ASCENDION

Organizational GHG Inventory Report

Date: 23rd May 2025

Final Report

Contents

Abbreviations

CH4	Methane
CO2	Carbon dioxide
DG	Diesel generator
GHG	Greenhouse gas
GWP	Global warming potential
HQ	Head quarter
kWh	Kilo watt hour
N2O	Nitrous oxide
USD	United States dollar

1. Introduction

The key objective of developing this GHG inventory for Ascendion is to transparently analyze and disclose its GHG emissions performance to its stakeholders in accordance with their commitments towards a sustainable future.
The information contained in this report discloses the GHG emissions during calendar year 2024 (1 January 2024 to 31 December 2024). This report is prepared in reference to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

An operational control approach is considered to set the organizational boundary vis-à-vis GHG emissions accounting boundary consolidation i.e., GHG emissions inventory has been developed considering 100% of emissions from operations over which we have operational control.

During 2024, our operational boundary got changed from the baseline year 2019. During baseline year 2019, organizational boundary covered 32 offices in North America including head quarter in New Jersey and 4 flex offices. Whereas in 2024 our organizational boundary has covered 18 offices in North America, 1 office in Canada and 1 flex office in Mexico. Offices in North America includes head quarter in New Jersey and 4 flex offices.
The GHG inventory has been developed considering scope 1, scope 2 and scope 3 categories as relevant including the following:

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting
- Category 8: Upstream Leased Asset

We have evaluated and derived that Scope 1 emissions are not relevant for our operations. Since we operate from rented office spaces in multi-tenant commercial buildings and do not own and operate company vehicles, dedicated combustion devices, standalone refrigeration, and air-conditioning equipment and any CO2 based fire extinguishers. There are no potential direct GHG emission sources fall under our operational control.
The GHG inventory results for 2024 show a total emission of 2,395 tCO2e which include 12% of scope 2 emissions and 88% of scope 3 emissions. The major contributor of scope 3 emissions is category 6: business travel (42%) followed by category 1: purchased goods and services (34%) and category 7: employee commuting (10%).
We are taking a focused approach to reduce our overall operational GHG emissions. Compared to previous year i.e., 2023, total GHG emission is reduced by 32%.

2. Organizational Level Information

Descriptive information	Description
Company nameCustomer	Ascendion Inc (formerly known as Collabera Inc)
Description of the company	Ascendion is a global, leading provider of AI-first software engineering services. Our expertise in applied AI, data, and experience, as well as quality, cloud, platform, and product engineering, accelerates innovation for Global 2000 and Fortune 500 clients. Through our "Engineering to the Power of AI" [EngineeringAI] methodology, we empower clients to achieve faster innovation, greater productivity, and future-proof solutions by integrating AI across software engineering cycles and enterprise operations. Ascendion creates unique experiences, actionable insights, intelligent products and platforms to drive transformative solutions. We operate with a remote/hybrid workforce across North America, APAC, and Europe. Ascendion is committed to building technology powered by AI, with an inclusive workforce, service to our communities, and a vibrant culture. For more information, visit: www.ascendion.com.
Description of the businesses and operations included in the company's organizational boundary	Ascendion operational facilities located globally, involve rented commercial office spaces at multi-tenant buildings and exercises operational control within the occupied office space operations. Ascendion's present global operations include the headquarter in New Jersey, USA. Apart from the head quarter Ascendion has 13 offices and 4 flex offices located across various places of North America and 1 flex office located in Mexico. There is an additional office located in Canada; however, it was not operational in 2024.
The reporting period covered	The reporting year is the calendar year 2024
Chosen boundary consolidation approach for GHG inventory accounting	An operational control approach is used to consolidate Ascendion's organizational GHG emissions inventory developed, considering 100% of emissions from operations over which it has operational control
A list of scope 1, scope 2, and scope 3 activities included in the report with justification for any exclusion	The GHG inventory is developed considering scope 2 and following scope 3 categories. • Category 1: Purchased goods and services • Category 2: Capital goods • Category 5: Waste generated in operations • Category 6: Business travel • Category 7: Employee commuting • Category 8: Upstream leased assets The reason for exclusion of the other scope 3 categories is provided in the table below
GHGs included in the inventory	The following GHGs are included in the inventory: 1. Carbon dioxide (CO2) 2. Methane (CH4) 3. Nitrous oxide (N2O
The year chosen as base year	The base year is 2019
Once a base year has been established, the chosen base year emissions recalculation policy	The base year will be recalculated if one or more of the following points triggered: 1. Structural changes in the reporting organization significantly impact the company's base year emissions. (e.g., mergers, acquisitions, and divestments) 2. Changes in calculation methodology or improvements in the accuracy of emission factors or activity data that result in a significant impact on the base year emissions data 3. Discovery of significant errors, or several cumulative errors, that are collectively significant.

