



Sopra Steria Group

2024 CDP Corporate Questionnaire 2024

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C1. Introduction..... 7

(1.1) In which language are you submitting your response? 7

(1.2) Select the currency used for all financial information disclosed throughout your response. 7

(1.3) Provide an overview and introduction to your organization. 7

(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..... 8

(1.4.1) What is your organization’s annual revenue for the reporting period? 8

(1.5) Provide details on your reporting boundary. 8

(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)? 8

(1.7) Select the countries/areas in which you operate. 11

(1.24) Has your organization mapped its value chain? 11

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of? 12

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities 14

(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? 14

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts? 15

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities? 16

(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities..... 16

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed? 22

(2.3) Have you identified priority locations across your value chain? 22

(2.4) How does your organization define substantive effects on your organization? 23

C3. Disclosure of risks and opportunities 27

(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?..... 27

(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. 28

(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. 43

(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?	44
(3.5.4) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?.....	44
(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?	45
(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.	45
(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.	49

C4. Governance 51

(4.1) Does your organization have a board of directors or an equivalent governing body?	51
(4.1.1) Is there board-level oversight of environmental issues within your organization?	52
(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.	52
(4.2) Does your organization's board have competency on environmental issues?	54
(4.3) Is there management-level responsibility for environmental issues within your organization?	55
(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).	56
(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?	61
(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).	62
(4.6) Does your organization have an environmental policy that addresses environmental issues?	68
(4.6.1) Provide details of your environmental policies.	69
(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?	71
(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?	72
(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?	74
(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.	76
(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?	86
(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.	86

C5. Business strategy.....	91
(5.1) Does your organization use scenario analysis to identify environmental outcomes?	91
(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.	91
(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.	97
(5.2) Does your organization’s strategy include a climate transition plan?.....	98
(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?.....	101
(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.....	101
(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.	103
(5.4) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?	105
(5.4.1) Quantify the amount and percentage share of your spending/revenue that is aligned with your organization’s climate transition.	105
(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.....	109
(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization’s taxonomy alignment.	133
(5.10) Does your organization use an internal price on environmental externalities?	133
(5.10.1) Provide details of your organization’s internal price on carbon.	134
(5.11) Do you engage with your value chain on environmental issues?	137
(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?	138
(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?.....	139
(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?	140
(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.	141
(5.11.7) Provide further details of your organization’s supplier engagement on environmental issues.	143
(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.	145
C6. Environmental Performance - Consolidation Approach	151
(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.....	151
C7. Environmental performance - Climate Change.....	153
(7.1) Is this your first year of reporting emissions data to CDP?	153

(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?.....	153
(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?	154
(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?....	154
(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.	155
(7.3) Describe your organization's approach to reporting Scope 2 emissions.	155
(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 within your selected reporting boundary which are not included in your disclosure?	156
(7.5) Provide your base year and base year emissions.	156
(7.6) What were your organization's gross global Scope 1 emissions in metric tons CO ₂ e?	165
(7.7) What were your organization's gross global Scope 2 emissions in metric tons CO ₂ e?	165
(7.8) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.	166
(7.9) Indicate the verification/assurance status that applies to your reported emissions.	176
(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.	176
(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.	178
(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.	179
(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?	187
(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.	187
(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?	194
(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?	195
(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?	195
(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).	195
(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.	197
(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.	210
(7.17.3) Break down your total gross global Scope 1 emissions by business activity.	210
(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.	210
(7.20.3) Break down your total gross global Scope 2 emissions by business activity.	210

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.	211
(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?.....	212
(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.	212
(7.29) What percentage of your total operational spend in the reporting year was on energy?	217
(7.30) Select which energy-related activities your organization has undertaken.	217
(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.....	218
(7.30.6) Select the applications of your organization's consumption of fuel.	221
(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.	221
(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.	227
(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.	229
(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.	293
(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.	313
(7.52) Provide any additional climate-related metrics relevant to your business.....	316
(7.53) Did you have an emissions target that was active in the reporting year?	319
(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.	319
(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.	342
(7.54) Did you have any other climate-related targets that were active in the reporting year?.....	344
(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.	344
(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.....	348
(7.54.3) Provide details of your net-zero target(s).....	352
(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.	357
(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.	358
(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.	358
(7.55.3) What methods do you use to drive investment in emissions reduction activities?	369
(7.74) Do you classify any of your existing goods and/or services as low-carbon products?	371
(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.	371

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?	376
(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.	376
C10. Environmental performance - Plastics	379
(10.1) Do you have plastics-related targets, and if so what type?	379
(10.2) Indicate whether your organization engages in the following activities.	379
(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.	382
C11. Environmental performance - Biodiversity	384
(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?	384
(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?	384
(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?	384
(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.	385
C13. Further information & sign off	404
(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?	404
(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?	404
(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.	411
(13.3) Provide the following information for the person that has signed off (approved) your CDP response.	412

