

Toward a Lower-Carbon Future

Cybage Software Private Limited

Climate performance, targets & the roadmap to 2034

CONTENTS

A Introduction

B About This Report

C Climate Goals & Strategies

D Comparison of GHG Emissions, 2024 & 2025

E Setting Boundaries

F Performance Analysis

G Near-Term Narrative

H Initiatives for Carbon Reduction

I Conclusion



A global technology partner, established in 1995.

Cybage Software Pvt. Ltd. is an outsourced product engineering and IT services organization, delivering data-driven, technology-led solutions to clients across retail, healthcare, media & entertainment, travel & hospitality, and supply chain & logistics.

Since 1995, Cybage has grown from a Pune-based engineering shop into a seven-site, six-country delivery organization, partnering with Fortune 500 companies, startups and mid-sized enterprises on end-to-end digital transformation.

This report establishes the environmental baseline against which Cybage's decarbonization strategy is measured and tracked — the first step, per the GHG Protocol, toward credible target-setting and disclosure.



7

operational sites across India — Pune, Hyderabad, Gandhinagar



6,444

employees as of the 2025 reporting cycle



7

countries of operation: India, USA, Canada, Singapore, UAE, UK, Netherlands

A distributed footprint, a concentrated opportunity.



Cybage delivers from India while serving clients across seven countries — North America, Europe, the Middle East and Asia-Pacific. That distributed model concentrates most of the company's footprint in Scope 3: the hardware it buys, the travel it takes, and the commutes of a largely office-based workforce.

As a pure-play services company with no manufacturing or downstream distribution, Cybage's decarbonization path runs primarily through procurement discipline, energy choices at its own sites, and how its people work. Campuses like the one pictured are designed with landscaped, tree-lined grounds — a physical expression of that same intent.

Verified against the GHG Protocol, benchmarked against global disclosure frameworks.

This report covers Scope 1, 2 and 3 emissions for calendar years 2024 and 2025, independently assessed by ESGWITHSK following the GHG Protocol Corporate Accounting and Reporting Standard and Corporate Value Chain (Scope 3) Standard.



Near-term targets validated, 23
July 2025



Sustainability rating assessment



Climate change disclosure



Environmental management
system

An SBTi-validated near-term target, approved 23 July 2025.

58.8%

absolute reduction in Scope 1 & 2 GHG emissions by 2034, vs. 2024
base year

35%

absolute reduction in Scope 3 GHG emissions by 2034, vs. 2024 base
year

Total footprint fell 70.6% year over year.

-70.6%

220,812 tCO₂e

2024 · base year



64,972 tCO₂e

2025

Scope 1

430.75 → 199.49

-53.7%

Scope 2

5,897.31 → 4,501.57

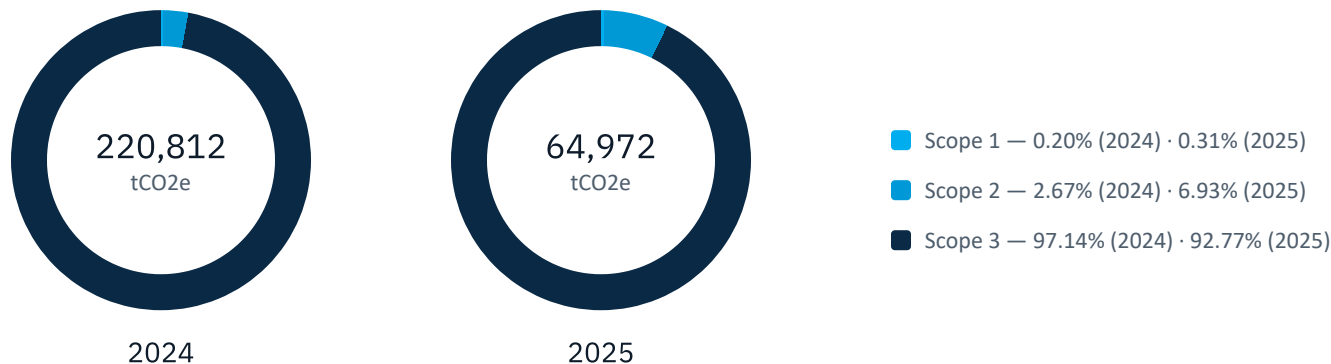
-23.7%

Scope 3

214,484.10 → 60,270.76

-71.9%

Scope 3 dominates the footprint in both years.



