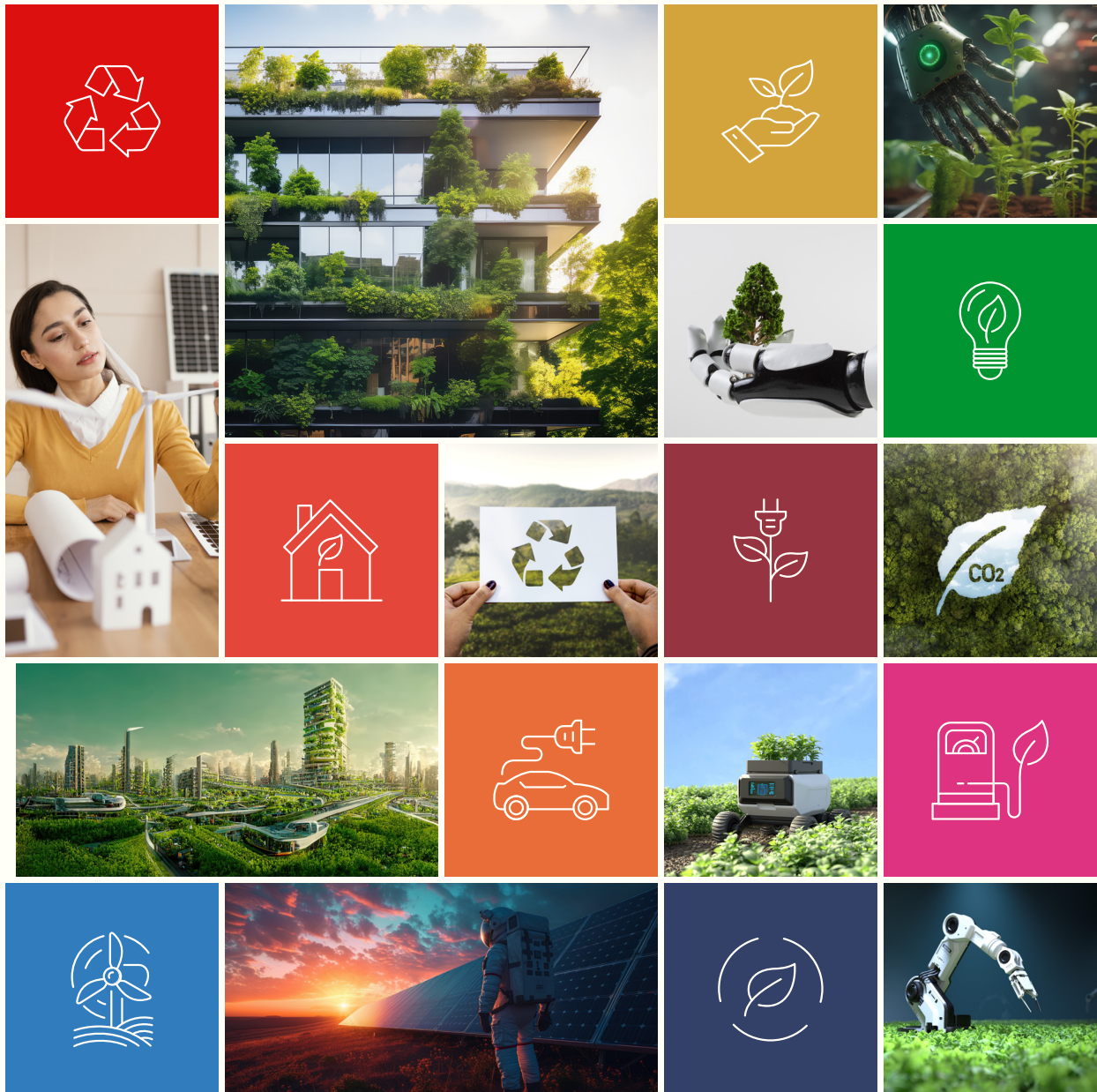


Environment Social Governance

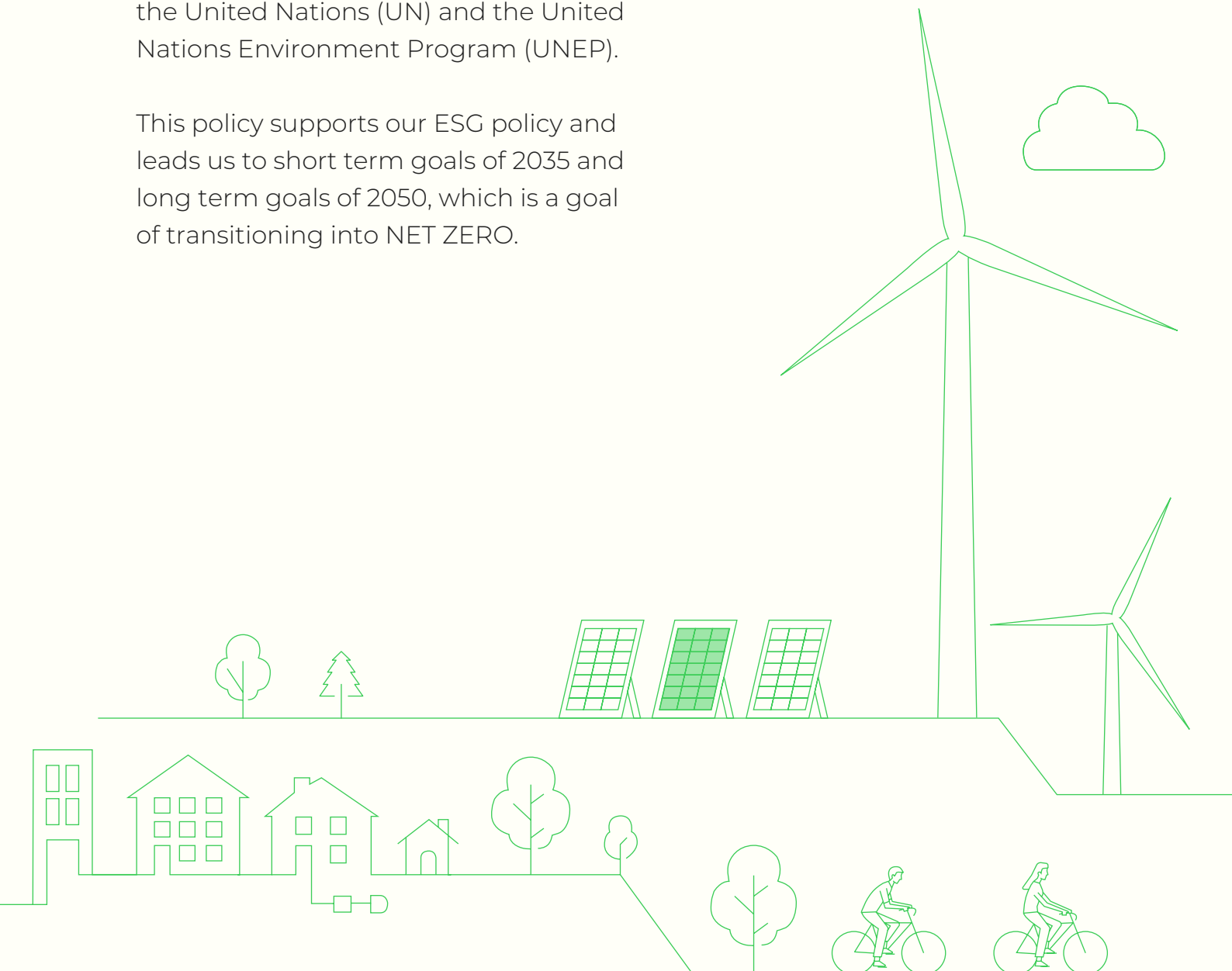
Net ZERO Policy



INTRODUCTION

GS Lab I GAVS recognizes that NET ZERO policy plays a pivotal role in evolving responsible business practices at all levels of our leadership seamlessly. Our commitment extends beyond profit margins, it is about creating a positive impact on our planet and society. Our initiatives resonate with global causes and standards set by eminent organizations such as greenhouse gas protocol (GHG) protocol, the United Nations (UN) and the United Nations Environment Program (UNEP).

