

# Environmental Policy Statement

At Nagarro, we strive to integrate sustainability into our core business and support operations. Through this policy, we intend to empower Nagarrians to make sustainable choices and design our processes and systems to optimize resource usage across our business operations, including building operations, services and across our, and value chain. Our dedication extends beyond compliance with regulations; it is a fundamental aspect of our identity and operations.

## **Our environmental policy addresses the following topics but is not limited to:**

- **Climate action:** Aligning our decarbonization efforts with the Paris Agreement through our commitment to the Science Based Targets initiative.
- **Zero waste to landfill:** Avoiding, reducing, and recycling waste to support the global efforts towards a circular economy.
- **Healthy indoor and outdoor Environment:** Optimizing indoor air quality for well-being; Addressing outdoor air pollution through stakeholder engagement and improvement in operations.
- **Energy efficiency:** Optimizing energy use through infrastructure and processes improvements.
- **Eco-Digital Engineering:** Integrating sustainability into service design and development through trainings and excellence frameworks.
- **Water Management:** Responsible water use, wastewater treatment, and reuse.

**Monitoring, Reporting, and continuous Continuous Improvement:** We commit to transparently monitoring and reporting environmental data, while actively setting ambitious targets and striving to achieve them across our value chain operations. We regularly assess and monitor our environmental performance, set targets for improvement, and communicate our progress to stakeholders. A dedicated team analyses analyzes impacts and opportunities, sets targets, and collaborates across global functions for implementation.

**Transparency, communication, and engagement:** Through open dialogue and engagement with stakeholders, we aim to build trust and foster a culture of environmental responsibility both within our organizations and beyond. Nagarro's leadership and the Supervisory Board plays an active role in environmental performance reviews. They, helping achieve the set targets and to encourage increased ambition.

**Community Engagement:** We believe in the interconnectedness between our operations and the communities in which we operate. Through proactive engagement and collaboration, we seek to foster positive relationships, implement progressive initiatives, and contribute to overall well-being.

**Global Alignment:** Aligned with global frameworks such as the Sustainable Development Goals (SDGs), UN Global Compact, and the Paris Agreement, we strive to be agents of positive change on a global scale. By aligning our strategies with these frameworks, we ensure that our activities are harmonized with international efforts towards a sustainable today and tomorrow.

The source of this policy statement is the Environment, Occupational Health and Safety (EOHS) Policy of Nagarro, which also informs the ISO 14001 and 45001 certified management system. For the detailed policy, please write to us at [sustainability@nagarro.com](mailto:sustainability@nagarro.com)

For the latest information on our environmental performance, please see our most recent non-financial statement in Nagarro's annual report.