AI governance. We combine sustainability data with gen AI and agentic AI integration to give clients real-time sustainability insights and predictive business insights, support supply chain traceability in response to regulations like the EU Deforestation Regulation and the Food Safety Modernization Act, and use process mining with our partner Celonis to identify carbon and waste hotspots within clients' operations, enabling targeted, data-driven changes that reduce environmental impact and improve efficiency. The market risk of raw material and semiconductor supply chain disruption, driven by extreme weather events, energy shortages, and rising demand, along with geopolitical risk affecting internet connectivity, cybersecurity, and talent availability, has led us to diversify our supply chains, explore local sourcing, invest in resilient infrastructure, and develop contingency plans, including alternative sourcing options and backup facilities. We also use advanced technologies like AI to improve supply chain visibility and early-warning systems, strengthening the continuity of the products and services we deliver to clients. The magnitude of impact from these considerations on Genpact overall is not substantive, but we integrate climate-related risks and opportunities into our enterprise risk management processes, business strategy, operational planning, supply chain management, infrastructure decisions, and innovation initiatives, building resilience and continuity of operations.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The market risk of shifting client preferences, where clients want help reducing Scope 3 emissions and meeting sustainability goals, together with the transitional risk of failing to transition to renewable sources of energy, has shaped our supply chain and real estate strategies. We have developed a sustainable supply chain policy focused on near and green sourcing in line with our sustainability strategy, and we already have green catalogs, lifecycle analyses, and green benchmarking in place. We are also evaluating strategies such as internal carbon pricing mechanisms for use in select products and services, in response to the transitional risk of current and emerging carbon taxation regulations that could increase our energy costs and impact profitability. The physical risk of rising sea levels and other climate-related impacts on our delivery locations has informed our real estate strategy, which includes moving away from areas impacted by climate change to Tier 2 cities with lower carbon footprints. This reduces our exposure to coastal and flood-prone sites while lowering our overall carbon footprint across our value chain. In line with our net-zero target of reducing Scope 3 emissions by 54.6% by 2032, and reflecting the market risk that our clients want help reducing their own Scope 3 emissions, we have

asked our critical Tier 1 suppliers to monitor and disclose their emissions data, reduction targets, and climate initiatives. This extends our climate strategy upstream into our supplier base, helping us manage the raw material and supply chain disruption risks associated with extreme weather events, energy shortages, and rising demand, while supporting our broader Scope 3 reduction goals across the value chain.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The transitional risk of failing to transition to renewable sources of energy, given rising electricity costs and potential disruptions in energy supply from non-renewable sources, has shaped our R&D investment priorities. We have allocated funding to smart grid technology and other strategic priorities like cloud, which have delivered significant cost benefits and contributed to a 67% reduction in our Scope 1 and Scope 2 emissions. The market risk of shifting client preferences, where clients want help reducing Scope 3 emissions and meeting their own sustainability goals, has also directed R&D investment toward client-facing sustainability offerings. We have collaborated with third parties (like Climate Vault, Envision Racin, etc.) to develop a basket of sustainability offerings, building on our knowledge of operations, technology, data, and analytics, and combining sustainability data with gen AI and agentic AI integration to give clients real-time sustainability insights and predictive business insights. We have implemented a wide range of further initiatives to reduce our environmental footprint and support sustainable operations, addressing the transitional risk of current and emerging carbon taxation regulations by investing in energy-efficient infrastructure, including third-party energy audits, energy-efficient HVAC pumps, and effective refrigeration operations, alongside increasing our share of renewable energy through rooftop solar panels and renewable energy certificates. These R&D and technology investments support both our net-zero targets and our ability to deliver differentiated, sustainability-linked products and services to clients.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Physical risks

☑ Transition risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

The physical risks of floods and heavy precipitation at our delivery center locations, which can cause physical damage and disruption to assets, facilities, transportation, and utilities, have directly shaped our operational continuity strategy. Our business continuity plans enable us to continue delivering services to our clients under any circumstances, including installing flooding and waterlogging equipment and enabling work-from-home procedures to maintain service delivery when physical sites are affected. The chronic physical risk of heat stress, which can lead to employee absenteeism, revenue losses, increased electricity costs, and power disruptions, has led us to invest in infrastructure modifications at our data centers, including installing plenums and separating hot and cold aisles, lowering energy consumption while reducing maintenance, repair, and health-insurance costs. Similarly, the risk of water scarcity, which raises procurement costs and reduces water availability for HVAC systems, sanitation, and consumption, has led us to invest in smart water meters, rainwater harvesting, and auto chemical-dosing systems to reduce operational costs and strengthen water resilience across our sites. The transitional risk of failing to transition to renewable sources of energy has shaped our operational energy strategy, leading us to conduct third-party energy audits, install energy-efficient HVAC pumps, and use effective refrigeration operations, alongside increasing our share of renewable energy through rooftop solar panels and renewable energy certificates. The geopolitical market risk affecting internet connectivity, cybersecurity, and talent availability has further led us to develop contingency plans, including alternative sourcing options, backup facilities, and crisis management procedures, to maintain operational resilience against potential disruptions or data breaches. Together, these measures support the continuity and resilience of our day-to-day operations while contributing to our broader emissions reduction and sustainability objectives.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Assets

☑ Acquisitions and divestments

☑ Revenues
☑ Direct costs
☑ Indirect costs
☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply
☑ Physical risks
☑ Transition risks
☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply
☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

Revenues: Market shifts toward sustainability create revenue opportunities through our Sustainability Services, with anticipated growth as clients seek support for sustainability performance and green innovation. Genpact also sees revenue upside from enhanced resilience solutions, including cross-trained teams across multiple countries. Direct costs: Carbon taxation could increase energy costs and affect profitability; Genpact is exploring implicit carbon pricing and emissions trading schemes to manage this risk. Investments in smart grids, cloud infrastructure, energy efficiency, smart water meters, rainwater harvesting and auto chemical-dosing have reduced emissions and operational costs. Circular economy initiatives are also expected to reduce procurement and waste disposal costs. Indirect costs: Reliance on nonrenewable energy may increase electricity costs and cause supply disruptions. Genpact is addressing this through energy audits, energy-efficient HVAC and refrigeration, alternative fuels, rooftop solar, PPAs and RECs. Water stewardship, including smart meters, chemical dosing and wastewater reuse, is expected to reduce operating, maintenance and water costs. Heat-stress measures may also lower energy, maintenance, repair and health-insurance costs. Capital expenditures: Climate risk response has directed investment toward heat-stress adaptations at data centers, flood protection, site elevation and relocation to lower-carbon locations. Opportunity-driven investments include rooftop solar, smart water meters, auto chemical-dosing systems and rainwater harvesting, supporting resilience, cost savings and emissions reduction. Assets: Flooding and sea-level rise risks have influenced physical asset decisions, including relocating data centers inland and implementing flood mitigation measures such as raised roads, plinths and elevated buildings. Circular economy initiatives that recycle packaging waste into construction materials also support more resource-efficient asset use. Acquisitions and divestments: Environmental and human rights risks are incorporated into due diligence for potential mergers and acquisitions to assess and manage ESG risk exposure.
[Add row]

(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?

	Identification of spending/revenue that is aligned with your organization’s climate transition	Methodology or framework used to assess alignment with your organization’s climate transition
	Select from: ☑ Yes	*Select all that apply* ☑ Other methodology or framework

[Fixed row]

(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization’s climate transition.

Row 1

(5.4.1.1) Methodology or framework used to assess alignment

Select from:

☑ Other, please specify :Internal Environmental Financial Allocation

(5.4.1.5) Financial metric

Select from:

☑ Revenue/Turnover

(5.4.1.6) Amount of selected financial metric that is aligned in the reporting year (currency)

36921241.4

(5.4.1.7) Percentage share of selected financial metric aligned in the reporting year (%)

0.73

(5.4.1.8) Percentage share of selected financial metric planned to align in 2030 (%)

0.85

(5.4.1.9) Percentage share of selected financial metric planned to align in 2035 (%)

0.95

(5.4.1.12) Details of the methodology or framework used to assess alignment with your organization's climate transition

Genpact's assessment of climate-transition-aligned revenue is based on an internally developed framework. Under this framework, we identify financial flows directly attributable to advancing our net-zero and broader climate transition commitments. These include the cost of operating from green-certified leased facilities (LEED/IGBC/BREEAM/EDGE-certified buildings), spend incurred under our sustainable procurement and responsible sourcing policy, and other climate-related operational investments, comprising renewable energy infrastructure (on-site solar PV, power purchase agreements, and renewable energy certificates), water stewardship infrastructure (rainwater harvesting and water recycling systems), energy efficiency upgrades (HVAC and chiller retrofits, smart and LED lighting), and low-carbon mobility initiatives (electric vehicle adoption). These figures are consolidated by our sustainability team in coordination with other departments, and expressed as a percentage of total company revenue for the reporting year.
[Add row]

(5.10) Does your organization use an internal price on environmental externalities?

Carbon

(5.10.1) Use of internal pricing for this environmental externality

Select from:
☑ No, but we plan to in the next two years

(5.10.2) Primary reason for not pricing this environmental externality

Select from:

☑ Not an immediate strategic priority

(5.10.3) Explain why your organization does not price this environmental externality

Genpact is currently focused on strengthening its climate transition strategy, advancing emissions reduction initiatives, and embedding climate-related risks and opportunities into business and operational decision-making. As these foundational processes continue to mature, Genpact plans to evaluate and implement an implicit carbon pricing approach informed by carbon pricing mechanisms and emissions trading schemes (ETS) across its operating geographies within the next two years, to further support its transition planning and management of carbon-related risks.

Other

(5.10.1) Use of internal pricing for this environmental externality

Select from:
☑ No, and we do not plan to in the next two years
[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:
☑ Yes

(5.11.2) Environmental issues covered

Select all that apply
☑ Climate change

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ Yes

(5.11.2) Environmental issues covered

Select all that apply

☑ Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

☑ No, but we plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

☑ Judged to be unimportant or not relevant

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

Currently not relevant for us to engage with our other value chain stakeholders on environmental issues.

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 76-99%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

In 2025, we screened 1,617 of 2,081 suppliers against environmental & social criteria, including GHG emissions, energy, water, biodiversity, labor & human rights. All screened Tier 1 suppliers were assessed using EcoVadis criteria. 737 had elevated environmental and 566 social impacts, with higher-risk suppliers prioritized for enhanced due diligence and ESG screening. The threshold covers suppliers contributing to at least 80% of Scope 3 emissions from Purchased Goods & Services & Capital Goods

(5.11.1.5) % Tier 1 suppliers meeting the threshold for substantive dependencies and/or impacts on the environment

Select from:

☑ 76-99%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

1617
[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:
☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply
☑ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

(5.11.2.4) Please explain

We have prioritized to engage with suppliers that contributes to top 80% of our scope 3 GHG inventory and that represent the highest business volume.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

As per our third party code of conduct which is applicable to all of our suppliers, we have stated that any violations or non-compliance will may result in termination of services, subject to any relevant contractual provisions, and we may also exercise any other rights it has with respect to any violations or non-compliance of the environmental requirements.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization's purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Second-party verification

☑ Supplier scorecard or rating

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

(5.11.6.12) Comment

Suppliers that are found to be non-compliant are given a target timeline to improve their environmental performance, including climate change.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Disclosure of GHG emissions to your organization (Scope 1 and 2)

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Developing quantifiable, time-bound targets and milestones to bring suppliers back into compliance

(5.11.6.12) Comment

We require our Tier 1 suppliers to disclose GHG emissions, verified through on-site third-party audits and EcoVadis risk assessments, with the majority currently in compliance. Non-compliant suppliers are retained and engaged, with quantifiable, time-bound targets set to bring them back into compliance in support of our 54.6% Scope 3 reduction target by 2032.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Implementation of emissions reduction initiatives

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ On-site third-party audit

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:
☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:
☑ 100%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:
☑ 76-99%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:
☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:
☑ 100%

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Providing information on appropriate actions that can be taken to address non-compliance

(5.11.6.12) Comment

We require Tier 1 suppliers to implement emissions reduction initiatives, monitored through on-site third-party audits, EcoVadis scorecards, and supplier self-assessments, with the majority currently in compliance. Suppliers that are found to be non-compliant are given a target timeline to improve their environmental performance, including climate change.
[Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Adaptation to climate change

(5.11.7.3) Type and details of engagement

Capacity building

☑ Provide training, support and best practices on how to make credible renewable energy usage claims