This policy supports our ESG policy and leads us to short term goals of 2035 and long term goals of 2050, which is a goal of transitioning into NET ZERO.

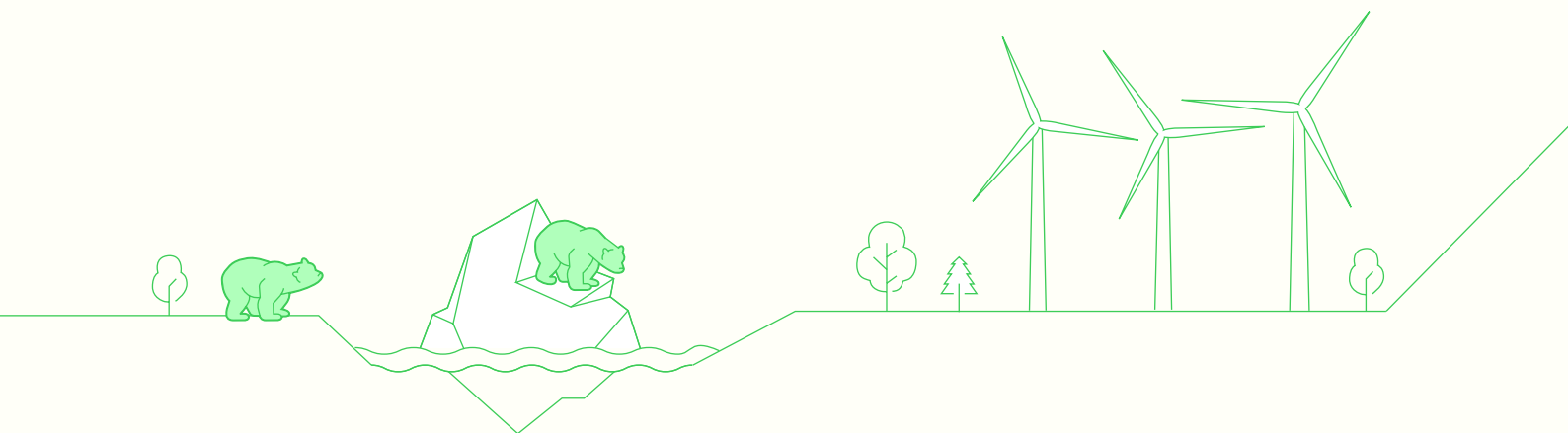


ENVIRONMENTAL & NET ZERO POLICY COMMITMENT

GS Lab | GAVS is committed to decarbonizing its business model, with SBT (Science Based Target), which is a framework for corporate net zero carbon emissions. We dynamically integrate conscious consumerism with our business activities, ensuring that every activity is directed towards a greener, safer and sustainable future for humanity and the ecology.

PLAN

To study, analyze and assess the impact of our business operations, on greenhouse gas emissions, and to establish, implement, and maintain a continuous improvement plan to reach **NET ZERO by 2050**. To deliver on the initiatives set out in our Net zero policy. To annually review our objectives, targets and scope to ensure they are appropriate and achievable.



Key Objectives for Achieving Net Zero

Strategic Alignment: To achieve Net Zero, we have established comprehensive strategies and actionable goals across all operational levels.

Stakeholder Engagement and Education: Foster ongoing communication with internal and external stakeholders to promote understanding and adoption of effective emission reduction and decarbonization practices within the business.

Transparent Reporting: Maintain transparency by regularly publishing progress reports on our Net Zero objectives, targets, and achievements on our official website.