Scope 3's share fell slightly as the category shrank faster than Scope 2 — a sign the next wave of reduction (the solar plant, Section H) needs to target Scope 2 directly to keep pace.

Seven sites, one consolidated boundary, 2024 as base year.

ORGANIZATIONAL BOUNDARY

● Pune — WAD (HQ)

● Pune — KCB1 & KCB2

● Pune — WA

● Hyderabad DC 1 & DC 2

● Gandhinagar — Infocity

● Gandhinagar — Gift City



CATEGORY EXCLUSIONS

Categories 2 (Capital Goods), 8–15 (Leased Assets, Downstream Transport, Processing & Use of Sold Products, End-of-Life, Franchises, Investments) are excluded as not applicable to a pure-play IT services model with no physical products.

Included Scope 3 categories: Purchased Goods & Services, Fuel & Energy-Related Activities, Upstream Transportation, Waste Generated in Operations, Business Travel, Employee Commuting.

Refrigerant management cut Scope 1 by more than half.



Fuel combustion

45.9 → 54.0

+17.7% · site-level fuel use rose



Owned vehicles

33.2 → 32.2

-3.1% · broadly flat



Refrigerants

351.6 → 113.2

-67.8% · largest Scope 1 lever

Scope 2 — grid electricity

5,897.3 → 4,501.6 tCO₂e · -23.7%

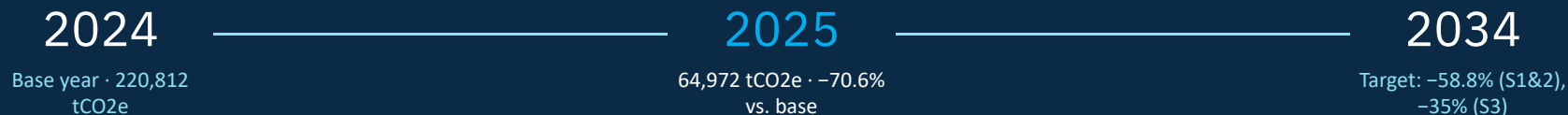
Lower grid-electricity emissions reflect efficiency measures across sites; the 2.2 MW solar project (Section H) is the next major lever for Scope 2 reduction once operational.

Purchased goods & services remain the dominant category.

Scope 3 category	2024 (tCO2e)	2025 (tCO2e)	Change
Purchased goods & services	195,772.83	49,428.04	-74.7%
Waste generated in operations	15,035.49	7,878.80	-47.6%
Fuel & energy-related activities	2,209.36	1,690.04	-23.5%
Employee commuting	1,207.70	1,089.44	-9.8%
Business travel	256.61	183.32	-28.6%
Upstream transport & distribution	2.11	1.12	-46.9%

Every Scope 3 category improved. The scale of the purchased-goods reduction reflects a smaller IT hardware and services refresh cycle in 2025, alongside a leaner headcount (7,000+ → 6,444).

Ahead of pace, ten years out from the target date.



One year in, Cybage's absolute emissions reduction already exceeds the full 2034 near-term target. The priority now shifts from rapid cuts to sustaining performance as the business scales and embedding reductions structurally rather than cyclically.

A 3.0 MWp solar power project, Latur, Maharashtra.



A ground-mounted, grid-connected solar PV plant on 8 acres & 3R at Village Malhipparga, Taluka Jalkot, District Latur, developed on a turnkey basis and feeding directly into the MSEDCL grid via the 33 kV Jalkot substation.