3. GHG Activity Coverage

GHG Activities	Relevance & materiality	Description
Scope 1: Direct emissions from owned/controlled operations		
Scope 1: Direct emissions	**Not Relevant**	AOur office-based operations do not have any direct GHG emission sources. We operate through rented office spaces in multi-tenant commercial buildings do not own and operate company vehicles, dedicated combustion devices, standalone refrigeration, and air-conditioning equipment and any CO2 based fire extinguishers.
Scope 2: Indirect emissions from the use of purchased electricity, steam, heating, and cooling		
Scope 2: Location -based	**Relevant Calculated** **Material**	All our offices source electricity through a connected grid system and indirect emissions from the use of purchased electricity are considered based on state grid average emission factors. Building heat energy requirement for some of our business centers in North America (18 centers in 2024) and Mexico (1 flex office) were sourced by the respective building owners, based on-site fossil fuel-based systems as the default utility option. However, since the supply or supplier specific emissions factors for the heat energy sourced by the building owners are not known, thus the default emission factor for heat and steam energy as published by US EPA is used to derive the GHG emissions as Scope 2 – location based2.
Scope 2: MARKET BASED	**Not Relevant**	Since our purchased electricity does not involve any contractual instruments (including direct contracts, certificates, or supplier- specific information), thus the Scope 2: Market-based emissions are same as the Scope 2: Location-based emissions.
Scope 3: Upstream Emissions		
Category 1: Purchased goods and services	**Relevant Calculated**	Upstream Scope 3 emissions are accounted for purchased goods and services (viz. office supplies, web recruiting tools, health insurance service purchased for office employees & billable employees, postage and overnight fees, IT hosted services, advertising etc.) during the reporting year.
	Relevant Calculated **Material**	Upstream Scope 3 emissions are accounted for purchased capital goods (viz. laptop, monitor, server, furniture & fixtures, office equipment etc.)
Category 3: Fuel- and energy-related activities (not included in scope 1 or scope 2)	**Relevant Calculated**	We did not handle and consume any other fuel and energy sources expect those accounted for under Scope 1 and Scope 2 above.

1 Materiality threshold considered as ≥1%
2 Approach adopted as per GHG Protocol Scope 2 Guidance

GHG Activities	Relevance & materiality	Description
Category 4: Upstream transportation and distribution	**Not Relevant**	Considering our business activities in Information Technology consulting and staffing services space, any upstream transportation and distribution related activity and corresponding GHG emissions are not applicable
Category 5: Waste generated in operations	**Relevant Calculated** **Non Material**	Our rented commercial office space operations generate limited paper, plastic, and food waste. Scope 3 emissions related to waste disposal are calculated.
CATEGORY 6: BUSINESS TRAVEL	**Relevant Calculated** **Material**	Our business leadership members and company professionals undertake trips throughout the year on various business requirements. Scope 3 emissions related to business travel are calculated. GHG emissions related to hotel stays during the business trips are also included under category 6.
CATEGORY 7: Employee commuting	**Relevant Calculated** **Material**	Our company professionals undertake daily round trips to attend offices through different modes of travel. We also had a hybrid working model during 2024. Scope 3 emissions related to employee commuting including remote working are calculated. GHG emissions estimation of the work from home cases are kept limited to the most obvious and uniform context of the electricity consumption for the office work related equipment only, for the sake of simplicity.
CATEGORY 8: Upstream leased assets	**Relevant Calculated** **Non Material**	Some of our business centers in North America (4 centers in 2024) and Mexico (1 office) involved operations through flex- offices in multi-tenant set-up without any operational control. Scope 3 emissions due to apportioned electrical energy consumption allocated to Ascendion workspace are considered for calculation.
Scope 3: : Downstream Emissions		
Category 9: Downstream transportation and distribution	**Not Relevant**	Considering our business activities in Information Technology consulting and staffing services space, any downstream transportation and distribution related activity and corresponding GHG emissions are not applicable.
Category 10: Processing of sold products	**Not Relevant**	Upstream Scope 3 emissions are accounted for purchased capital goods (viz. laptop, monitor, server, furniture & fixtures, office equipment etc.)
Category 11: Use of sold products	**Not Relevant**	We did not handle and consume any other fuel and energy sources expect those accounted for under Scope 1 and Scope 2 above.
Category 12: End-of-life treatment of sold products	**Not Relevant**	Our business activities in Information Technology consulting and staffing services space does not involve any tangible product