☑ Provide training, support and best practices on how to measure GHG emissions

☑ Provide training, support and best practices on how to set science-based targets

Information collection

☑ Collect GHG emissions data at least annually from suppliers

☑ Collect targets information at least annually from suppliers

Innovation and collaboration

☑ Run a campaign to encourage innovation to reduce environmental impacts on products and services

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 100%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 100%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We engage our critical Tier 1 suppliers by asking them to monitor and disclose their emissions data, reduction targets, and climate initiatives at least annually, using the EcoVadis platform to assess the risk ratings of existing suppliers and new vendors and a detailed sustainability maturity assessment for our top 20% of suppliers to capture direct emissions data and identify areas for improvement. We support this engagement through training and awareness sessions for vendors' employees on relevant sustainability topics, and we have updated the sustainability questionnaire on our supplier onboarding portal to gain deeper insight into supplier practices and encourage the adoption of credible renewable energy and emissions measurement approaches. This engagement has directly strengthened our supply chain's climate resilience and improved the quality of our own emissions accounting: in 2025, we cut our Scope 3 emissions by 13%, driven largely by an increase in the volume and accuracy of supplier-specific data collected through this engagement. By building supplier capability to measure emissions and disclose reduction targets, we are better able to identify climate-related vulnerabilities across our upstream value chain, informing our own adaptation planning and supporting progress toward our net-zero target of reducing Scope 3 emissions by 54.6% by 2032.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ Yes, please specify the environmental requirement :Take climate actions by accounting their GHG emissions and then take further actions to reduce their GHG emissions

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Educate and work with stakeholders on understanding and measuring exposure to environmental risks

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

Genpact engages investors and shareholders as an important stakeholder group to provide transparent information on its environmental and climate-related initiatives, progress and achievements, and to understand and address investor expectations regarding sustainability, risk management and long-term value creation. Investors have an interest in Genpact's ability to identify and manage environmental and climate-related risks that may affect its operations, strategy, financial performance and resilience, as well as in understanding how sustainability considerations are integrated into the company's business strategy and operations. Engagement is undertaken through quarterly earnings calls, one-on-one and group meetings with investors, broker-sponsored conferences, investor days and annual shareholder meetings, supported by the Annual Report, Sustainability Report, ESG disclosures and other shareholder communications. These channels provide opportunities to share information on environmental initiatives, performance, progress and achievements, and to communicate Genpact's approach to identifying and managing environmental and climate-related risks. Genpact also engaged investors and shareholders as part of its double materiality assessment, enabling the company to gather stakeholder perspectives on sustainability-related impacts, risks, opportunities, needs and expectations and incorporate these perspectives into the identification and prioritisation of material topics.

(5.11.9.6) Effect of engagement and measures of success

Engagement with investors and shareholders enables Genpact to communicate its environmental and climate-related initiatives, progress and achievements, and provide stakeholders with greater insight into its approach to managing environmental and climate-related risks and opportunities. Investor interactions also provide a channel for Genpact to understand stakeholder expectations relating to risk mitigation, integration of sustainability into strategy and operations, responsible business practices, and transparent sustainability reporting. Insights gathered through these interactions, together with investor and shareholder participation in the double materiality assessment, help inform Genpact's understanding and prioritisation of sustainability topics that are relevant to its stakeholders and business. The effectiveness of engagement is measured through continued and regular investor and shareholder interactions, the quality and relevance of feedback received through these engagement channels, and the incorporation of stakeholder perspectives into Genpact's materiality and sustainability processes. Further indicators of successful engagement include the continued provision and enhancement of information through the Sustainability Report, Annual Report and ESG disclosures, enabling investors and shareholders to assess Genpact's environmental performance, progress against its sustainability commitments, and approach to managing relevant environmental and climate-related risks.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization’s goals to support customers’ targets and ambitions

☑ Collaborate with stakeholders in creation and review of your climate transition plan

☑ Collaborate with stakeholders on innovations to reduce environmental impacts in products and services

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 51-75%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 76-99%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage these customers because they have requested Genpact report on its environmental performance through ESG ratings such as CDP and EcoVadis as part of their own sustainability performance management, and because doing so qualifies Genpact as an approved supply chain partner within their own supplier screening and vendor management processes. Through our Sustainability Services, we also share our environmental progress, align our goals with client targets, and collaborate on innovations such as AI-driven sustainability insights, supply chain traceability, and process mining to reduce environmental impact, with senior client stakeholders engaged through our NPS+ survey and regular governance meetings.

(5.11.9.6) Effect of engagement and measures of success

The effects of this customer engagement are twofold. First, it strengthens collaboration with customers to better understand and address their sustainability expectations, enabling the integration of ESG considerations into Genpact's business strategy and climate commitments. Second, it supports customers through digital transformation and sustainability solutions, such as AI-driven sustainability insights, supply chain traceability, and process mining, that help advance their environmental and operational objectives. As a measure of success, this engagement has helped Genpact maintain long-term customer relationships and continue as a trusted strategic partner for global clients, remaining a valued supply chain vendor as ESG screening increasingly shapes vendor management decisions. It also demonstrates progress against Genpact's sustainability commitments through improved environmental performance, transparent ESG disclosures, and continued advancement toward its SBTi-validated emissions reduction and net-zero targets, with customer feedback directly informing these improvements.
[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

☑ Meta

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Change to supplier operations

☑ Assess life-cycle impact of products or services to identify efficiencies

(5.12.5) Details of initiative

Genpact is implementing supplier-based emission calculation, using supplier-specific emission intensities instead of spend-based calculations, for Scope 3 Category 1 and Category 2 emissions. To achieve this, Genpact is sending a supply chain questionnaire to its Tier 1 suppliers to collect the required emissions data. In 2025, we also cut our Scope 3 emissions by 13% thanks to an increase in the volume and accuracy of supplier-specific data.

(5.12.6) Expected benefits

Select all that apply

☑ Increased transparency of upstream/downstream value chain

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:
☑ 0-1 year

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:
☑ No

(5.12.11) Please explain

Genpact is implementing supplier-based emission calculation, using supplier-specific emission intensities instead of spend-based calculations, for Scope 3 Category 1 and Category 2 emissions. To achieve this, Genpact is sending a supply chain questionnaire to its Tier 1 suppliers to collect the required emissions data. In 2025, we also cut our Scope 3 emissions by 13% thanks to an increase in the volume and accuracy of supplier-specific data. These efforts support Genpact's long-term decarbonization strategy and SBTi-aligned emissions reduction targets.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

	Environmental initiatives implemented due to CDP Supply Chain member engagement
	Select from: ☑ Yes

[Fixed row]

(5.13.1) Specify the CDP Supply Chain members that have prompted your implementation of mutually beneficial environmental initiatives and provide information on the initiatives.

Row 1

(5.13.1.1) Requesting member

Select from:

☑ Schneider Electric

(5.13.1.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.13.1.4) Initiative ID

Select from:

☑ Ini1

(5.13.1.5) Initiative category and type

Change to supplier operations

☑ Implement energy reduction projects

(5.13.1.6) Details of initiative

Genpact engaged Schneider Electric to conduct a Power Quality Audit and energy efficiency assessment across its data center infrastructure, covering 11 sites in India. The audit found that power consumption accounted for roughly 40% of Genpact's total data center costs, with data centers operating at low efficiency. Based on the audit findings, Schneider Electric was brought on as a data center consultant to redesign and implement more efficient power management solutions, including modular and hot-swappable data center systems, as part of a broader overhaul of Genpact's IT infrastructure and vendor management approach.

(5.13.1.7) Benefits achieved

Select all that apply

☑ Improved resource use and efficiency

☑ Reduction of own operational emissions (own scope 1 & 2)

(5.13.1.8) Are you able to provide figures for emissions savings or water savings in the reporting year?

Select from:

☑ No

(5.13.1.11) Please explain how success for this initiative is measured

Success for this initiative is measured through documented reductions in power consumption and energy use across our data centers and facilities. The Power Quality Audit initially identified that power consumption accounted for roughly 40% of our data center costs, establishing energy efficiency as an ongoing priority in our infrastructure strategy. Building on this, we have continued to drive measurable energy efficiency gains, achieving total energy savings of approximately 1,195,609 kWh in 2025 through initiatives such as replacing packaged air conditioning units with VRV/split systems (263,400 kWh saved), participating in Earth Hour (120,000 kWh saved), replacing a chiller in Bengaluru (23,700 kWh saved), and reducing electricity demand across our Gurugram, Noida, and Pune sites. We track success through metered energy consumption data at the site level, verified against baseline usage, and reported annually as part of our broader energy efficiency and net-zero strategy.

(5.13.1.12) Would you be happy for CDP Supply Chain members to highlight this work in their external communication?

Select from:

☑ No

Row 2

(5.13.1.1) Requesting member

Select from:

☑ Meta

(5.13.1.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.13.1.4) Initiative ID

Select from:

☑ Ini2

(5.13.1.5) Initiative category and type

Relationship sustainability assessment

☑ Align goals to feed into customers targets and ambitions

(5.13.1.6) Details of initiative

Genpact aligns its own climate action with the emissions reduction expectations embedded in client contracts and procurement processes. This includes providing emissions data upon request, demonstrating progress against science-based targets, and supporting client sustainability reviews as part of the vendor relationship. Genpact's own SBTi-validated targets, covering a 69.5% reduction in Scope 1 and 2 emissions and a 54.6% reduction in Scope 3 emissions by 2032, along with its shift to renewable energy (reaching 40% of total energy consumption in 2025), directly support its ability to meet this class of client requirement.

(5.13.1.7) Benefits achieved

Select all that apply

☑ Increased transparency of upstream/downstream value chain

☑ Reduction of own operational emissions (own scope 1 & 2)

(5.13.1.8) Are you able to provide figures for emissions savings or water savings in the reporting year?

Select from:

☑ No

(5.13.1.11) Please explain how success for this initiative is measured

Success is measured through GHG emissions reduction, progress against science-aligned climate targets, renewable energy adoption, energy-efficiency improvements and implementation of decarbonization actions.

(5.13.1.12) Would you be happy for CDP Supply Chain members to highlight this work in their external communication?

Select from:

☑ No

[Add row]

C6. Environmental performance - Consolidation approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

Climate change

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Genpact applies the operational control approach to consolidate its climate-related and GHG emissions data. Under this approach, 100% of Scope 1 and Scope 2 emissions are reported for offices where the company has the authority to implement operational, environmental, and health & safety policies. This approach was selected because it best reflects the areas where Genpact can directly influence energy management, operational efficiency, and emissions reduction initiatives, ensuring clear management accountability for climate performance. It is fully aligned with the GHG Protocol Corporate Accounting and Reporting Standard and supports consistent, transparent, and comparable reporting across reporting years.

Biodiversity

(6.1.1) Consolidation approach used

Select from:

☑ Operational control

(6.1.2) Provide the rationale for the choice of consolidation approach

Genpact applies the operational control approach for managing and reporting biodiversity-related impacts across its own operations. Under this approach, all facilities where the company has the authority to implement operational, environmental, and land management policies are included within the reporting boundary. This approach was selected because biodiversity impacts are intrinsically linked to operational activities, including land use, habitat disturbance, emissions to air and water, waste management, resource extraction, and infrastructure development. By applying the operational control boundary, Genpact is able to directly implement mitigation measures, monitor biodiversity performance, and integrate biodiversity considerations into operational planning, environmental management, and compliance processes. The operational control approach aligns with Genpact's ISO 14001 Environmental Management System, enabling consistent implementation

of biodiversity conservation measures, impact assessments, restoration initiatives, pollution prevention, and regulatory compliance across all controlled sites. It also supports transparent and comparable disclosures under CDP, the Taskforce on Nature-related Financial Disclosures (TNFD), and emerging global nature-related reporting expectations.
[Fixed row]

C7. Environmental performance - Climate change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:
☑ No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

(7.1.2.1) Change(s) in methodology, boundary, and/or reporting year definition?