Environmental Integration: Embed environmental considerations systematically into all operational processes, proactively addressing greenhouse gas emissions and mitigating impacts on ecosystems.

Supply Chain Optimization: Leverage our market influence to drive environmental performance enhancements throughout our supply chain, encouraging sustainable procurement practices and responsible resource management.

Resource Efficiency and Waste Minimization: Implement strategies to optimize resource utilization and minimize waste generation through aggressive reuse and recycling initiatives.

Sustainable Water Management: Prioritize responsible water management practices, including minimizing water consumption and actively reducing leakages.

Climate Risk Assessment and Mitigation: Continuously monitor climate-related risks and proactively develop and implement comprehensive resilience action plans.

Regulatory Compliance: Ensure strict adherence to all applicable legal and regulatory requirements pertaining to environmental protection and sustainability.

Net Zero Roadmap for us: Comprehensive Emissions Reduction Strategy

Strategic Vision

Our company is committed to achieving Net Zero emissions, aligning our operations with global sustainability goals and minimizing our environmental impact. This comprehensive roadmap outlines our strategic approach to reducing emissions across Scope 1, 2, and 3, demonstrating our dedication to environmental stewardship and responsible business practices



Scope 1

Emissions Reduction

- **Fleet Electrification:** We will progressively transition our company fleet from petrol/diesel vehicles to electric vehicles (EVs), leveraging advancements in EV technology and charging infrastructure.
- **Employee Commuting:** We will actively promote and incentivize carpooling and the use of public transportation among employees, reducing individual commuting emissions.
- **Renewable Energy Integration:** We are planning to explore the use of on-site solar energy generation to power heavy equipment and potentially offset grid electricity consumption, which could contribute to reducing our reliance on fossil fuels.

Scope 2

Emissions Reduction

- **Energy Efficiency Optimization:** We will implement a comprehensive energy management program, focusing on energy-efficient practices and technologies in our offices and data centers.
- **LED Lighting Transition:** All existing lighting fixtures will be replaced with energy-efficient LED lighting to significantly reduce energy consumption.
- **Smart Building Technologies:** We will install sensor-equipped lighting and HVAC systems to optimize energy use based on occupancy and real-time needs.
- **Renewable Energy Procurement:** We are planning to explore the use of on-site solar energy generation to power heavy equipment and potentially offset grid electricity consumption, which could contribute to reducing our reliance on fossil fuels.
- **Water Conservation Measures:** We will install water-saving fixtures in all facilities and implement rainwater harvesting systems to minimize water consumption and promote sustainable water management.