GHG Activities	Relevance & materiality	Description
		output. Thus, end-of-life treatment of sold products and corresponding GHG emissions are not applicable.
Category 13: Downstream leased assets	**Not Relevant**	We are not involved in any asset leasing as a lessor, thus, downstream leased assets and corresponding GHG emissions are not applicable.
Category 14: Franchises	**Not Relevant**	Our business does not involve any franchise operations
Category 15: Investments	**Not Relevant**	We did not have any business engagement as an investor during 2024.

3.1 Service portfolio rendered to Microsoft

The details regarding the service rendered to Microsoft are outlined below.

Reporting Year	Service Type	Annual Working Hours	Reference Unit	Annual Reference Unit Volume (hours)	Allocation Ratio (%)
2024	Consulting and Staffing Services	6,158,009	Consultant Worked Hours	543,546	8.827%

4. GHG Inventory Results

4.1 Greenhouse gas emissions data for most recent year (2024)

Scopes and Categories	Ascendion North America Operations (tonnes CO2e)	Percentage Contribution
Scope 1: Direct emissions from owned/controlled operations	0	0%
Scope 1 Emissions Subtotal	0	0%
Scope 2 (location-based): Indirect emissions from the use of purchased electricity, steam, heating, and cooling	286.1	12%
Scope 2 (market-based): Indirect emissions from the use of purchased electricity, steam, heating, and Cooling	286.1	12%
Scope 2 Emissions Subtotal	286	12%
Total Scope 1 + Scope 2 Emissions	286	12%
Category 1: Purchased goods and services	806.2	33.7%
Category 2: Capital goods	35.5	1.5%
Category 5: Waste generated in operations	2.2	0.1%
Category 6: Business travel	1011.9	42.3%
Category 7: Employee commuting	247.1	10.3%
Category 8: Upstream leased assets	5.9	0.2%
Scope 3 Emissions Subtotal	2,109	88%
Total GHG Emissions	2,395	100%

4.2 Electricity consumption date in 2024

Type of Electricity	Ascendion North America Operations (MWh)
Renewable electricity	0
Non - renewable energy	789.00
Total Electriicity	767.00

5 Approach and Methodology

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Scope 2: Purchased Electricity4 (location-based)	Data related to purchased electricity from the grid system and building heat energy supply by the building owner (14 centers during 2024) are considered for location-based scope 2 emissions calculation. The electricity consumption is apportioned based on the ratio of Ascedion's rented office space with respect to the entire building.	Purchased grid electricity data and heat energy data for 2024 operation are apportioned based on metered electricity and heat energy consumption for the entire multi- tenant commercial building and the ratio of Ascedion's rented office space with respect to the entire building, thus, the data quality is moderate.	The scope 2 emission for grid electricity consumption is calculated as the product of grid electricity consumed and state specific grid emission factors (US EPA) for the corresponding reporting year. Accordingly, scope 2 emission for building heat energy consumption is calculated as the product of heat energy
	The data for purchased electricity from grid system and building heat energy supply by the building owner are derived considering metered energy consumption for the entire multi-tenant commercial building and apportioned based on the ratio of Ascedion's rented office space with respect to the entire building.		consumed and default heat/ steam emission factor (US EPA) for the corresponding reporting year.
Scope 2: Purchased Electricity (market-based)	Since our purchased electricity does not involve any contractual instruments (including direct contracts, certificates, or supplier-specific information), thus the Scope 2: Market-based emissions are same as the Scope 2: Location-based emissions. Therefore, the GHG activity data and corresponding emissions factors used are same as Scope 2 (location-based) as described above	Same as above	Same as above