C1. Introduction

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

word_document.select_from

☒ English

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

word_document.select_from

☒ EUR

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

(1.3.2) Organization type

word_document.select_from

☒ Publicly traded organization

(1.3.3) Description of organization

Sopra Steria, a European Tech leader recognised for its consulting, digital services and software development, helps its clients drive their digital transformation to obtain tangible and sustainable benefits. It provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a fully collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. Sopra Steria was created in 2014 through the merger of two of France's oldest digital services companies, Sopra and Steria, founded in 1968 and 1969 respectively, and both characterised by a strong entrepreneurial spirit as well as a firm collective commitment to serving their clients. With 56,000 employees in 32 countries, the Group generated revenue of 5.8 billion in 2023. Sopra Steria is committed to the Science Based Targets Initiative to become a "Net Zero" company in 2040 across its value chain, and is Climate Neutral for Offices, Data Centres and Business Travel under the UN Climate Neutral Now programme. Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809; SOP SBF 120, CAC ALL-TRADABLE, CAC ALL SHARES, CAC MID & SMALL, CAC MID 60, CAC TECHNOLOGY, EURONEXT DEVELOPED MARKET, NEXT 150, EURONEXT FAS IAS, CAC SBT 1.5, EURONEXT EUROZONE ESG LARGE 80 EURONEXT EUROZONE 300, EURONEXT VIGEO EUROPE 1 2 0, EN CDP ENVIRONMENT ESG FRANCE EW For more information, please open the following link www.soprasteria.com

[word_document.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.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	12/31/2023	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_from <input checked="" type="checkbox"/> No

[word_document.fixed_row]

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

5805300000

(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?
	word_document.select_from <input checked="" type="checkbox"/> Yes

[word_document.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?

word_document.select_from

☒ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ Yes

(1.6.2) Provide your unique identifier

FR0000050809

CUSIP number

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ Yes

(1.6.2) Provide your unique identifier

SOP.PA

SEDOL code

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ No

LEI number

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ Yes

(1.6.2) Provide your unique identifier

96950020QIOHAAK9V551

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ Yes

(1.6.2) Provide your unique identifier

272786682

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

word_document.select_from

☒ No

[word_document.add_row]

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

word_document.select_all_that_apply

☒ China

☒ India

☒ Italy

☒ Spain

☒ Brazil

☒ Austria

☒ Belgium

☒ Denmark

☒ Germany

☒ Ireland

☒ Bulgaria

☒ Cameroon

☒ Singapore

☒ Luxembourg

☒ Netherlands

☒ United States of America

☒ United Kingdom of Great Britain and Northern Ireland

☒ Canada

☒ France

☒ Norway

☒ Poland

☒ Sweden

☒ Lebanon

☒ Morocco

☒ Romania

☒ Senegal

☒ Tunisia

☒ Switzerland

☒ Côte d'Ivoire

☒ French Polynesia

☒ Hong Kong SAR, China

☒ United Arab Emirates

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

word_document.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

word_document.select_all_that_apply

☒ Upstream value chain

☒ Downstream value chain

(1.24.3) Highest supplier tier mapped

word_document.select_from

☒ Tier 2 suppliers

(1.24.4) Highest supplier tier known but not mapped

word_document.select_from

☒ Tier 3 suppliers

(1.24.7) Description of mapping process and coverage

We are using an expenditure database, that allows us to see every Tier 1 supplier expense, with its name and the location. We were thus able to extend the scope of the calculation and analysis of our Supply Chain emissions to our entire perimeter, and thus make it the ultimate scope of our Tier-1 suppliers. Furthermore, our supplier Code Of Conduct adopted by our Tier 1 suppliers, requires them to manage their supply chains (including our Tier 2 suppliers) sustainably. Thus, our highest supplier tier ("Highest" in the context of supplier tiers refers to the furthest tier away from your direct suppliers.) mapped is the Tier 2.

[word_document.fixed_row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

word_document.select_from

☒ Yes, we have mapped or are currently in the process of mapping plastics in our value chain

(1.24.1.2) Value chain stages covered in mapping

word_document.select_all_that_apply

☒ End-of-life management

(1.24.1.4) End-of-life management pathways mapped

word_document.select_all_that_apply

☒ Preparation for reuse

☒ Recycling

☒ Waste to Energy

☒ Incineration

☒ Landfill

[word_document.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)

1

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

This time horizon aligns with the Corporate Sustainability Reporting Directive (CSRD) defined time horizon. As explained in our Universal Registration Document (URD), the CSRD is the mechanism used to implement the company's business strategy and operations, including climate and environmental sustainability. The short-horizon is same as the reporting period in the financial statements.

Medium-term

(2.1.1) From (years)

1

(2.1.3) To (years)

5

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

This time horizon aligns with the Corporate Sustainability Reporting Directive (CSRD) defined time horizon. As explained in our Universal Registration Document (URD), the CSRD is the mechanism used to implement the company’s business strategy and operations, including climate and environmental sustainability. The medium-term is linked to the strategic planning.