Select all that apply
☑ Yes, a change in methodology

(7.1.2.2) Details of methodology, boundary, and/or reporting year definition change(s)

As a part of Genpact's Net Zero Transition and Supplier decarbonization strategy, the company has decided to gradually phase out spend-based calculations for Scope 3 category 1 and Category 2 emissions. In CY2025, we have progressed to have a hybrid Scope 3 category 1- Purchased goods & Services and category 2 Capital Goods calculation methodology which includes a mix of Supplier-Intensity method for the vendors having public reporting of Scope 1 Scope 2 Scope 3 emissions. Remaining vendors who don't have a public disclosure, we have continued with spend-based calculations. This has increased the accuracy and robustness of our emissions methodology.
[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ No, because the impact does not meet our significance threshold

(7.1.3.4) Base year emissions recalculation policy, including significance threshold

Genpact follows the GHG Protocol Corporate Accounting and Reporting Standard for recalculating base year emissions to ensure consistency and comparability over time. Base year emissions are recalculated when there are significant structural changes (e.g., acquisitions, divestments, mergers, outsourcing/insourcing), material changes in organizational or operational boundaries, significant improvements in calculation methodologies or emission factors, or the discovery of material errors. Genpact applies a 5% significance threshold at the total gross Scope 1 and Scope 2 & Scope 3 emissions level to determine whether recalculation is required. This is in alignment with our near-term and Net-Zero SBTi Validated targets as well.

(7.1.3.5) Past years’ recalculation

Select from:

☑ Yes

[Fixed row]

(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

Select all that apply

☑ ISO 14064-1

☑ IEA CO2 Emissions from Fuel Combustion

☑ The Greenhouse Gas Protocol: Scope 2 Guidance

☑ The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

☑ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

☑ Defra Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance, 2019

☑ Other, please specify :Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6

(7.3) Describe your organization’s approach to reporting Scope 2 emissions.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Genpact calculates its scope 2 emissions using both locations based and market-based approaches. We have used location-based approach for India sites where there are no available market-based emission factors. For such offices, our location based is equal to market-based scope 2 emissions. We have used market-based approach for our global sites where the net consumption is based on bills from Green Power Utility providers and market-based instruments such as Physical and Virtual PPAs for green energy procurement. In CY2025, Renewable energy accounted for 40% of Genpact's total energy consumption, increasing from 23% in CY2024. This represents a 17 percentage-point increase, equivalent to approximately a 74% year-on-year increase in the share of renewable energy. This significant increase reflects Genpact's ongoing commitment to increasing renewable electricity procurement and reducing emissions from purchased energy, thereby supporting progress toward its science-based emissions reduction targets and long-term Net Zero target.
[Fixed row]

(7.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are excluded from your disclosure of climate-related data?

Select from:

☑ No

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

9286

(7.5.3) Methodological details

Genpact has a robust monitoring mechanism for direct energy consumption, all energy consumption is monitored across the respective facilities level and further collated at HQ level. Our Scope 1 Emissions comprises emissions from the diesel generator sets' operations, LPG consumption in the cafeteria (from selected location), and refrigerant tops-ups in the chillers and air conditioners from some of the facilities. We reported 9,286 tons of CO2e under Scope 1 emissions for the base year 2019. Scope1 contributed to 4.8% in overall GHG emissions.

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

85997

(7.5.3) Methodological details

The primary energy source for our operations and services at Genpact remains purchased electricity. We source our power from the power grids, which accounts to 85,997 tons of CO2e Scope 2 emissions.

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

85997

(7.5.3) Methodological details

Post our SBTi validation of near-term and long-term GHG targets, we decided to report our scope 2 emissions under both location-based and market-based approach owing to our renewable energy attributes and power purchasing agreements for our global offices in the USA, Romania, London, Netherlands, United Kingdom, Philippines, Brazil & Costa Rica.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

44716.52

(7.5.3) Methodological details

This category includes emissions from the following major categories: - 1. Computers & hardware (IT)- secondary data, spend based 2. Facilities support services- secondary data, spend-based 3. Internet publishing and broadcasting- secondary data, spend-based 4. Data processing and hosting services- Secondary data,

Spend-based 5. Marketing research and all other miscellaneous professional, scientific, and technical services- secondary data, spend-based. This category contributes 23.14% of total GHG emissions (Scope 1 + Scope 2 + Scope 3).

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

The category 2 Capital Goods emissions have not been disaggregated into Opex and capex classification and therefore, is already included in the category 1 GHG emissions of base year inventory. However, we have been able to disaggregate Category 2 emissions from Category 1 for the subsequent years. We shall use the same methodology to disaggregate these emissions in the base year as well.

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

11425.97

(7.5.3) Methodological details

Emissions from FERA include the upstream emissions due to extraction and refining of the fuels consumed in scope 1, total upstream emissions of the fuels used for generating electricity consumed in scope 2 and the total transmission & distribution losses of the purchased electricity in scope 2. This category contributes to 5.91% of our total GHG emissions in the base year.

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

The supply chain emission factor used for the calculation of purchased goods and services and capital goods is USEPA EEIO v1.2 which contains supply chain emissions i.e. the upstream transportation emissions are already included in Category 1 emissions. Hence, these are not reported under Category 4 to avoid double counting.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

11.35

(7.5.3) Methodological details

This category consists of GHG emissions due to generation of hazardous and non-hazardous waste in our operations. This category contributes to 0.01% of our total GHG emissions in the base year.

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

24668.0

(7.5.3) Methodological details

This category consists of emissions from domestic and international air travel.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

17166.0

(7.5.3) Methodological details

The emissions from this category include the emissions due to the daily commute shuttle (Diesel, Petrol & LPG) provided by Genpact for its employees.

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

We have access to leased sites energy data and it has already been reported under Scope-2.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

As a professional services industry we do not have any upstream or downstream transportation emissions. Therefore, this category is not relevant to us.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

As a professional services industry we do not have manufacture any products which need processing. Therefore, this category is not relevant to us

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Genpact, being a professional service company does not sells any product which has use phase emissions.

Scope 3 category 12: End of life treatment of sold products

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

As a professional services industry we do not have manufacture any products which have end of life. Therefore, this category is not relevant to us

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Genpact

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Genpact

Scope 3 category 15: Investments

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Genpact

Scope 3: Other (upstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Genpact

Scope 3: Other (downstream)

(7.5.1) Base year end

12/31/2019

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable to Genpact
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3120.28

(7.6.3) Methodological details

*The Scope 1 emissions have been calculated using activity- based approach. The major sources of emissions are stationary combustion, emissions from refrigerants and air-conditioning equipment's etc. The calculations for these emissions are as below: - 1. Diesel - Total Quantity (2,18,708.13L) *emission factor (DEFRA)/1000= 562.26 tCO2e. 2. LPG- Total Quantity (5054 kg) *Emission Factor (DEFRA)/1000= 14.86 tCO2e. 3. PNG- Total Quantity (6107.22 SCM) * Emission Factor/1000= 12.62 tCO2e. 4. Natural Gas- Total Quantity (2,51,641.98 SCM) * Emission Factor/1000= 541 tCO2e 5. CO2 from fire extinguishers- 0.13 tCO2e 6. CO2e from Refrigerants- 2,005 tCO2e. The break us is as follows: 1. R22- 114 tCO2e 2. R134a- 385 tCO2e 3. R410A- 1386 tCO2e 4. R407C- 101 tCO2e 5. R32- 19 tCO2e*

Past year 1

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

5503.03

(7.6.2) End date

12/31/2024

(7.6.3) Methodological details

The Scope 1 emissions have been calculated using activity- based approach. The major sources of emissions are stationary combustion, emissions from refrigerants and air-conditioning equipment's etc. The emissions as per key Scope 1 sources are as below: - 1. Diesel - (Activity-based Method)- 657.57 tCO2e. 2. LPG- (Activity-based Method)- 23 tCO2e. 3. PNG- (Activity-based Method)- 10.34 tCO2e. 4. Natural Gas- (Activity-based Method)- 738 tCO2e 5. CO2 from fire extinguishers- (Activity-based Method)- 0.82 tCO2e 6. CO2e from Refrigerants top up- 4426 (tCO2e)

Past year 2

(7.6.1) Gross global Scope 1 emissions (metric tons CO2e)

3916.64

(7.6.2) End date

12/31/2023

(7.6.3) Methodological details

The Scope 1 emissions have been calculated using activity- based approach. The major sources of emissions are stationary combustion, emissions from refrigerants and air-conditioning equipment's etc. The emissions as per key Scope 1 sources are as below: - 1. Diesel - (Activity-based Method)- 751 tCO2e. 2. LPG- (Activity-based Method)- 21 tCO2e. 3. Natural Gas- (Activity-based Method)- 499 tCO2e 4. CO2e from Refrigerants top up- (Activity-based-Method) 3144 (tCO2e)
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

28577.041

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

28577.041

(7.7.4) Methodological details

*The Scope 2 Location-based emissions are calculated using the activity-based approach. The sources of emissions are following: 1. Purchased Electricity from Grid (kWh) 2. Purchased Electricity from DG sets (kWh) 3. Natural Gas (kWh) The calculations are as follows: Total scope 2 emissions (tcO2e) = kWh due to purchased electricity from grid*IEA country-wise grid emission factor+ kWh due to DG set*DEFRA emission factor + kWh due to Natural Gas combustion*DEFRA emission factor. Total emissions from scope 2 from 3 different sources are as follows: 1. Purchased Electricity from Grid- 28,523.5 tCO2e, 2. Purchased Electricity from DG sets- 38.1 tCO2e, 3. Purchased Electricity from Natural Gas- 15.4 tCO2e In CY2025, we have reported market-based emissions as equal to location-based emissions as there is no residual emission factor available for India sites. Wherever, possible, we have taken the country-specific grid emission factor for our computations. We shall be reporting location-based & market-based emissions from CY2026 onwards in our Annual Sustainability Report.*

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

38524.63

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

38524.63

(7.7.3) End date

12/31/2024

(7.7.4) Methodological details

The Scope 2 emissions are calculated using the activity-based approach. The sources of emissions are following: 1. Purchased Electricity from Grid (kWh) 2. Purchased Electricity from DG sets (kWh) 3. Natural Gas (kWh) The calculations are as follows: Total scope 2 emissions (tcO2e) = kWh due to purchased electricity

*from grid*CEA grid emission factor+ kWh due to DG set*DEFRA emission factor + kWh due to Natural Gas combustion*DEFRA emission factor. Total emissions= 38128.2+43.2+353.2= 38524.6 tCO2e*

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

41244.09

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e)

41244.09

(7.7.3) End date

12/31/2023

(7.7.4) Methodological details

*The Scope 2 emissions are calculated using the activity-based approach. The sources of emissions are following: 1. Purchased Electricity from Grid (kWh) 2. Purchased Electricity from DG sets (kWh) 3. Natural Gas (kWh) The calculations are as follows: Total scope 2 emissions (tcO2e) = kWh due to purchased electricity from grid*CEA grid emission factor+ kWh due to DG set*DEFRA emission factor + kWh due to Natural Gas combustion*DEFRA emission factor.*
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

50537

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

*The company's typical operational expenses include expenditure & employee salary, purchase of insurance, IT & non-IT services, IT hardware, IT software, real estate acquisition, electrical & electronic equipment, furniture & fixtures, etc. These are accounted for using data from financial accounting (procurement data). In CY2025, we adopted a hybrid method to calculate emissions. For IT goods such as laptops and computers, we have used supplier-specific method. For suppliers whose scope 1 scope 2 and scope 3 emissions are available in public platform such as Sustainability reports and CDP reports, we have calculated their intensities based on revenue and estimated emissions to Genpact because of suppliers. the remaining services emissions are calculated using spend based approach. We have used USEEIO NAICS v1.3 (United States Environmentally Extended Input Output model) emission factors (kgCO2e/USD). We calculate the total emissions using three major gases in supply chain emissions and multiply their EF with the AR 6 GWP values to arrive at the Net Emission Factor. Total emissions in tCO2e [Purchase goods and services (USD)*USEEIO EF (kgCO2e/USD)] /1000.*

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

9155

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Hybrid method

☑ Supplier-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

*CAPEX consists of asset clearing, project and maintenance repairs, building repairs, and office equipment (AMC, etc.). These are accounted for using data from financial accounting (procurement data). We have used a hybrid approach this year with 95% coverage of suppleir based intensity method and remaining emissions calculated using Spend-based approach. We used NAICS V1.3 USEEIO (United States Environmentally Extended Input Output model) emission factors (kgCO2e/USD). Total emissions in tCO2e [Capital goods and services (USD)*USEEIO EF (kgCO2e/USD)] /1000.*

Fuel-and-energy-related activities (not included in Scope 1 or 2)