Applicable upstream scope 3 emissions

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 1: Purchased goods and services	Spend data related to expenses incurred for purchased goods and service (viz. office supplies, web recruiting tools, health insurance service purchased for office employees & billable employees, postage and overnight fees, IT hosted services, advertising etc.)	Purchased goods and services related spend data are referred from actual transactional invoices, the data quality is high.	Spend-based method is used. GHG emission is calculated as a product of expenses incurred for the purchased goods and services for the corresponding reporting year and the US EEIO spend-based emission factors. Spend-based emission factors are
Category 1: Purchased goods and services	are considered to estimate the category 1 emission. The expense data for purchased goods and services for respective years are referred from actual invoices raised by the vendors and suppliers.		adjusted with US dollars inflation rates of the corresponding years.
Category 2: Capital goods	Spend data related to expenses incurred for capital goods (viz. laptop, monitor, server, furniture & fixtures, office equipment etc.) are considered to estimate the category 2 emission. The expense data for purchased goods and services for respective years are referred to by actual invoices raised by the vendors and suppliers.	Purchased goods and services related spend data are referred from actual transactional invoices, the data quality is high.	Spend-based method is used. GHG emission is calculated as a product of expenses incurred for the capital goods for the corresponding reporting year and the US EEIO spend-based emission factors. Spend-based emission factors are adjusted with US dollars inflation rates of the corresponding years.
Category 5: Waste generated in operations	Data related to generation of wet waste, dry waste (cans, plastic) and paper waste due to office operations are considered to estimate the category 5 emission. The data related to waste generation are referred to from data approximated based on individual waste collection bin sizes and regular waste generation per employee assumption basis.	Purchased goods and services related spend data are referred from actual transactional invoices, the data quality is high.	Spend-based method is used. GHG emission is calculated as a product of expenses incurred for the capital goods for the corresponding reporting year and the US EEIO spend-based emission factors. Spend-based emission factors are adjusted with US dollars inflation rates of the corresponding years.

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 6: Business travel	Spend data related to expenses incurred for various modes of business travel (road, train and air) are considered to estimate the category 6 emission.	Since the GHG activity data are referred to from actual transactional invoices, the data quality is high.	Spend-based method is used. GHG emission is calculated as a product of expenses incurred for the business- related travels for the
	The expense data for business-related travel for respective years are referred from actual invoices raised by the logistics service provider.	Since the GHG activity data are referred to from actual transactional invoices, the data quality is high.	corresponding reporting year and the US EEIO spend-based emission factor. Spend-based emission factors are adjusted with US dollars inflation rates of the corresponding years.
Category 7: Employee commuting	Data related to employee commuting and work from home data are gathered from employee survey conducted for the year 2024. The minimum sample size for the survey was determined through statistical analysis, considering a 90% confidence level with a 5% margin of error. The analysis indicated that a minimum of 187 samples out of 589 employees were required. We successfully obtained 201 responses, exceeding the required sample size of 187. Based on representative sample employee survey responses, the resulting GHG emissions intensity (tCO2e/ employee) is further extrapolated for the full employee headcount (589) during 2024.	GHG activity data is a mix of actual survey data and extrapolated data for the year 2024, thus, the data quality is moderate.	GHG emissions due to employee commuting are calculated as a product of mode of each employee commuting data and the respective mode of travel emission factors from US EPA and Defra. Similarly, GHG emission occurring for employees working from home is calculated considering total number of work from home days during the year, average daily 8 working hours, assuming average power rating for a laptop as 65 watts and the US average grid emission factor.

Scope and category	Description of the types and sources of data used to calculate emissions	Description of the data quality of reported emissions	Description of the methodologies, allocation methods, and assumptions used to calculate emissions
Category 8: Upstream leased assets	The electricity consumption for the allocated work areas in the flex offices are considered for the calculation of Scope 3 Category 8 emissions.	Due to absence of actual data, the electricity consumption for all flex offices (except Glen Allen office) during 2024 are extrapolated based on the apportioned 2024 intensity data. Thus, the data quality is low.	
	The data regarding electricity consumption for the allocated work areas in the flex offices through the grid system are adopted considering metered electricity consumption for the entire multi-tenant commercial building of flex offices and apportioned based on the ratio of Ascendion's rented flex office space with respect to whole building.		