Scope 3

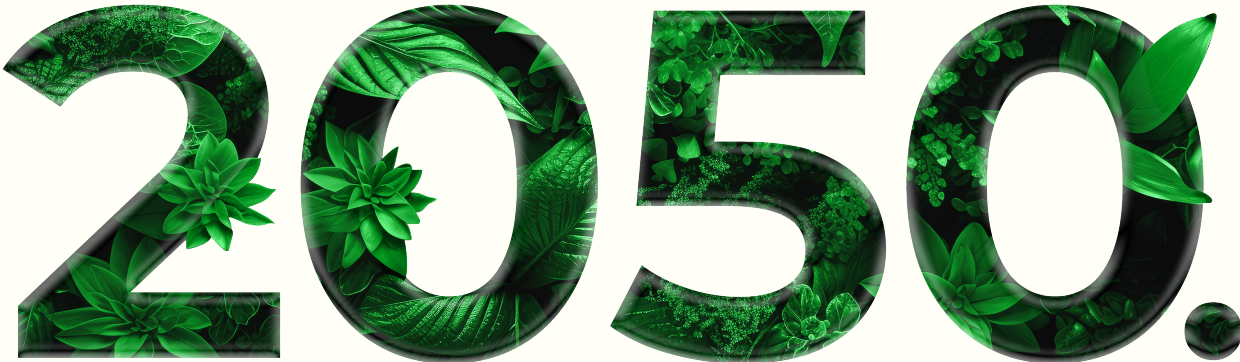
Emissions Reduction

- **Sustainable Procurement:** We will prioritize working with suppliers and vendors who demonstrate a commitment to sustainability, favoring those who offer eco-friendly packaging and products.
- **Vendor Collaboration:** We will actively engage with our supply chain partners to encourage the adoption of sustainable practices and reduce emissions associated with our procured goods and services.
- **Waste Management Optimization:** We will implement robust waste management programs, including proper segregation and composting of biowaste, as well as responsible e-waste disposal practices.
- **Employee Engagement:** We will educate and empower employees to adopt sustainable practices in their personal and professional lives, fostering a culture of environmental responsibility.
- **Travel Optimization:** We will assess and optimize business travel practices, prioritizing virtual meetings and utilizing more sustainable transportation options when travel is necessary.

Additional Initiatives:

- **Afforestation Projects:** We will invest in tree-planting initiatives to offset our carbon emissions and contribute to local ecosystem restoration.
- **Sustainable Workplace:** We will promote a sustainable workplace by implementing measures such as transitioning to biodegradable cutlery in our cafeteria and encouraging the use of reusable containers.
- **Remote Work Policy:** We will offer flexible remote work options for employees where feasible, reducing commuting emissions and promoting work-life balance.

**GS Lab | GAVS is
committed to achieving
Net Zero emissions by**



Baseline Emissions Footprint

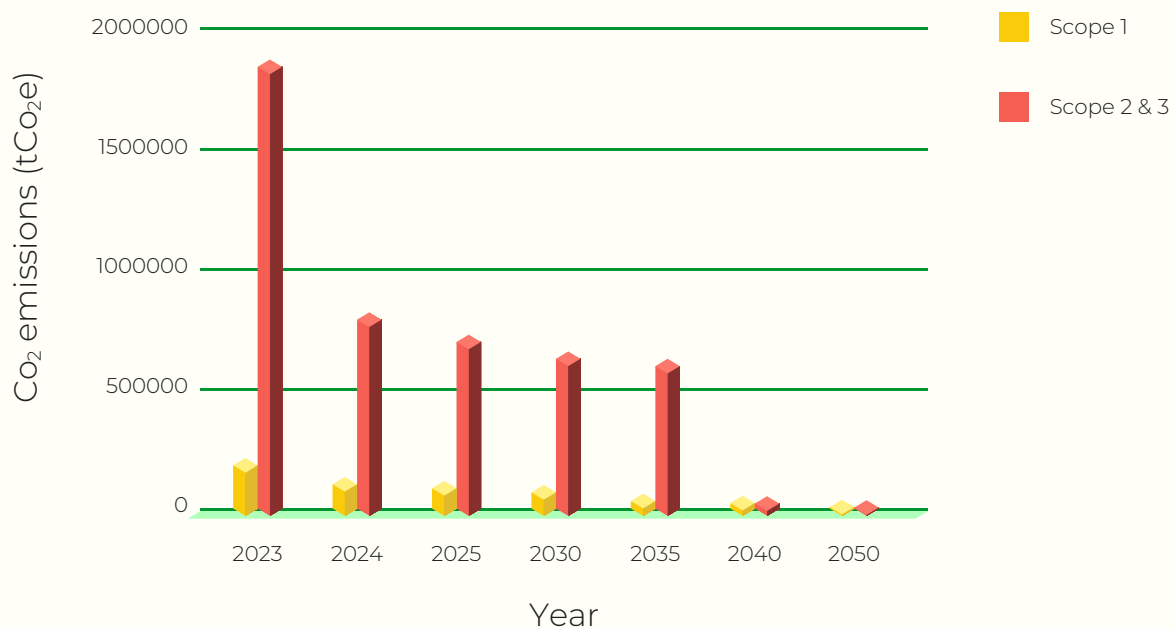
Baseline emissions are a record of the greenhouse gasses that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
Historic baseline year emissions from January 2023 to December 2023 onwards have been restated in January 2024.	
Baseline year emissions 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	79908.75
Scope 2 & 3	2598612.68
Scope 3 (Included Sources)	We are actively engaged in collaborative efforts across our value chain to identify, measure, and reduce Scope 3 emissions associated with our procured goods and services, business travel, and employee commuting.
Total Emissions	2088096.00