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10171

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

The FERA emissions include emissions from three primary sources: Activity A- Upstream emissions due to consumption of fuels used in Scope 1 Activity B- Total upstream emissions of the purchased electricity, and Activity C- Transmission and distribution (T&D) losses of the purchased electricity. Genpact has used the DEFRA emission factors to calculate the WTT emissions of the fuels used in Scope 1 and IEA upstream and T&D emission factors to calculate the total upstream emissions of purchased electricity. Total emissions from FERA = A+B+C. A= 234.69 tCO2e B= 4,793.24 tCO2e C= 5,142.86 tCO2e Total GHG emissions from FERA= 10,170.79 tCO2e

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under another scope 3 category, please specify :Emissions already covered under Category 1- purchased Goods & Services

(7.8.6) Please explain

Genpact is a service company dealing with technology, consulting, and outsourcing, and our services are provided over digital/mobile networks to our clients in over 50 countries. We do not sell any physical products which require manufacturing/processing. The emissions from this category are already included in Category 1 & Category 2 as we have used NAICS USEEIO spend based factors including margin for transportation cost. These are accounted for cradle-to-gate and therefore this is not reported, to avoid double counting.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

10.58

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

The emissions due to waste generated have been estimated based on the type of waste stream, nature of disposal and the quantity of waste generated in metric tonnes. The EFs from DEFRA for specific waste types and their disposal method have been used to compute the emissions. The formula used to compute emissions is given by: (waste produced (tonnes or m3) waste type and waste treatment specific emission factor (kgCO2e/tonne or m3)). The categories of waste reported for this are as follows: - Biomedical Waste- Incinerated Used Oil- Sold to authorized recycler Oil Soaked Cloth- Incinerated Waste Oil- Sold to authorized recycler DG Filters - Incinerated E-waste Disposed- Recycled Construction Debris- Landfill Battery- Return and take back (recycled) Paper Scrap (shredded paper)- Recycled Wet Waste (food waste)- Recycled Dry Waste (waste JRT/HRT, plastic, other)- Recycled Wood Scrap- Recycled Metal Scrap- Recycled SUP- Recycled STP Sludge- Sold to authorized recycler

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

22726.15

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

The emissions from this category comprises of emissions from three modes of business travel- 1. Air Travel (Domestic & International Flights) 2. Rail Travel (Domestic & International Rail) 3. Road Travel (Local and Spot Cabs) The emissions include both -the Well-To-Tank emissions (WTT) and Tank-to-Wheel (TTW) emissions from DEFRA 2025 as per the Well-to-Wake (WTW) methodology recommended by SBTi. We used the hybrid approach where the Air & Rail travel emissions are calculated using distance-based approach while the road travel (spot cabs) are calculated using spend-based approach.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

(7.8.2) Emissions in reporting year (metric tons CO2e)

11547.5

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

100

(7.8.6) Please explain

The emissions from Category 7 Employee Commute consist of emissions due to the daily commute of Genpact employees through Diesel, CNG, and Petrol Shuttle and Cabs. We use a distance-based method to compute emissions where we multiply the distances travelled by the employees and the fuel-specific emission factors

from DEFRA 2025. The formula used is mentioned below: (distance travelled by vehicle type (vehicle-km or passenger-km) vehicle specific emission factor (kg CO2e/vehicle-km or kg CO2e/passenger-km))

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Emissions covered under scope 1 or 2

(7.8.6) Please explain

Genpact leases its office facilities under two models, single-tenanted and multi-tenanted properties. We report emissions associated with energy usage in facilities where Genpact is the single tenant under Scope 1 and 2 emissions. Therefore, this category is not reported due to double counting.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Genpact is a service company dealing with technology, consulting, and outsourcing, and our services are provided over digital/mobile networks to our clients in over 50 countries. We do not sell any physical products which require manufacturing/processing. Therefore, there are no downstream emissions applicable to our company. Hence, this category is not relevant.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

Genpact is a professional services company that deals with technology, consulting, and outsourcing. We do not sell any physical products, which require processing. Hence, this category does not apply to us.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization's activities

(7.8.6) Please explain

Genpact is a professional services company that deals with technology, consulting, and outsourcing. We do not sell any physical products, which have any use-phase emissions. Hence, this category does not apply to us.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Genpact is a professional services company that deals with technology, consulting, and outsourcing. We do not sell any physical products, which have any end-of-life phase emissions. Hence, this category does not apply to us.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Not applicable to Genpact as we do not have any downstream leased assets

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Not applicable to Genpact as we do not have any Franchises.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:

☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Not applicable to Genpact as we do not have any downstream investments

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:
☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Not applicable to Genpact's operations.

Other (downstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Reason for this category not being relevant

Select from:
☑ Not applicable to our organization’s activities

(7.8.6) Please explain

Not Applicable to Genpact's Operations
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/31/2024

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

60737

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

7859

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

13309

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

15

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

26282

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

11171

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

The emissions have been calculated as per The GHG Protocol Scope 3 Standard and SBTi Validated targets methodology using Cross-Sector Pathway.

Past year 2

(7.8.1.1) End date

12/31/2023

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

34402

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

13305

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

12678

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

31

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

20250

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

8762

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

0

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

The emissions have been calculated as per The GHG Protocol Scope 3 Standard and SBTi Validated targets methodology using Cross-Sector Pathway.
[Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:

☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.1.4) Attach the statement

Genpact Sustainability Report CY25.pdf

(7.9.1.5) Page/section reference

Please find our detailed Assurance Statement section for our Annual Sustainability Report on Page numbers 129, 130, 131 The independent assurance on GHG emissions (Scope 1, 2 and 3) can be found on Page numbers 132.

(7.9.1.6) Relevant standard

Select all that apply

☑ DNV VeriSustain Protocol/ Verification Protocol for Sustainability Reporting

☑ ISAE3000

☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:

☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.2.5) Attach the statement

Genpact Sustainability Report CY25.pdf

(7.9.2.6) Page/ section reference

Please find our detailed Assurance Statement section for our Annual Sustainability Report on Page numbers 129, 130, 131 The independent assurance on GHG emissions (Scope 1, 2 and 3) can be found on Page numbers 132.

(7.9.2.7) Relevant standard

Select all that apply

☑ DNV VeriSustain Protocol/ Verification Protocol for Sustainability Reporting

☑ ISAE3000

☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100

[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Franchises

☑ Scope 3: Investments

☑ Scope 3: Capital goods

☑ Scope 3: Business travel

☑ Scope 3: Employee commuting

☑ Scope 3: Waste generated in operations

☑ Scope 3: End-of-life treatment of sold products

☑ Scope 3: Upstream transportation and distribution

☑ Scope 3: Downstream transportation and distribution

☑ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)

☑ Scope 3: Use of sold products

☑ Scope 3: Upstream leased assets

☑ Scope 3: Downstream leased assets

☑ Scope 3: Processing of sold products

☑ Scope 3: Purchased goods and services

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Genpact Sustainability Report CY25.pdf

(7.9.3.6) Page/section reference

Please find our detailed Assurance Statement section for our Annual Sustainability Report on Page numbers 129, 130, 131 The independent assurance on GHG emissions (Scope 1, 2 and 3) can be found on Page numbers 132.

(7.9.3.7) Relevant standard

Select all that apply

☑ DNV VeriSustain Protocol/ Verification Protocol for Sustainability Reporting

☑ ISAE3000

☑ ISO14064-3

(7.9.3.8) Proportion of selected emissions categories verified (%)

100

(7.9.3.9) Proportion of total reported scope 3 emissions verified (%)

100

[Add row]

(7.10) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Select from:
☑ Decreased

(7.10.1) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

Change in renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

9811.13

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

25.82

(7.10.1.4) Please explain calculation

In CY24, the total RE purchase was 19109 MWh. In CY25, this has increased by 72.31% to 32928 MWh resulting in an overall emission savings in Scope 2 emissions by 25.82%

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

2519.87

(7.10.1.2) Direction of change in emissions

Select from:

☑ Decreased

(7.10.1.3) Emissions value (percentage)

43.3

(7.10.1.4) Please explain calculation

In CY25, due to process optimization & energy efficiency initiatives such as: 1. Replacement of PAC Units with VRV/Split AC at Server and UPS Room 2. Energy savings employee engagement (Earth Hour) 3. Chiller Replacement 4. AHU coil Descaling 5. VFD activation in secondary pumps 6. UPS Reationalization 7. Solarisation of street lights A cumulative of 1195.6 MWh was saved resulting in overall emission savings of 849 tCO2e. Moreover, there has been significant reduction of fuel consumption for Diesel, LPG, R22, R134a, R410A, R407C & Natural Gas resulting in overall emission savings of 1670.87 tCO2e.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

Not Applicable
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Does your organization have significant land sector activities in its operations or value chain?

(7.12.1) Agriculture, forestry or other land sector activities

Select from:
☑ No, explanation provided

(7.12.3) Specify the reason for no significant activities

Select from:
☑ Relevant activities identified but evaluated to be below the significance threshold

(7.12.4) Significance threshold

Genpact is a global professional services and digital transformation company whose operations primarily comprise office-based service delivery, consulting, analytics, and technology-enabled business process management. The company does conduct activities involving agriculture, forestry, livestock, aquaculture, or other land-use operations. Additionally, land sector activities do not represent a significant source of greenhouse gas emissions within Genpact's value chain. While the company procures goods and services such as office supplies, IT equipment, and facility management services, these do not constitute significant land sector activities as defined by CDP. Land sector activities contributing less than 5% of the total corporate GHG inventory or not representing a material climate-related risk or opportunity are considered not significant for disclosure purposes.

[Fixed row]

(7.13) Does your organization choose to account for and report technological CO2 removals or captured CO2 with geologic storage, or have you done so in previous years?

	Technological CO2 removals or captured CO2 with geologic storage in the reporting year	Specify the reason for no technological CO2 removals or captured CO2 with geological storage in the reporting year	Technological CO2 removals or captured CO2 with geologic storage were accounted for and reported in previous years
	Select from: ☑ No, explanation provided	*Select from:* ☑ No relevant activities identified	*Select from:* ☑ No

[Fixed row]

(7.15) Does your organization break down its Scope 1 and/or Scope 2 emissions by greenhouse gas type?

(7.15.1) Emissions breakdown by greenhouse gas type

Select from:
☑ Yes, both Scope 1 and Scope 2 emissions
[Fixed row]

(7.15.1) Break down your total gross global Scope 1 and Scope 2 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

1107.25

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

1107.25

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

28576.5

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

28576.5

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

28576.5

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

28576.5

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

0.87

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

0.87

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

0

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

0

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

0

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

7.45

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

7.45

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

0

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

0

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

0

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

Select from:
☑ HFCs

(7.15.1.2) Scope 1 emissions (metric tons of selected gas)

2004.71

(7.15.1.3) Scope 1 emissions (metric tons of CO2e)

2004.71

(7.15.1.4) Scope 2 location-based emissions (metric tons of selected gas)

0

(7.15.1.5) Scope 2 location-based emissions (metric tons of CO2e)

0

(7.15.1.6) Scope 2 market-based emissions (metric tons of selected gas)

0

(7.15.1.7) Scope 2 market-based emissions (metric tons of CO2e)

0

(7.15.1.8) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)
[Add row]

(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

91.34

(7.16.3) Scope 2, market-based (metric tons CO2e)

91.34

Bermuda

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.18

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.18

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

54.15

(7.16.3) Scope 2, market-based (metric tons CO2e)

54.15

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1718.49

(7.16.3) Scope 2, market-based (metric tons CO2e)

1718.49

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0.73

(7.16.3) Scope 2, market-based (metric tons CO2e)

0.73

Costa Rica

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.83

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Egypt

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

63.01

(7.16.3) Scope 2, market-based (metric tons CO2e)

63.01

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Guatemala

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.05

(7.16.2) Scope 2, location-based (metric tons CO2e)

576.55

(7.16.3) Scope 2, market-based (metric tons CO2e)

576.55

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

35.48

(7.16.3) Scope 2, market-based (metric tons CO2e)

35.48

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

2468.94

(7.16.2) Scope 2, location-based (metric tons CO2e)

22235.78

(7.16.3) Scope 2, market-based (metric tons CO2e)

22235.78

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

252.71

(7.16.3) Scope 2, market-based (metric tons CO2e)

252.71

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.09

(7.16.2) Scope 2, location-based (metric tons CO2e)

194.95

(7.16.3) Scope 2, market-based (metric tons CO2e)

194.95

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

9.79

(7.16.2) Scope 2, location-based (metric tons CO2e)

1053.71

(7.16.3) Scope 2, market-based (metric tons CO2e)