5.1 Assumptions

Few assumptions are taken to calculate GHG emissions inventory for 2024. The category-wise assumptions are listed below:

a) Scope 2: Energy Consumption data:

Ascendion US operation involves rented office spaces in multi-tenant commercial buildings. The utility charges for energy consumption for those rented office spaces are inclusive to the gross rental invoices by the facility owner without having any sub-metering or dedicatedly measured energy consumption data. In absence of any such direct measured data, the energy consumption of such rented office facilities of Ascendion is estimated based on three parameters such as total energy consumption for the whole building, total floor space of the building and floor space occupancy of Ascendion.

b) Scope 3 - Category 5: GHG Emissions from Waste Generated in Operations:

The 'wet waste' indicates food waste only. As the selection of emission factors for the same waste type varies with the disposal mechanism, secondary research based on the publicly available information has been conducted to identify various wet-waste disposal mechanisms. According to US EPA5, in the U.S., about 75% of food waste is disposed in landfills, 18% is combusted with energy recovery, and 6% is composted. The same disposal approach has been applied during the calculation of GHG emission from 'wet waste'.

c) Scope 3 - Category 7: GHG Emissions from Employee Commuting:

A sample employee survey data of 201 employees has been analyzed to derive transportation mode basis intensity per person and extrapolated to estimate the total GHG emission related to scope 3 category 7 (employee commuting) for total employee strength of 589 during calendar year 2024.Further, the survey data contained limited information on the type own car used by employees along with enginetype specification. For the ease of analysis, few assumptions are taken to assume the type of personal car used by employees. Furthermore, secondary research on publicly available information has been carried out to identify popular passenger electric-vehicle models to determine car engine specifications for electric car users.

The assumptions are listed below:

1.An average car size is considered as per UK-BEIS standard for the employees who have used a personal car with gasoline fuel.
2. An average car size is considered as per UK-BEIS standard for the employees who have used a personal car with diesel fuel.
3. According to published report6, Tesla Model 3 and Tesla Model Y were highest selling EV in US market the calendar year 2023. A combination of Tesla Model 3 and Tesla Model Y are considered in a 50-50 ratio for those employees who have used EV personal cars.
4. For e-vehicle cab service opted by employees, Tesla Model 3 has been considered as being found to be one of the common e-vehicle in US.
5. Food waste disposal and utilization in the United States: A spatial cost benefit analysis - ScienceDirect
6. Americans bought a record number of EVs last year. These were the 10 most popular electric models. | Business Insider India

6. Relevant Performance Allocation Factor and Service Level Allocation

6.1 Service level allocation factor

Emissions Scope & Source	Company Level Quantity of Emissions (tCO2e)	Reference Unit	Company Level Reference Unit Value (Hour)	Service Level Reference Unit Value (Hour)	Allocation Factor
Scope 1 + Scope 2	286	Hours	6,158,009	543,546	0.088
Scope 3	2,109	Hours	6,158,009	543,546	0.088
Total GHG Emission	2,395	Hours	6,158,009	543,546	0.088

Energy Activity Data	Company Level Quantity of Electricity (MWh)	Reference Unit	Company Level Reference Unit Value (Hour)	Service Level Reference Unit Value (Hour)	Allocation Factor
Non-renewable energy	767.00	Hours	6,158,009	543,546	0.088

6.2 Service level7 allocation of GHG emissions

Emissions Scope & Source	Company Level Emissions (tCO2e)	Reference Unit	Service Level Allocation Factor	Allocated GHG Emission at Service Level (tCO2e)
Scope 1 + Scope 2	286	Hours	0.088	25.25
Scope 3	2,109	Hours	0.088	186.14
Total GHG Emission	2,395	Hours	0.088	211.39
Energy Activity Data	**Company Level Energy Consumption (MWh)**	**Reference Unit**	**Service Level Allocation Factor**	**Allocated Energy Consumption at Service Level (MWh)**
Non-renewable energy	767	Hours	0.088	67.70

6.3 Emissioncategorywiseservicelevelallocation

Emissions Scope & Source	Company Level Quantity of Emissions (tCO2e)	Company Level Reference Unit Value (Hour)	Service Level Reference Unit Value (Hour)	Service Level Allocation Factor	Service Level Allocated Emissions (tCO2e)
Scope1	0	6,158,009	543,546	0.088	0
Scope1 Subtotal	**0**				**0**
Scope2-Location based	286	6,158,009	543,546	0.088	25.25
Scope 2-Market based	286	6,158,009	543,546	0.088	25.25
Scope 2 Subtotal	**286**				**25.25**
Scope 3 Category1-purchased goods and services	806	6,158,009	543,546	0.088	71.16
Scope 3 Category 2-capital goods	35	6,158,009	543,546	0.088	3.13