3.0 MWp

AC capacity

8 acres & 3R

project land

8,085

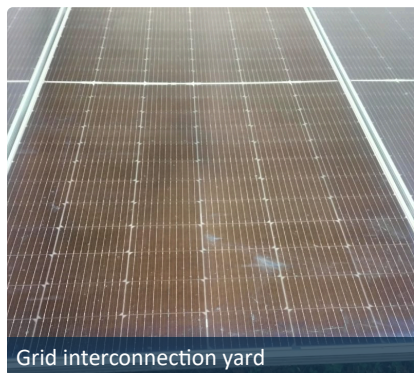
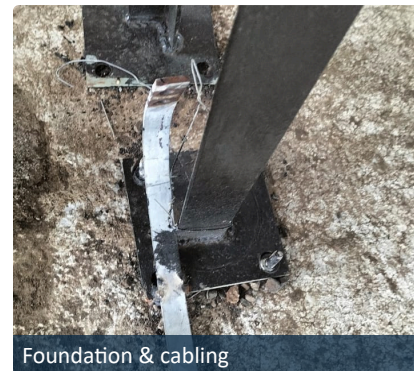
PV modules, 590 Wp each

25 years

estimated project life

Installation completed and the plant started generation from 13th July 2026. Now operational, it is Cybage's primary lever for Scope 2 reduction.

Actual site implementation photos.



The expected payoff, once the plant is commissioned.

≥4,500

tCO₂e/year of Scope 2 emissions the plant can offset — roughly the entirety of 2025's grid-electricity footprint.

25 yrs

of clean generation locked in, de-risking Cybage's Scope 2 position well past the 2034 target year.

MSEDCL

grid interconnection via the 33 kV Jalkot substation keeps delivery risk with a regulated utility partner.

Estimate compares the plant's rated capacity and site irradiance (5.23–6 kWh/m²/day) against Cybage's 2025 Scope 2 total; actual generation will be confirmed once commissioning and metering data are available.

Five levers for further Scope 3 reduction.

Sustainable IT procurement

Extend hardware refresh cycles and favor vendors with disclosed emissions data — the largest Scope 3 category.

Structured e-waste & disposal

Formalize certified e-waste recycling across all seven sites to compound the 2025 waste-category gains.

Hybrid work & commute support

Encourage EV and public-transport commuting across Pune, Hyderabad and Gandhinagar; formalize hybrid-work days.

Virtual-first business travel

Default to video for client engagements, building on the 28.6% travel-emissions drop in 2025.

Cloud & delivery efficiency

Right-size cloud infrastructure and favor renewable-powered data center regions for delivery workloads.

Supplier engagement

Extend emissions-disclosure expectations to key vendors, in line with growing EcoVadis/CDP scrutiny.

Sustaining the gains starts with people, not just projects.

2,175 hybrid / WFH employees

already working permanently remote in 2024, cutting commute emissions before any new policy.

EV & low-carbon commute mix

a growing share of Gandhinagar commuters already use electric two-wheelers and buses — a model to extend across sites.

Sustainability onboarding

bring climate targets and personal-impact guidance into new-hire onboarding and annual refreshers.



A strong first year against an ambitious target — the work now is to sustain it.

Cybage's 2025 performance already surpasses its 2034 SBTi near-term target on an absolute basis. The next phase of the strategy shifts from one-time gains — a smaller hardware refresh, leaner headcount — toward structural reductions: the 2.2 MW solar plant coming online, disciplined Scope 3 procurement, and sustained employee and travel programs that hold gains as the business grows.

Four milestones between here and the target year.

1

2025–26

Commission the 2.2 MW solar plant; formalize supplier emissions-disclosure requests.

Near-term

2

2027–28

First CDP disclosure and EcoVadis assessment cycle; extend e-waste and hybrid-work programs to all seven sites.

Disclosure

3

2030

Mid-point review of SBTi progress; reassess targets against actual growth and site footprint.

Review

4

2034

SBTi near-term target date: –58.8% Scope 1&2, –35% Scope 3 vs. 2024 base year.

Target year



Thank you.

Tech for today, sustainability for tomorrow.