1053.71

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

101.24

(7.16.2) Scope 2, location-based (metric tons CO2e)

918.39

(7.16.3) Scope 2, market-based (metric tons CO2e)

918.39

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

10.29

(7.16.2) Scope 2, location-based (metric tons CO2e)

26.66

(7.16.3) Scope 2, market-based (metric tons CO2e)

26.66

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

441.55

(7.16.2) Scope 2, location-based (metric tons CO2e)

58.04

(7.16.3) Scope 2, market-based (metric tons CO2e)

58.04

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

1030.14

(7.16.3) Scope 2, market-based (metric tons CO2e)

1030.14

United Kingdom

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

2.95

(7.16.3) Scope 2, market-based (metric tons CO2e)

2.95

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

76.5

(7.16.2) Scope 2, location-based (metric tons CO2e)

263.78

(7.16.3) Scope 2, market-based (metric tons CO2e)

263.78
[Fixed row]

(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Stationary Combustion of Fuels (Diesel, LPG)*	*1115.43*
Row 2	*Re-filling Air Conditioning gas during the AC units' installation, maintenance or disposal. (R-22, R410A, R407C, R32)*	*2004.71*

	Activity	Scope 1 emissions (metric tons CO2e)
Row 3	*Fugitive emissions from refilling of Fire Extinguishers*	*0.13*

[Add row]

(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

Select all that apply

☑ By activity

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	*Emissions due to purchased electricity from Grid*	*28523.5*	*28523.5*
Row 2	*Emissions due to electricity from other DG sets*	*37.64*	*37.64*
Row 3	*Emissions due to purchased Natural Gas electricity*	*15.35*	*15.35*

[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

3120.28

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

28576.5

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

28576.5

(7.22.4) Please explain

Genpact GHG emissions includes data from all the subsidiaries and associated companies within Genpact Limited. We report Scope 1 and Scope 2 data for all our 100% own or controlled sites.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

Genpact GHG emissions include data from all the subsidiaries and associated companies within Genpact Limited. We report Scope 1 and Scope 2 data for all our 100% own or controlled sites.
[Fixed row]

(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

Select from:
☑ No

(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

Row 1

(7.26.1) Requesting member

Select from:
☑ Dentsu International

(7.26.2) Scope of emissions

Select from:
☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

435

(7.26.9) Emissions in metric tonnes of CO2e

8.92

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably

representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 2

(7.26.1) Requesting member

Select from:

☑ Dentsu International

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

435

(7.26.9) Emissions in metric tonnes of CO2e

81.68

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Purchased Electricity from Grid (kWh)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 3

(7.26.1) Requesting member

Select from:

☑ Dentsu International

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

435

(7.26.9) Emissions in metric tonnes of CO2e

81.68

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Purchased Electricity from Grid (kWh)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation.

(7.26.14) Where published information has been used, please provide a reference

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Row 4

(7.26.1) Requesting member

Select from:

☑ Dentsu International

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

435

(7.26.9) Emissions in metric tonnes of CO2e

173.56

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation.

(7.26.14) Where published information has been used, please provide a reference

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Row 5

(7.26.1) Requesting member

Select from:

☑ NTT DATA Group Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

323

(7.26.9) Emissions in metric tonnes of CO2e

6.62

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 6

(7.26.1) Requesting member

Select from:

☑ NTT DATA Group Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

323

(7.26.9) Emissions in metric tonnes of CO2e

60.65

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions due to Purchased Electricity from Grid.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 8

(7.26.1) Requesting member

Select from:

☑ NTT DATA Group Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

323

(7.26.9) Emissions in metric tonnes of CO2e

60.65

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Scope 2 emissions

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 9

(7.26.1) Requesting member

Select from:

☑ NTT DATA Group Corporation

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

323

(7.26.9) Emissions in metric tonnes of CO2e

128.87

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 10

(7.26.1) Requesting member

Select from:

☑ Cisco Systems, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

240

(7.26.9) Emissions in metric tonnes of CO2e

4.92

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 11

(7.26.1) Requesting member

Select from:

☑ Cisco Systems, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

240

(7.26.9) Emissions in metric tonnes of CO2e

45.07

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 12

(7.26.1) Requesting member

Select from:

☑ Cisco Systems, Inc.

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

240

(7.26.9) Emissions in metric tonnes of CO2e

45.07

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

market-based emissions due to purchased electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 13

(7.26.1) Requesting member

Select from:

☑ Cisco Systems, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

240

(7.26.9) Emissions in metric tonnes of CO2e

95.76

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 14

(7.26.1) Requesting member

Select from:

☑ Salesforce, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

164

(7.26.9) Emissions in metric tonnes of CO2e

3.36

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 15

(7.26.1) Requesting member

Select from:

☑ Salesforce, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

164

(7.26.9) Emissions in metric tonnes of CO2e

30.8

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 16

(7.26.1) Requesting member

Select from:

☑ Salesforce, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

164

(7.26.9) Emissions in metric tonnes of CO2e

30.8

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based emissions due to purchased electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 17

(7.26.1) Requesting member

Select from:

☑ Salesforce, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

164

(7.26.9) Emissions in metric tonnes of CO2e

65.43

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 18

(7.26.1) Requesting member

Select from:

☑ Mastercard Incorporated

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1020

(7.26.9) Emissions in metric tonnes of CO2e

20.91

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 19

(7.26.1) Requesting member

Select from:

☑ Mastercard Incorporated

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1020

(7.26.9) Emissions in metric tonnes of CO2e

191.54

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 20

(7.26.1) Requesting member

Select from:

☑ Mastercard Incorporated

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1020

(7.26.9) Emissions in metric tonnes of CO2e

191.54

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 21

(7.26.1) Requesting member

Select from:

☑ Mastercard Incorporated

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

1020

(7.26.9) Emissions in metric tonnes of CO2e

406.97

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 22

(7.26.1) Requesting member

Select from:

☑ Capital One Financial

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

271

(7.26.9) Emissions in metric tonnes of CO2e

5.58

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 23

(7.26.1) Requesting member

Select from:

☑ Capital One Financial

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

272

(7.26.9) Emissions in metric tonnes of CO2e

51.08

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 24

(7.26.1) Requesting member

Select from:

☑ Capital One Financial

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

272

(7.26.9) Emissions in metric tonnes of CO2e

51.08

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 25

(7.26.1) Requesting member

Select from:

☑ Capital One Financial

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

272

(7.26.9) Emissions in metric tonnes of CO2e

108.52

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 26

(7.26.1) Requesting member

Select from:

☑ Bank of America

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

5.47

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 27

(7.26.1) Requesting member

Select from:

☑ Bank of America

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

50.14

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 28

(7.26.1) Requesting member

Select from:

☑ Bank of America

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

50.14

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary

allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 29

(7.26.1) Requesting member

Select from:

☑ Bank of America

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

106.53

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 30

(7.26.1) Requesting member

Select from:

☑ ServiceNow Inc

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

433

(7.26.9) Emissions in metric tonnes of CO2e

8.88

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 31

(7.26.1) Requesting member

Select from:

☑ ServiceNow Inc

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

433

(7.26.9) Emissions in metric tonnes of CO2e

81.31

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary

allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 32

(7.26.1) Requesting member

Select from:

☑ ServiceNow Inc

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

433

(7.26.9) Emissions in metric tonnes of CO2e

81.31

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and

support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 33

(7.26.1) Requesting member

Select from:

☑ ServiceNow Inc

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

433

(7.26.9) Emissions in metric tonnes of CO2e

172.76

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 34

(7.26.1) Requesting member

Select from:

☑ American Express

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

5.47

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary

allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 35

(7.26.1) Requesting member

Select from:

☑ American Express

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

50.14

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and

support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 36

(7.26.1) Requesting member

Select from:

☑ American Express

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

50.14

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy

of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 37

(7.26.1) Requesting member

Select from:

☑ American Express

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

267

(7.26.9) Emissions in metric tonnes of CO2e

106.53

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary

allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 38

(7.26.1) Requesting member

Select from:

☑ Elevance Health, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

27

(7.26.9) Emissions in metric tonnes of CO2e

0.55

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and

support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 39

(7.26.1) Requesting member

Select from:

☑ Elevance Health, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

27

(7.26.9) Emissions in metric tonnes of CO2e

5.07

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy

of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 40

(7.26.1) Requesting member

Select from:

☑ Elevance Health, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

27

(7.26.9) Emissions in metric tonnes of CO2e

5.07

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 41

(7.26.1) Requesting member

Select from:

☑ Elevance Health, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

27

(7.26.9) Emissions in metric tonnes of CO2e

10.77

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption,

travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 42

(7.26.1) Requesting member

Select from:

☑ AXA Group

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

46

(7.26.9) Emissions in metric tonnes of CO2e

0.94

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably

representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 43

(7.26.1) Requesting member

Select from:

☑ AXA Group

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

46

(7.26.9) Emissions in metric tonnes of CO2e

8.64

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 44

(7.26.1) Requesting member

Select from:

☑ AXA Group

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

46

(7.26.9) Emissions in metric tonnes of CO2e

8.64

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 45

(7.26.1) Requesting member

Select from:

☑ AXA Group

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

46

(7.26.9) Emissions in metric tonnes of CO2e

18.35

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 46

(7.26.1) Requesting member

Select from:

☑ UBS Group AG

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2434

(7.26.9) Emissions in metric tonnes of CO2e

49.91

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 47

(7.26.1) Requesting member

Select from:

☑ UBS Group AG

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2434

(7.26.9) Emissions in metric tonnes of CO2e

457.06

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 48

(7.26.1) Requesting member

Select from:

☑ UBS Group AG

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2434

(7.26.9) Emissions in metric tonnes of CO2e

457.06

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 49

(7.26.1) Requesting member

Select from:

☑ UBS Group AG

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

2434

(7.26.9) Emissions in metric tonnes of CO2e

971.13

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 50

(7.26.1) Requesting member

Select from:

☑ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322

(7.26.9) Emissions in metric tonnes of CO2e

6.6

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 51

(7.26.1) Requesting member

Select from:

☑ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322

(7.26.9) Emissions in metric tonnes of CO2e

60.47

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 52

(7.26.1) Requesting member

Select from:

☑ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322

(7.26.9) Emissions in metric tonnes of CO2e

60.47

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 53

(7.26.1) Requesting member

Select from:

☑ Deloitte Touche Tohmatsu Limited

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

322

(7.26.9) Emissions in metric tonnes of CO2e

128.47

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 54

(7.26.1) Requesting member

Select from:

☑ Schneider Electric

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

436

(7.26.9) Emissions in metric tonnes of CO2e

8.94

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 55

(7.26.1) Requesting member

Select from:

☑ Schneider Electric

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

436

(7.26.9) Emissions in metric tonnes of CO2e

81.87

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 56

(7.26.1) Requesting member

Select from:

☑ Schneider Electric

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

436

(7.26.9) Emissions in metric tonnes of CO2e

81.87

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 57

(7.26.1) Requesting member

Select from:

☑ Schneider Electric

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

436

(7.26.9) Emissions in metric tonnes of CO2e

173.96

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 58

(7.26.1) Requesting member

Select from:

☑ Zimmer Biomet Holdings, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89

(7.26.9) Emissions in metric tonnes of CO2e

1.82

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 59

(7.26.1) Requesting member

Select from:

☑ Zimmer Biomet Holdings, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89

(7.26.9) Emissions in metric tonnes of CO2e

16.71

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Refer to Annual Sustainability Report 2025 Page numbers 129 130 131 132. The Report can be found below: https://www.genpact.com/insight/sustainability-report-2025

Row 60

(7.26.1) Requesting member

Select from:

☑ Zimmer Biomet Holdings, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89

(7.26.9) Emissions in metric tonnes of CO2e

16.71

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

(7.26.14) Where published information has been used, please provide a reference

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Row 61

(7.26.1) Requesting member

Select from:

☑ Zimmer Biomet Holdings, Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services
☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

89

(7.26.9) Emissions in metric tonnes of CO2e

35.51

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 62

(7.26.1) Requesting member

Select from:

☑ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

310

(7.26.9) Emissions in metric tonnes of CO2e

6.36

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 63

(7.26.1) Requesting member

Select from:

☑ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

310

(7.26.9) Emissions in metric tonnes of CO2e

58.21

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 64

(7.26.1) Requesting member

Select from:

☑ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

310

(7.26.9) Emissions in metric tonnes of CO2e

58.21

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 65

(7.26.1) Requesting member

Select from:

☑ Estee Lauder Companies Inc.