Scope 3 Category 5-waste generated in operations	2	6,158,009	543,546	0.088	0.20
Scope 3 Category 6-business travel	1012	6,158,009	543,546	0.088	89.32
Scope 3 Category 7-employee commuting	247	6,158,009	543,546	0.088	21.81
Scope 3 Category 8-upstream leased assets	6	6,158,009	543,546	0.088	0.52
Scope 3 Subtotal	**2,109**				**186.14**
Total GHG Emission	**2,395**				**211.39**

7 Other Relevant Information

7.1 BiogenicCO2emissions

Ascendionoperatesinrentedandflexofficefacilitiesonlyanddoesnotinvolveanystationarycombustion, includingbiomass combustion as part of their operation. Since there is no biomass combustion involved, biogenic CO2 emissions are not applicable to Ascendion.

7.2 Emissions data further disaggregated with inscope 2 and scope 3 categories

The GHG emissions for all applicable emissions categories are calculated based on the company level consolidated data and wherever distributed activity data are available, those are used for facility level emissions calculation as outlined below.

Facility	Scope 2: Location based/Market based	Scope 3: Category 8
NewJersey-HQ	72.88	
Atlanta	18.20	
Austin	15.76	
Chicago	12.60	
Dallas	19.55	
Denver	58.86	
Folsom	2.09	
Irvine	5.67	
Minneapolis	17.21	
Redmond	13.80	
SanDiego	4.29	
SanFrancisco	10.02	
SanJose	9.26	
Tampa	25.87	

GlenAllen		0.72
Raleigh		1.54
Charlotte		0.85
Jersey City		0.64
Monterrey		2.11

8 Our Decarbonization Initiatives

8.1 Actions Taken to Reduce Carbon Emissions

We are committed to minimizing our carbon footprint. We have taken significant steps to reduce our overall GHG emissions by 32% compared to the previous calendar year (2023) GHG emissions. Our key initiatives for GHG emission reductions are the introduction of energy efficiency measures in all of our offices, promoting a hybrid-working culture, optimization of purchase options for goods & services, reducing business-related travel, etc. Emission category-wise reduction during 2024 compared to 2023 is given in the table below. The table also contains GHG emission category-wise key initiatives taken during 2024.

GHG Emission Category	2024 (tCO2e)	2023 (tCO2e)	Reduction (%)	Key Initiatives taken by Ascendion
Scope 2	286	303	6%	a) Reduced offices footprint and overall size to optimize and benefit from the immediate impact. b) Implemented a Hybrid/FLEX work schedule with reduced in-person office presence has reduced the electrical load in the office. c) Majority of leased offices have energy star practice implemented, such as, motion-based Sensors for lights and HVAC operate only when someone is in the office. d) New Improved LED Lights installed to reduce energy consumption. e) The organization has taken numerous steps to encourage eco-friendly practices. This includes adopting digital signatures for agreements, utilizing online payments to decrease the reliance on paper checks, and enhancing digital workspaces for different business operations, resulting in a substantial decrease in the use of printers vis-à-vis reduced electrical consumption.
Scope 3 - Category 1	806	1417	43%	a) Continued adoption of shared infrastructure through SaaS platforms to optimize resource usage.
				b) Promoted digital workflows and minimized paper usage through shared multi- function devices (MFDs).