Current Emissions Reporting

Reporting Year: 2024 – May 31, 2024	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	31098.625
Scope 2 & 3	1077262
Scope 3 (Included Sources)	We are committed to mitigating our environmental impact across our entire value chain, actively collaborating with suppliers and partners to achieve a significant reduction in Scope 3 emissions and prioritizing the use of net zero vendors by 2050.
Total Emissions	861763.00

Scope 1 & Scope 2 & Scope 3



GS Lab | GAVS

Emissions Reduction Targets: A Multifaceted Approach

GS Lab | GAVS is dedicated to a robust emissions reduction strategy, targeting both short-term and long-term goals to minimize our environmental impact and contribute to a sustainable future.

Near-Term Target (2035)

GS Lab | GAVS is committed to achieving substantial emissions reductions by 2030 through a multi-pronged approach, focusing on:

- **Energy Efficiency:**
Implement comprehensive energy management systems, optimize energy use in facilities, and transition to energy-efficient appliances and equipment.
- **Water Conservation:**
Reduce water consumption through the installation of efficient fixtures, leak detection and repair, and the promotion of water-conscious practices among employees.
- **Waste Minimization:**
Implement robust waste reduction and recycling programs, prioritize e-waste recycling, and transition to sustainable paper procurement.
- **Green Transportation:**
 - We are considering offering EV charging points at our premises.
 - Encourage the use of electric vehicles and public transportation among employees.
 - We are exploring the potential benefits of transitioning our company fleet to electric vehicles.
- **Sustainable Procurement:**
Prioritize partnerships with suppliers who adhere to sustainable practices and offer eco-friendly products and services.

- **Green Building Certification:**

Pursue certifications like LEED or GRIHA for our facilities to ensure adherence to high environmental standards.

- **Employee Engagement:**

Launch educational campaigns and incentive programs to encourage employees to adopt sustainable practices both at work and in their personal lives.

- **CSR Initiatives:**

Partner with environmental organizations, support local community projects focused on sustainability, and engage in tree-planting initiatives

Long-Term Target (2050)

GS Lab | GAVS is committed to achieving net-zero emissions by 2050, in alignment with the Paris Agreement. Key strategies for this long-term goal include:

- **Renewable Energy Transition:**

We are actively exploring the feasibility of transitioning our operations to 100% renewable energy sources, which may include investments in solar, wind, and other green energy solutions.

- **Carbon Offset Projects:**

We are looking into the potential of participating in certified carbon offset projects to address any remaining unavoidable emissions.

- **Technological Innovation:**

Continuously explore and adopt emerging technologies that can further reduce our carbon footprint and enhance sustainability.

- **Transparency and Reporting:**

Regularly measure, monitor, and transparently report our progress towards our emissions reduction targets.



GS Lab | GAVS is a global technology company focused on creating business impact for its 200+ customers across the USA, Europe, the Middle East, and APAC. It offers digital product engineering, AI-led managed services, and digital transformation services to customers across BFSI, healthcare, communications, and high-tech segments. With 4000+ technologists and a strong talent grooming engine, it is a trusted growth partner to its customers.

The company focuses on deep tech engineering skills, innovative win-win business models, and customer success. Its IPs, such as ZIF, zIrrus, Rhodium, and zDesk, help accelerate technology adoption and reduce inefficiencies in operations.

For more information on how GS Lab | GAVS can help solve your business problems, write to inquiry@gavstech.com (or) visit us at www.gavstech.com