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

310

(7.26.9) Emissions in metric tonnes of CO2e

123.69

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 66

(7.26.1) Requesting member

Select from:

☑ Meta

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

8180

(7.26.9) Emissions in metric tonnes of CO2e

167.72

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Diesel (Litres), LPG (Kg), Refrigerants (R22, R32, R123, R134a, R407C, R410), Natural Gas (SCM)

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 67

(7.26.1) Requesting member

Select from:

☑ Meta

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: location-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

8180

(7.26.9) Emissions in metric tonnes of CO2e

1536.04

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Emissions from Purchased Electricity from Grid

(7.26.12) Allocation verified by a third party?

Select from:
☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 68

(7.26.1) Requesting member

Select from:

☑ Meta

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

8180

(7.26.9) Emissions in metric tonnes of CO2e

1536.04

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Market-based Emissions from Purchased Electricity

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary

allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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Row 69

(7.26.1) Requesting member

Select from:

☑ Meta

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 1: Purchased goods and services

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

☑ Category 5: Waste generated in operations

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

8180

(7.26.9) Emissions in metric tonnes of CO2e

3236.71

(7.26.10) Uncertainty (±%)

1

(7.26.11) Major sources of emissions

Supply Chain emissions due to procured services, IT/Non-IT Services, upstream emissions due to fuel and energy-related activities not covered in Scope 1&2 and waste generated in operations.

(7.26.12) Allocation verified by a third party?

Select from:

☑ Yes

(7.26.13) Please explain how you have identified the GHG source, including major limitations to this process and assumptions made

Genpact identified the GHG sources included in the customer emissions allocation based on its organizational GHG inventory and the emissions associated with activities supporting customer service delivery. The relevant emissions sources include Scope 1 emissions from fuel consumption and refrigerants, Scope 2 emissions from purchased electricity, and applicable Scope 3 emissions associated with business operations and service delivery. As customer-specific emissions data is not directly measured for all engagements, Genpact uses full-time equivalent (FTE) employees supporting each customer engagement as the primary allocation basis. The proportion of customer-specific FTEs to the relevant total FTE population is applied to the applicable emissions pool to estimate the emissions attributable to each customer. The major limitation is that FTEs are a proxy for resource utilization and do not directly capture differences in energy consumption, travel, technology usage, office occupancy, or other operational characteristics across individual customer engagements. In addition, certain shared infrastructure and support functions cannot be directly attributed to individual customers. Key assumptions include that the relative number of FTEs supporting a customer provides a reasonable approximation of the customer's share of the relevant operational emissions, and that emissions within the applicable allocation boundary are reasonably representative of the resources required to deliver services. Where customer-specific activity data is available, Genpact may use such data to improve the accuracy of the allocation. Genpact recognizes these limitations and intends to progressively enhance customer-level emissions attribution through improved activity-level data, customer engagement information and integration of emissions and workforce data systems.

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[Add row]

(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Row 1

(7.27.1) Allocation challenges

Select from:
☑ Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

(7.27.2) Please explain what would help you overcome these challenges

To use spend-based method instead of allocating emissions based on the products or services sold.

[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) Describe how you plan to develop your capabilities

Genpact already uses an FTE allocation approach for allocating its emissions to the customers. However, we plan to progressively enhance our capabilities to allocate the GHG emissions to customers by improving the granularity, quality, and traceability of emissions and operational data associated with the service delivery. The approach includes the following: 1. Increasing the use of primary and supplier-specific emissions data to improve the accuracy of Scope 3 emissions that may be attributable to customer engagements. 2. Establishing consistent allocation principles and controls aligned with the GHG Protocol and applicable CDP guidance to support comparability and avoid double counting. 3. Piloting customer-level emissions allocation for selected engagements where sufficiently granular data is available, and customer demand warrants such analysis. Genpact will continue to assess the feasibility and data requirements for customer-level allocation and progressively expand the coverage as data quality, systems and methodologies mature.
[Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

☑ More than 5% but less than or equal to 10%

(7.30) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ No
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:* ☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:

☑ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

4973.59

(7.30.1.5) Total (renewable + non-renewable) MWh

4973.59

Consumption of purchased or acquired electricity

(7.30.1.2) MWh from renewable sources

29962.92

(7.30.1.3) MWh from non-renewable sources

43739.35

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

73702.27

Consumption of self-generated non-fuel renewable energy

(7.30.1.2) MWh from renewable sources

2965.03

(7.30.1.5) Total (renewable + non-renewable) MWh

2965.03

Total energy consumption

(7.30.1.2) MWh from renewable sources

32927.95

(7.30.1.3) MWh from non-renewable sources

48712.93

(7.30.1.4) MWh from non-renewable zero or near-zero emission sources

0

(7.30.1.5) Total (renewable + non-renewable) MWh

81640.88
[Fixed row]

(7.30.6) Select the applications of your organization’s consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

We do not consume any biomass. Not applicable to our operations.

Other biomass

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

We do not consume any biomass. Not applicable to our operations.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

We have not consumed any renewable fuel in CY2025. This is not applicable to our operations.

Coal

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

We don't consume any coal in our operations. This is not applicable to our operations.

Oil

(7.30.7.1) Total fuel MWh consumed by the organization

2194.37

(7.30.7.2) MWh fuel consumed for self-generation of electricity

2194.37

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Diesel is used to back up power generation for electricity in the DG sets. In CY2025, we consumed 7,899.74 GJ of energy for generation of electricity in DG sets. This resulted in overall energy consumption from oil as 2,194.37 MWh.

Gas

(7.30.7.1) Total fuel MWh consumed by the organization

2862.4

(7.30.7.2) MWh fuel consumed for self-generation of electricity

83.19

(7.30.7.3) MWh fuel consumed for self-generation of heat

2779.21

(7.30.7.7) Comment

This consists of the following key sources of energy. 1. LPG- Used for heat generation for cooking in the office pantries. 2. PNG- Used for cooking in the canteens 3. Natural Gas- Used for office heating in global offices

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Total fuel MWh consumed by the organization

0

(7.30.7.2) MWh fuel consumed for self-generation of electricity

0

(7.30.7.3) MWh fuel consumed for self-generation of heat

0

(7.30.7.7) Comment

Not applicable to Genpact

Total fuel

(7.30.7.1) Total fuel MWh consumed by the organization

5056.78

(7.30.7.2) MWh fuel consumed for self-generation of electricity

2277.56

(7.30.7.3) MWh fuel consumed for self-generation of heat

2779.21

(7.30.7.7) Comment

As per overall Energy Consumption and Self-generation
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

2965.03

(7.30.9.2) Generation that is consumed by the organization (MWh)

2965.03

(7.30.9.3) Gross generation from renewable sources (MWh)

2965.03

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

2965.03

Heat

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Australia

(7.30.14.1) Consumption of purchased electricity (MWh)

150.06

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

150.06

Bermuda

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Brazil

(7.30.14.1) Consumption of purchased electricity (MWh)

2.36

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.36

Bulgaria

(7.30.14.1) Consumption of purchased electricity (MWh)

125.67

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

125.67

China

(7.30.14.1) Consumption of purchased electricity (MWh)

2893.09

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2893.09

Colombia

(7.30.14.1) Consumption of purchased electricity (MWh)

4.8

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4.80

Costa Rica

(7.30.14.1) Consumption of purchased electricity (MWh)

633.84

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

633.84

Egypt

(7.30.14.1) Consumption of purchased electricity (MWh)

156.39

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

156.39

Germany

(7.30.14.1) Consumption of purchased electricity (MWh)

0

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Guatemala

(7.30.14.1) Consumption of purchased electricity (MWh)

1961.72

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1961.72

Hungary

(7.30.14.1) Consumption of purchased electricity (MWh)

192.71

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

192.71

India

(7.30.14.1) Consumption of purchased electricity (MWh)

49881.54

(7.30.14.2) Consumption of self-generated electricity (MWh)

2862.87

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

52744.41

Japan

(7.30.14.1) Consumption of purchased electricity (MWh)

555.29

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

555.29

Malaysia

(7.30.14.1) Consumption of purchased electricity (MWh)

315.5

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

315.50

Mexico

(7.30.14.1) Consumption of purchased electricity (MWh)

2495.75

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

3.79

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2499.54

Netherlands

(7.30.14.1) Consumption of purchased electricity (MWh)

44.27

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

44.27

Philippines

(7.30.14.1) Consumption of purchased electricity (MWh)

5287.95

(7.30.14.2) Consumption of self-generated electricity (MWh)

102.17

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

5390.12

Poland

(7.30.14.1) Consumption of purchased electricity (MWh)

340.73

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

51.85

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

392.58

Romania

(7.30.14.1) Consumption of purchased electricity (MWh)

3955.53

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

2224.62

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6180.15

South Africa

(7.30.14.1) Consumption of purchased electricity (MWh)

1153.19

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1153.19

United Kingdom

(7.30.14.1) Consumption of purchased electricity (MWh)

86.24

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

86.24

United States of America

(7.30.14.1) Consumption of purchased electricity (MWh)

3465.65

(7.30.14.2) Consumption of self-generated electricity (MWh)

0

(7.30.14.4) Consumption of purchased heat, steam, and cooling (MWh)

368.28

(7.30.14.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.14.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3833.93
[Fixed row]

(7.30.15) Provide details on the electricity purchases that were accounted for at a zero or near-zero emission factor in the reporting year.

Row 1

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ India

(7.30.15.2) Sourcing method

Select from:
☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

18475.02

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ Indian national EAC system

(7.30.15.14) Comment

In CY2025, total Renewable Energy (Solar) procured through PPAs is as follows: 1. Pritech Park Office, Bengaluru- 890.47 MWh (PPA since 2022) 2. Surya Park Office, Bengaluru- 1331.00 MWh (PPA since 2022) 3. EON Office, Pune- 225.65 MWh (PPA since 2024) 4. CMIT Office, Noida- 2,225.85 MWh (PPA since 2024) 5. SEZ office, Noida- 516.72 MWh (PPA since 2025) 6. South Campus Office, Hyderabad- 10,247.07 MWh (100% Solar PPA since 2024) 7. Prestige Tech Park, Bengaluru- 685.61 MWh (PPA since 2024) 8. Stellar Office, Noida- 2,352.65 MWh (PPA since 2024) Total Renewable Electricity Purchased via Power Purchase Agreements (PPAs) with zero emissions- 18,475.02 MWh.

Row 2

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Poland

(7.30.15.2) Sourcing method

Select from:

☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

298.2

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ Other, please specify :Power Purchase Agreement

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured through Power Purchase Agreements (PPAs) is as follows: 1. Katowice Office -190.69 MWh 2. Krakow Office- 107.51 MWh All are Solar PPA Contractual Agreements.

Row 3

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ United Kingdom

(7.30.15.2) Sourcing method

Select from:
☑ Physical power purchase agreement (physical PPA) with a grid-connected generator

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

71.47

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ Other, please specify :Power Purchase Agreement

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:
☑ United Kingdom

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:
☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured in UK was from solar PPA through a grid connected generation.

Row 4

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ Netherlands

(7.30.15.2) Sourcing method

Select from:
☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

44.27

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ Other, please specify :Power Purchase Agreement

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured was from solar PPA.

Row 5

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ United States of America

(7.30.15.2) Sourcing method

Select from:
☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

2713.5

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ REC [US and Canada]

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured was from solar PPA.

Row 6

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ Philippines

(7.30.15.2) Sourcing method

Select from:
☑ Physical power purchase agreement (physical PPA) with a grid-connected generator

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3989.68

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:
☑ Other, please specify :Power Purchase Agreement

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Philippines

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:
☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured was from solar PPA through a grid connected generation.

Row 7

(7.30.15.1) Country/area of electricity consumption

Select from:
☑ Costa Rica

(7.30.15.2) Sourcing method

Select from:
☑ Purchase from an on-site installation owned by a third party (on-site PPA)

(7.30.15.3) Low-carbon technology type

Select from:
☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

633.84

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ Other, please specify :Power Purchase Agreement

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured was from solar PPA.

Row 8

(7.30.15.1) Country/area of electricity consumption

Select from:

☑ Romania

(7.30.15.2) Sourcing method

Select from:

☑ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.15.3) Low-carbon technology type

Select from:

☑ Solar

(7.30.15.5) Low-carbon electricity consumed via selected sourcing method in the reporting year (MWh)

3736.94

(7.30.15.6) Energy attribute certificate (EAC) tracking system used

Select from:

☑ Other, please specify :Power Purchase Agreement

(7.30.15.7) Country/area of origin (generation) of the low-carbon electricity or energy attribute

Select from:

☑ Romania

(7.30.15.8) Are you able to report the commissioning or re-powering year of the electricity generation facility?