GHG Emission Category	2024 (tCO2e)	2023 (tCO2e)	Reduction (%)	Key Initiatives taken by Ascendion
Scope 3 - Category 2	35	163	78%	a) Aligned IT hardware procurement with actual headcount, avoiding over- purchasing. b) Extended asset replacement cycles and redeployed idle equipment to minimize new acquisitions. c) Selected environmentally certified (EPEAT and ENERGY STAR) models to ensure sustainability. d) Minimized purchase of new furniture by reusing existing items and leveraging hybrid workspaces.
Scope 3 - Category 5	2	8	71%	a) The hybrid model of working has led to a noticeable reduction in the number of employees physically present in the office likewise reduction of waste generation due to office operation. This shift has not only changed the dynamics of our workplace but also reduced the wet/dry waste generations such as use of food containers, coffee cups, tea bags, and other similar items. This reduction is a positive step towards minimizing our environmental footprint and promoting a more sustainable work environment. b) In an effort to promote sustainability and reduce waste, we have provided our employees with reusable drinking water bottles. This initiative has significantly decreased the usage of paper cups, contributing to our environmental conservation efforts.
Scope 3 - Category 6	1012	1185	15%	a) We encourage people to opt for virtual meetings instead of actual travel, even our leadership encourages employees to plan efficiently so that all meetings can be conducted during one business visit, reducing the need for multiple trips. b) We preferentially select airlines that operate with lower carbon emissions. c) We plan hotel contracts near the meeting venues at the best price to avoid cab usage, helping to reduce carbon emissions. d) We use a single cab for multiple employees to minimize carbon emissions.

GHG Emission Category	2024 (tCO2e)	2023 (tCO2e)	Reduction (%)	Key Initiatives taken by Ascendion
Scope 3 - Category 7	247	430	43%	a) The transition to remote work has resulted in a 45% reduction in office-based employees, a major shift indicating stronger adoption of flexible work arrangements. b) The 43% reduction in employee commuting-related GHG emissions suggests a significant environmental benefit, reinforcing sustainability efforts. c) With 16% more employees opting for WFH, this shift could contribute to better work-life balance, operational cost savings, and reduced office space requirements.
Scope 3 - Category 8	6	12	50%	a) As a result of digitalization, we have ceased using printers. b) Building managers have implemented motion-based light sensors, thereby conserving electricity. c) The building management is now more conscious about carbon footprints and is taking comprehensive steps to reduce them. We make informed decisions about our co-working spaces
Total	2,395	3,517	32%	

8.2 Carbon offsetting

Our company is committed to reducing our operational environmental impact. Bolstering this commitment, during 2024 we purchased and retired carbon credits to offset our GHG emissions. This strategic initiative not only helps us to neutralize part of our carbon footprint but also supports global projects aimed at reducing greenhouse gas emissions. By integrating carbon offsetting into our decarbonization strategy, we are taking a proactive step towards a greener future, demonstrating our dedication to climate action.

The details of carbon offset purchased and retired by Ascendion are given below:

Project Name	Oxford Category	Credit Type	Project Activity Types	Methodology	Registry	Registry Project ID	Quantity (tonnes)
Istanbul Landfill Gas to Electricity Project	Category I	Avoided Emissions	Landfill Gas Capture	ACM0001	Gold Standard	707	0.605

Project Name	Oxford Category	Credit Type	Project Activity Types	Methodology	Registry	Registry Project ID	Quantity (tonnes)
X-Hazil	Category IV	Removal	Improved Forest Management	CAR Mexico Forest Protocol V3.0	Climate Action Reserve	1863	0.19
Frontier Carbon Removal Portfolio	Category V	Removal	Long-Lived Removals	Various	None		0.01
Katingan Mentaya Project	Category II	Avoided Emissions	Avoided Deforestation, Wetland Restoration and Conservation	VM0007	Verra	1477	0.7
Titas Gas Leak Repair	Category I	Avoided Emissions	Fugitive Emissions Reduction	AM0023	Verra	2478	0.495
Total Carbon Credit Purchased by Ascendion during 2024							**2**

8.3 Our Forward-looking Action Plan to Reduce Carbon Emissions

Forward-looking Action Plan to Reduce Carbon Emissions	□ Continue to raise awareness among employees about the environmental impact of through mandatory training. □ Maintain a procurement policy that prioritizes ENERGY STAR and EPEAT-certified appliances and equipment; replace any non-compliant items as they reach end of life. □ Preferred to reduced office spaces and work with property management to ensure ongoing energy efficiency upgrades, including motion-based lighting systems and HVAC controls where not already implemented. □ Promote the installation of high-efficiency appliances and sustainable alternatives in common areas (e.g., hand dryers instead of paper towels). □ Reinforce the reduction of single-use items by encouraging reusable alternatives for office supplies and employee dining (e.g., reusable bottles, cups, utensils). □ Support flexible and remote work models to minimize the need for daily commuting and reduce operational emissions. □ Encourage environmentally conscious commuting through incentives for public transportation, biking, carpooling, or walking to the office. □ Further limit non-essential business travel and prioritize virtual meetings wherever feasible. □ When travel is required, optimize trip planning to reduce frequency and emissions, and partner with airlines and hotels that demonstrate sustainability leadership. □ Strengthening engagement with suppliers and service providers who share our sustainability goals, including those using local operations to reduce logistics emissions. □ Explore the purchase of high-quality carbon offsets or renewable energy credits to mitigate unavoidable emissions and support long-term climate goals.