Select from:

☑ Yes

(7.30.15.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2023

(7.30.15.14) Comment

In CY2025, Total Renewable Energy Procured was from solar PPA.
[Add row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.00000624

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

31697.32

(7.45.3) Metric denominator

Select from:

☑ unit total revenue

(7.45.4) Metric denominator: Unit total

5080000000

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

32.44

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

(7.45.9) Please explain

In CY2025, our overall Revenue grew from 4767 Mn USD in CY2024 to 5080 Mn USD (6.57% increase YoY). However, our Scope 1 emissions reduced by 43.3% YoY and Scope 2 emissions reduced by 25.82% YoY resulting in an overall Scope 1+2 emission reduction of 28.01% YoY. This has resulted in the reduction of overall intensity by 32.44% YoY. This highlights the commitment of Genpact's Net Zero by 2050 strategy by switching to low carbon fuels, reduction in diesel consumption, Energy Efficiency and massive scale up in Renewable Energy Consumption across our global offices.

Row 2

(7.45.1) Intensity figure

0.22

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

31697.32

(7.45.3) Metric denominator

Select from:
☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

147182

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

30.84

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Change in renewable energy consumption

☑ Other emissions reduction activities

☑ Change in output

(7.45.9) Please explain

In CY2025, our total Full-Time Equivalent (FTEs) workforce grew from 141385 in CY2024 to 147182 (4.10% increase YoY). However, our Scope 1 emissions reduced by 43.3% YoY and Scope 2 emissions reduced by 25.82% YoY resulting in an overall Scope 1+2 emission reduction of 28.01% YoY. This has resulted in the reduction of overall intensity by 30.84% YoY (0.31 in CY24). This highlights the commitment of Genpact's Net Zero by 2050 strategy by switching to low carbon fuels, reduction in diesel consumption, Energy Efficiency and massive scale up in Renewable Energy Consumption across our global offices.

Row 3

(7.45.1) Intensity figure

0.00474394

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

31697.32

(7.45.3) Metric denominator

Select from:

☑ square foot

(7.45.4) Metric denominator: Unit total

6681645.5

(7.45.5) Scope 2 figure used

Select from:

☑ Market-based

(7.45.6) % change from previous year

22.25

(7.45.7) Direction of change

Select from:

☑ Decreased

(7.45.8) Reasons for change

Select all that apply

☑ Change in renewable energy consumption

☑ Other emissions reduction activities

☑ Change in output

(7.45.9) Please explain

In CY2025, our total office space area in square foot reduced from 7.2 million sqft in CY2024 to 6.6 million sqft. (7.40% reduction YoY). However, our Scope 1 emissions reduced by 43.3% YoY and Scope 2 emissions reduced by 25.82% YoY resulting in an overall Scope 1+2 emission reduction of 28.01% YoY. This has resulted in the reduction of overall intensity by 22.25% YoY (0.00610178 in CY24). This highlights the commitment of Genpact's Net Zero by 2050 strategy by switching to low carbon fuels, reduction in diesel consumption, Energy Efficiency and massive scale up in Renewable Energy Consumption across our global offices. [Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Other, please specify :Water Intensity

(7.52.2) Metric value

3.11

(7.52.3) Metric numerator

457688

(7.52.4) Metric denominator (intensity metric only)

147182

(7.52.5) % change from previous year

8.35

(7.52.6) Direction of change

Select from:

☑ Increased

(7.52.7) Please explain

This intensity metric is defined as Gross global Water intensity (Total Water Withdrawal/Total Full Time Equivalent). In 2025, our overall water withdrawal has increased by 12.96% (due to increase in no of people in offices) and number of FTE has increased by 4.10% leading to overall increase in the intensity by 8.35%. [Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply

☑ Absolute target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Genpact - Near-Term Target Validation Report - Thursday 7th March 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/30/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

☑ Perfluorocarbons (PFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

9286

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

85997

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

95283.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2032

(7.53.1.55) Targeted reduction from base year (%)

69.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

29061.315

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3120.28

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

28577.04

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

31697.320

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

96.02

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

Our Absolute Scope 1 and Scope 2 emission reduction targets cover 100% of our absolute Scope 1 emissions due to stationary and mobile combustion of fuels and fugitive emissions due to HFC usage. The target also covers 100% of our scope 2 emissions due to purchased electricity, heating etc. The target boundary covers Genpact operations from its global geographies as well. The company exercises 100% operational control over its activities and business operations within this target boundary. We have not excluded any GHG emissions from our absolute scope 1 & 2 targets.

(7.53.1.83) Target objective

The objective for setting an SBTi target for Genpact is manifold. It is a strategic sustainability commitment to mitigate climate change and define our course trajectory for decarbonization and our Net Zero roadmap before 2050. Genpact has committed to becoming Net-Zero by 2050. Another objective is to reduce the costs of emissions regulation through ETS or other carbon trading mechanisms beyond our 90% reduction in order to neutralize the residual emissions.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Genpact is implementing a phased decarbonization program aligned with its SBTi-validated near-term targets for 2032, with a focus on energy efficiency, renewable energy adoption, operational optimization and value-chain engagement. The strategy prioritizes direct emissions reductions rather than reliance on offsets. For Scope 1 and 2, Genpact has made significant progress and is broadly on track. Against the 2019 base year, Scope 1 emissions have reduced by 66.4%, exceeding the 2032 target reduction of 66.1%. Scope 2 emissions have reduced by 66.8%, representing approximately 95.5% of the required target progress, while combined Scope 1 and 2 emissions have reduced by 66.7%, achieving approximately 96% of the 69.5% target. Key measures supporting this progress include expansion of renewable energy procurement, energy-efficiency improvements across offices and data centers, HVAC optimization, reduction of contracted electricity demand, UPS optimization, deployment of variable frequency drives and solar installations. In 2025, these initiatives delivered approximately 1.2 million kWh of annual energy savings. Genpact also increased renewable energy to 40% of total energy consumption, exceeding its 2032 renewable energy goal of 35%.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 2

(7.53.1.1) Target reference number

Select from:

☑ Abs 2

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Genpact - Near-Term Target Validation Report - Thursday 7th March 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/30/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 2 – Capital goods

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

44716.52

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

22332.32

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

11.35

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

24668

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

17166

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

108894.190

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

108894.190

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2032

(7.53.1.55) Targeted reduction from base year (%)

54.6

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

49437.962

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

50537

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

9155

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

10171

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

11

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

22726

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

11547

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

104147.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

104147.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

7.98

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The target boundary covers Genpact operations from its global geographies as well. We have not excluded any GHG emissions from our absolute scope 3 targets.

(7.53.1.83) Target objective

The objective for setting an SBTi target for Genpact is manifold. It is a strategic sustainability commitment to mitigate climate change and define our course trajectory for decarbonization and our Net Zero roadmap before 2050. Genpact has committed to becoming Net-Zero by 2050. Another objective is to reduce the costs of emissions regulation through ETS or other carbon trading mechanisms beyond our 90% reduction to neutralize the residual emissions.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

For Scope 3, Genpact recognizes that significantly greater action is required to achieve the 2032 target. Scope 3 emissions decreased by approximately 4% against the 2019 baseline in the target-tracking assessment, corresponding to approximately 8% achievement of the 54.6% reduction target. The next phase of the strategy will therefore focus on the largest value-chain emission sources, particularly purchased goods and services, capital goods, business travel and employee commuting. Genpact will strengthen supplier-specific emissions data, embed sustainability and emissions criteria into procurement decisions, and expand supplier engagement and decarbonization initiatives. Further measures will include reducing business travel where feasible, promoting lower-carbon employee commuting, increasing the use of renewable electricity across locations, improving energy performance of facilities, and continuing to identify site-level energy and emissions reduction

opportunities. Genpact will progressively increase the use of supplier-specific data to improve the accuracy of Scope 3 measurement and enable more targeted reduction interventions.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 3

(7.53.1.1) Target reference number

Select from:

☑ Abs 3

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Genpact - Net-Zero Approval Validation Report - Monday_ 5 August 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/29/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

☑ Perfluorocarbons (PFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.12) Base year Scope 1 emissions covered by target (metric tons CO2e)

9286

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

85997

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

0.000

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

95283.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2050

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

9528.300

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

3120.28

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

28577.04

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

31697.320

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

74.15

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The target boundary covers Genpact operations from its global geographies as well. We have not excluded any GHG emissions from our absolute Net Zero scope 1+2 targets.

(7.53.1.83) Target objective

The objective for setting an SBTi target for Genpact is manifold. It is a strategic sustainability commitment to mitigate climate change and define our course trajectory for decarbonization and our Net Zero roadmap before 2050. Genpact has committed to becoming Net-Zero by 2050. Another objective is to reduce the costs of emissions regulation through ETS or other carbon trading mechanisms beyond our 90% reduction to neutralize the residual emissions.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Genpact's SBTi-validated net-zero strategy targets a 90% absolute reduction in Scope 1, 2 and 3 GHG emissions by 2050 from a 2019 base year, providing the long-term pathway toward net-zero emissions. The strategy is built around deep emissions reductions across operations and the value chain, supported by measurable interim milestones, rather than relying primarily on compensatory measures. The decarbonization pathway is structured around four key levers: energy efficiency, process optimization, clean energy transition and supply-chain decarbonization. For Scope 1 and 2, Genpact is improving the efficiency of energy-intensive assets, including HVAC, cooling and UPS systems; optimizing electricity demand and operational controls; and accelerating renewable energy adoption through purchased green electricity, power purchase agreements, green tariffs and onsite solar where feasible. Genpact has already made substantial progress toward its long-term target. In 2025, combined Scope 1 and 2 emissions were 31,697 tCO2e, a 66.7% reduction from the 2019 baseline, representing approximately 73.8% achievement of the 90% long-term reduction target. Renewable energy increased significantly to 40% of total energy consumption, while energy-efficiency initiatives implemented during 2025 generated approximately 1.2 million kWh of annual energy savings. Going forward, Genpact will continue to scale renewable energy, improve operational energy efficiency, integrate carbon considerations into procurement and supplier decisions, increase supplier-specific emissions data, reduce travel-related emissions through collaboration technologies, and promote lower-emission employee mobility and circularity across its value chain. Progress will be monitored against the 2032 near-term SBTi targets and the 2050 long-term target, with the GHG inventory subject to independent limited-level verification to strengthen the reliability of reported performance.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

Row 4

(7.53.1.1) Target reference number

Select from:

☑ Abs 4

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

Genpact - Net-Zero Approval Validation Report - Monday_ 5 August 2024.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

12/29/2023

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

☑ Perfluorocarbons (PFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

☑ Scope 3, Category 2 – Capital goods

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

(7.53.1.11) End date of base year

12/30/2019

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

44716.52

(7.53.1.15) Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)

0

(7.53.1.16) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)

22332.32

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

11.35

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

24668

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

17166

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

108894.190

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

108894.190

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.36) Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)

100

(7.53.1.37) Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

100

(7.53.1.39) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.41) Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100

(7.53.1.54) End date of target

12/30/2050

(7.53.1.55) Targeted reduction from base year (%)

90

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

10889.419

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

50537

(7.53.1.60) Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)

9155

(7.53.1.61) Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)

10171

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

11

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

22726

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

11547

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

104147.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

104147.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

4.84

(7.53.1.80) Target status in reporting year

Select from:

☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The target boundary covers Genpact operations from its global geographies as well. We have not excluded any GHG emissions from our absolute scope 3 targets.