9 Annexure

9.1 Company-level and service level allocated emissions for Microsoft during year 2019, 2022, 2023, and 2024

Emissions Scope & Source	Reporting year 2019		Reporting year 2022		Reporting year 2023		Reporting year 2024	
	Company Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)	Company Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)	Company Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)	Company Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)
Scope 1	0	0	0	0	0	0	0	0
Scope 1 Subtotal	0	0	0	0	0	0	0	0
Scope 2 - Location based	507	19.20	390	17.84	303	22.92	286	25.25
Scope 2 - Market based	507	19.20	390	17.84	303	22.92	286	25.25
Scope 2 Subtotal	507	19.20	390	17.84	303	22.92	286	25.25
Scope 3 Category 1 - purchased goods and services	1053	39.88	1591	72.76	1417	107.19	806	71.16
Scope 3 Category 2 - capital goods	153	5.79	249	11.39	163	12.33	35	3.13
Scope 3 Category 5 - waste generated in operations	21	0.80	9	0.41	8	0.61	2	0.20
Scope 3 Category 6 - business travel	2716	102.87	2397	109.62	1185	89.64	1012	89.32
Scope 3 Category 7 - employee commuting	520	19.70	936	42.80	430	32.53	247	21.81
Scope 3 Category 8 - upstream leased assets	38	1.44	20	0.91	12	0.91	6	0.52
Scope 3 Subtotal	4,505	170	5,202	238	3,214	243	2,109	186
Total GHG Emission	**5,008**	**190**	**5,592**	**256**	**3,517**	**266**	**2,395**	**211**

9.2 Company-level emissions for the year 2019, 2022, 2023, and 2024

Emissions Scope & Source	Reporting year 2019	Reporting year 2022	Reporting year 2023	Reporting year 2024
	Company Emissions (tCO2e)	Company Emissions (tCO2e)	Company Emissions (tCO2e)	Company Emissions (tCO2e)
Scope 1	0	0	0	0
Scope 1 Subtotal	0	0	0	0
Scope 2 - Location based	507	390	303	286
Scope 2 - Market based	507	390	303	286
Scope 2 Subtotal	507	390	303	286
Scope 3 Category 1 - purchased goods and services	1053	1591	1417	806
Scope 3 Category 2 - capital goods	153	249	163	35
Scope 3 Category 5 - waste generated in operations	21	9	8	2
Scope 3 Category 6 - business travel	2716	2397	1185	1012
Scope 3 Category 7 - employee commuting	520	936	430	247
Scope 3 Category 8 - upstream leased assets	38	20	12	6
Scope 3 Subtotal	4,505	5,202	3,214	2,109
Total GHG Emission	**5,008**	**5,592**	**3,517**	**2,395**

9.3 Service-level allocated emissions for Microsoft during the year 2019, 2022, 2023, and 2024

Emissions Scope & Source	Reporting year 2019	Reporting year 2022	Reporting year 2023	Reporting year 2024
	Service Level Allocated Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)	Service Level Allocated Emissions (tCO2e)
Scope 1	0	0	0	0
Scope 1 Subtotal	0	0	0	0
Scope 2 - Location based	19.20	17.84	22.92	25.25
Scope 2 - Market based	19.20	17.84	22.92	25.25
Scope 2 Subtotal	19.20	17.84	22.92	25.25
Scope 3 Category 1 - purchased goods and services	39.88	72.76	107.19	71.16
Scope 3 Category 2 - capital goods	5.79	11.39	12.33	3.13
Scope 3 Category 5 - waste generated in operations	0.80	0.41	0.61	0.20
Scope 3 Category 6 - business travel	102.87	109.62	89.64	89.32
Scope 3 Category 7 - employee commuting	19.70	42.80	32.53	21.81
Scope 3 Category 8 - upstream leased assets	1.44	0.91	0.91	0.52
Scope 3 Subtotal	170	238	243	186
Total GHG Emission	**190**	**256**	**266**	**211**