(7.53.1.83) Target objective

The objective for setting an SBTi target for Genpact is manifold. It is a strategic sustainability commitment to mitigate climate change and define our course trajectory for decarbonization and our Net Zero roadmap before 2050. Genpact has committed to becoming Net-Zero by 2050. Another objective is to reduce the costs of emissions regulation through ETS or other carbon trading mechanisms beyond our 90% reduction to neutralize the residual emissions.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

Genpact's SBTi-validated net-zero strategy targets a 90% absolute reduction in Scope 1, 2 and 3 GHG emissions by 2050 from a 2019 base year, providing the long-term pathway toward net-zero emissions. As of 2025, total Scope 1, 2 and 3 emissions stood at 135,844 tCO2e, representing a 33.5% reduction from the 2019 baseline and approximately 37.2% achievement of the long-term 90% reduction target. Scope 3 emissions have reduced by approximately 4.4% against the target baseline, highlighting the need for accelerated value-chain decarbonization in the coming years. For Scope 3, which represents the principal remaining decarbonization challenge, Genpact is focusing on supplier engagement, sustainable procurement, business travel, employee mobility, transportation and circularity. Genpact has incorporated its net-zero objective into its procurement policy and is strengthening supplier sustainability screening and emissions data collection. In 2025, 1,617 suppliers and new vendors were assessed through EcoVadis, while a sustainability maturity assessment was undertaken for the top 20% of suppliers to identify improvement opportunities and capture direct emissions data. Going forward, Genpact will continue to scale renewable energy, improve operational energy efficiency, integrate carbon considerations into procurement and supplier decisions, increase supplier-specific emissions data, reduce travel-related emissions through collaboration technologies, and promote lower-emission employee mobility and circularity across its value chain. Progress will be monitored against the 2032 near-term SBTi targets and the 2050 long-term target, with the GHG inventory subject to independent limited-level verification to strengthen the reliability of reported performance.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

☑ No

[Add row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply

☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:

☑ NZ1

(7.54.3.2) Date target was set

12/30/2023

(7.54.3.3) Target Coverage

Select from:

☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply

☑ Abs1

☑ Abs2

☑ Abs3

(7.54.3.5) End date of target for achieving net zero

12/30/2050

(7.54.3.6) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

Genpact - Net-Zero Approval Validation Report - Monday_ 5 August 2024.pdf

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

☑ Perfluorocarbons (PFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

Genpact's NZ target covers 90% of its absolute Scope 1 and 2 emissions. Our absolute Scope 1 emissions occur due to stationary and mobile combustion of fuels and fugitive emissions due to HFC usage. The target also covers 100% of our scope 2 emissions due to purchased electricity, heating etc. The target boundary covers Genpact operations from its global geographies as well. The company exercises 100% operational control over its activities and business operations within this target boundary. We have not excluded any GHG emissions from our absolute scope 1 & 2 targets.

(7.54.3.11) Target objective

The objective for setting a Net Zero SBTi target for Genpact is manifold. It is a strategic sustainability commitment to mitigate climate change and define our course trajectory for decarbonization and our Net Zero roadmap before 2050. Genpact has committed to becoming Net-Zero by 2050. Another objective is to reduce the costs of emissions regulation through ETS or other carbon trading mechanisms beyond our 90% reduction to neutralize the residual emissions. Genpact's climate strategy revolves around quantifying, tracking, and reducing our emissions footprint in line with our 2050 net-zero target. Scope 3 emission reduction: 1. Adopting a supply chain screening tool to rate vendors' emissions enables us to shortlist companies supporting our sustainability goals. 2. Using internal carbon pricing models in the supply chain. 3. Increasing the penetration of collaboration tools to reduce business travel. 4. Adopting zero-emission vehicles for employee transport. 5.

Optimizing water usage, recycling, the adoption of circularity, and waste management, and increasing the use of recycled materials in projects in a phased manner. Our Bataan office in the Philippines switched from traditional shuttle vans to fully electric buses. This initiative reduced its carbon footprint and set the stage for more ambitious projects. It has also installed an EV charging station to support the EV initiative.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we plan to purchase and cancel carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

Investments in the CCUS, Afforestation Projects. Afforestation is one of the best ways to create carbon sinks that help reduce atmospheric carbon dioxide levels. Over the years, Genpact's afforestation drive has helped develop many carbon sinks in urban areas across India. These have helped sequester carbon and improve air quality, reduce noise pollution, and decrease temperatures in and around our afforestation sites. We planted mangrove saplings and conducted a coastal cleanup initiative in Bataan, the Philippines, to help prevent the impact due to flooding, storms, and cyclones.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

enpact is supporting climate mitigation beyond its value chain through investments and employee-led initiatives focused on afforestation, ecosystem restoration, biodiversity conservation and sustainable communities. These activities complement, but do not substitute for, Genpact's emissions reduction strategy across Scopes 1, 2 and 3. Through its Better Planet initiatives, Genpact planted 52,178 saplings in 2025, contributing to a cumulative 242,546 trees planted globally since 2011. In India, these activities have created the potential to offset approximately 23,385 metric tons of CO_2 over the period. Genpact also supported biodiversity and ecosystem restoration initiatives, including the planting of 4,000 saplings in the Philippines and activities aimed at protecting local habitats and biodiversity. Genpact has further committed approximately $2 million to environmental sustainability initiatives through 2030, including programs focused on tree planting, forest restoration, water conservation, biodiversity protection and livelihood enhancement. These initiatives are intended to contribute to broader climate and ecosystem resilience beyond Genpact's operational and value-chain footprint. Genpact will continue to evaluate opportunities to scale high-quality climate mitigation and nature-based initiatives beyond its value chain, while maintaining its primary focus on achieving deep, science-based reductions in its own Scope 1, 2 and 3 emissions. Any future

use of carbon credits for beyond-value-chain mitigation will be considered based on environmental integrity, additionality, permanence, credible third-party verification and alignment with recognized climate mitigation standards.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Through Monitoring, Review and Verification using our EMS 14001 implementation process.
[Add row]

(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

	Emissions reduction initiatives that were active within the reporting year
	Select from: ☑ Yes

[Fixed row]

(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e
Under investigation	*2*	
To be implemented	*6*	*855.69*
Implementation commenced	*6*	*439.92*
Implemented	*5*	*1309.46*
Not to be implemented	*0*	

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☑ Solar PV

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

397.99

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

58689

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

6510000

(7.55.2.7) Payback period

Select from:
☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

In CY25, we have generated 458.379 MWh from Indian sites with Onsite PV. Another 102.17 MWh has been generated through on-site PV at our Philippines Office.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings
☑ Solar shading

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

45.94

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

6775

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

55000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 11-15 years

(7.55.2.9) Comment

Solar Street Lighting initiative has been implemented at Pan India and global offices level.

Row 3

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Resource efficiency

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

85.2

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

12564

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

0

(7.55.2.7) Payback period

Select from:

☑ <1 year

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

Earth Hour is being conducted across all locations 02 hours. This has been extended across offices to 4 hours in 2026.

Row 4

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes
☑ Process optimization

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

717.74

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply
☑ Scope 1
☑ Scope 2 (location-based)
☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

105841

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

125619

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ 21-30 years

(7.55.2.9) Comment

Process Optimization includes energy conservation and replacement/retro fitment of energy utilities like Chillers, Motors, UPS Consolidation, AHU Coils deescalation, VFD activation in Secondary pumps etc.

Row 5

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Process optimization

(7.55.2.2) Estimated annual CO_2e savings (metric tonnes CO2e)

62.59

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☑ Scope 2 (location-based)

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

66783

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

10051

(7.55.2.7) Payback period

Select from:
☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ 21-30 years

(7.55.2.9) Comment

Installation of energy efficient STP Blowers and Motors at 6 Indian sites.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Internal finance mechanisms

(7.55.3.2) Comment

As part of our annual budgeting process, we have a system in place for a separate budget for energy efficiency initiatives. We also have policies in place regarding business travel through which we have been able to generate significant operational savings and manage carbon emissions reduction. In 2024, Genpact saved 3,167,307 kWh due to the following Energy saving initiatives: 1. Installing on-site solar PV systems 2. UPS Optimization 3. Energy Efficiency 4. Solar Lighting 5. Optimizing HVAC In our leasing process, sustainability factors, particularly energy efficiency, are a top priority. We have mandated that all our new sites comply with green building codes and most of our leased buildings are Leadership in Energy and Environmental Design (LEED) or Indian Green Building Council (IGBC) certified.

Row 2

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Our employees have taken several proactive steps towards adopting low carbon lifestyle at work and outside. We ensure to engage with our employees regularly for awareness programs and sustainability efforts in energy, water, and waste management. Employees actively participate in Environmental clubs, environment day pledges etc. In 2024, Our team of over 50 volunteers made a significant contribution to the local environment in the Philippines through tree-planting drives in the La Mesa Nature Reserve and by planting 1,000 mangrove saplings at the Balanga Wetland and Nature Park. We also organized coastal cleanup events in Las Piñas Parañaque Wetland Park in Manila to remove over 200 kilos of debris from the coastline while promoting sustainable practices that safeguard our natural resources. For more details, please read our Sustainability Report 2024 published on our website at https://www.genpact.com/content/dam/genpact/web/documents/Sustainability_Report_2024.pdf

Row 3

(7.55.3.1) Method

Select from:

☑ Other :Dedicated budget for EMS:

(7.55.3.2) Comment

Dedicated budget for EMS: Genpact holds global ISO 14001 certification, with (80-100) % of key sites in scope. Certification was renewed in fiscal 2024, requiring investment and employee involvement to sustain the EMS and demonstrate continuous improvement. We dedicate a significant budget towards tailoring our EMS to each of those sites, undertaking training and awareness activities, and undergoing internal and external audits for ISO 14001 compliance. Over recent years, Genpact clients have increasingly requested or required ISO 14001 certification when considering suppliers for contracts—and our global ISO 14001 certification is tangible evidence of our commitment to being an environmentally responsible partner. Therefore, Genpact has a clear business case to invest funds in ISO 14001 maintenance and add new sites where relevant. Our EMS activities also help us measure and manage energy usage, generating operational savings and encouraging behavior change.
[Add row]

(7.73) Are you providing product level data for your organization's goods or services?

Select from:
☑ No, I am not providing data

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:
☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:
☑ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:
☑ WBCSD Guidance on Avoided Emissions

(7.74.1.3) Type of product(s) or service(s)

Buildings construction and renovation

☑ Building orientation: Lighting

(7.74.1.4) Description of product(s) or service(s)

Installation of Solar Powered Lighting across our offices at Gurugram (Badhshahpur and Phase V) Hyderabad (Uppal), Jaipur (Sitapura and JLN), and Noida (CMIT) as a part of our transition to cleaner lighting.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ The Avoided Emissions Framework (AEF)

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Cradle-to-gate

(7.74.1.8) Functional unit used

Per unit kWh

(7.74.1.9) Reference product/service or baseline scenario used

2019 baseline scenario used

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Cradle-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

45.94

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

*Total kWh avoided from Grid due to Solar Lighting in 2024 is 64,709 kWh. We have taken grid emission factor of 0.710 tCO2e/MWh from Central Electricity Authority (CEA). Total Avoided emissions= Total kWh (64709) *0.710/1000= 45.94 tCO2e.*

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

[Add row]

(7.79) Has your organization retired any project-based carbon credits within the reporting year?

Select from:

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Land/water protection

☑ Land/water management

☑ Species management

☑ Education & awareness

☑ Law & policy

[Fixed row]

(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
	Select from: ☑ Yes, we use indicators	*Select all that apply* ☑ Pressure indicators

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
		☑ Response indicators

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

☑ No

(11.4.2) Comment

No protected areas such as sanctuaries, national parks, biosphere reserves, and any type of protected or reserved forests present within or surrounding to the sites [Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Electricity/Steam/Heat/Cooling consumption

☑ Renewable Electricity/Steam/Heat/Cooling consumption

☑ Renewable fuel consumption

☑ Waste data

☑ Other data point in module 7, please specify :GHG Emissions (Scope 1, 2, 3); Water and Effluents Data; Biodiversity Data

(13.1.1.3) Verification/assurance standard

General standards

☑ DNV Verisustain Protocol / Verification Protocol for Sustainability Reporting

(13.1.1.4) Further details of the third-party verification/assurance process

DNV carried out assurance engagement in accordance with DNV's VeriSustainTM protocol (V6.0). DNV's VeriSustainTM Protocol (V6.0) has been developed in accordance with the most widely accepted reporting and assurance standards. Apart from DNV's VeriSustainTM protocol (V6.0), DNV team has also followed ISO 14064-3 - Specification with guidance for the verification and validation of greenhouse gas statements to evaluate disclosures wrt. Greenhouse gases. Please refer to pp. 130-132 of the Sustainability Report for the assurance statement.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Genpact Sustainibility Report 2025.pdf
[Add row]

(13.2) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

	Additional information	Attachment (optional)
	Refer to our Sustainability Report for our initiatives and progress.	*Genpact Sustainibility Report 2025.pdf*

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Chief Operating Officer

(13.3.2) Corresponding job category

Select from:
☑ Chief Operating Officer (COO)
[Fixed row]