Long-term

(2.1.1) From (years)

5

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

word_document.select_from

☒ Yes

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

This time horizon aligns with the Corporate Sustainability Reporting Directive (CSRD) defined time horizon, but can be split into 5 to 10 years and 10 years plus. Because the time horizons of climate change are longer than most conventional business planning ones, organisations must adapt their business planning practices in order to prepare for and manage the impacts of climate change on their operations.
[word_document.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
	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_from <input checked="" type="checkbox"/> Both dependencies and impacts

[word_document.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?
	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_from <input checked="" type="checkbox"/> Both risks and opportunities	word_document.select_from <input checked="" type="checkbox"/> Yes

[word_document.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

word_document.select_all_that_apply

- ☒ Climate change
- ☒ Plastics
- ☒ Biodiversity

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

word_document.select_all_that_apply

- ☒ Dependencies

- ☒ Impacts
- ☒ Risks
- ☒ Opportunities

(2.2.2.3) Value chain stages covered

word_document.select_all_that_apply

- ☒ Direct operations
- ☒ Upstream value chain
- ☒ Downstream value chain

(2.2.2.4) Coverage

word_document.select_from

- ☒ Full

(2.2.2.5) Supplier tiers covered

word_document.select_all_that_apply

- ☒ Tier 1 suppliers

(2.2.2.7) Type of assessment

word_document.select_from

- ☒ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

word_document.select_from

- ☒ Annually

(2.2.2.9) Time horizons covered

word_document.select_all_that_apply

- ☒ Short-term
- ☒ Medium-term
- ☒ Long-term

(2.2.2.10) Integration of risk management process

word_document.select_from

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

(2.2.2.11) Location-specificity used

word_document.select_all_that_apply

- ☒ National
- ☒ Not location specific

(2.2.2.12) Tools and methods used

Commercially/publicly available tools

- ☒ LEAP (Locate, Evaluate, Assess and Prepare) approach, TNFD

Enterprise Risk Management

- ☒ Enterprise Risk Management

International methodologies and standards

- ☒ ISO 14001 Environmental Management Standard

Other

- ☒ Desk-based research
- ☒ External consultants
- ☒ Materiality assessment
- ☒ Partner and stakeholder consultation/analysis

- ☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- | | |
|---|-------------------------|
| ☑ Drought | ☑ Heat waves |
| ☑ Tornado | ☑ Subsidence |
| ☑ Avalanche | ☑ Cold wave/frost |
| ☑ Landslide | ☑ Pollution incident |
| ☑ Wildfires | ☑ Glacial lake outburst |
| ☑ Cyclones, hurricanes, typhoons | |
| ☑ Heavy precipitation (rain, hail, snow/ice) | |
| ☑ Flood (coastal, fluvial, pluvial, ground water) | |
| ☑ Storm (including blizzards, dust, and sandstorms) | |

Chronic physical

- | | |
|---|--|
| ☑ Heat stress | ☑ Coastal erosion |
| ☑ Soil erosion | ☑ Soil degradation |
| ☑ Solifluction | ☑ Change in land-use |
| ☑ Water stress | ☑ Permafrost thawing |
| ☑ Sea level rise | ☑ Ocean acidification |
| ☑ Changing wind patterns | ☑ Precipitation or hydrological variability |
| ☑ Temperature variability | ☑ Increased severity of extreme weather events |
| ☑ Declining ecosystem services | ☑ Water availability at a basin/catchment level |
| ☑ Increased ecosystem vulnerability | ☑ Leaching of hazardous substances from plastics |
| ☑ Water quality at a basin/catchment level | ☑ Changing temperature (air, freshwater, marine water) |
| ☑ Changing precipitation patterns and types (rain, hail, snow/ice) | |
| ☑ Increased levels of macro or microplastic leakage to air, soil, freshwater and/or marine bodies | |

Policy

- ✓ Carbon pricing mechanisms
- ✓ Changes to national legislation
- ✓ Poor coordination between regulatory bodies
- ✓ Poor enforcement of environmental regulation
- ✓ Increased difficulty in obtaining operations permits
- ✓ Lack of globally accepted and harmonized definitions
- ✓ Changes to international law and bilateral agreements
- ✓ Lack of mature certification and sustainability standards
- ✓ Uncertainty and/or conflicts involving land tenure rights and water rights

Market

- ✓ Availability and/or increased cost of certified sustainable material
- ✓ Availability and/or increased cost of raw materials
- ✓ Availability and/or increased cost of recycled or renewable content
- ✓ Changing customer behavior
- ✓ Uncertainty in the market signals

Reputation

- ✓ Impact on human health
- ✓ Stigmatization of sector
- ✓ Stakeholder conflicts concerning water resources at a basin/catchment level
- ✓ Exclusion of vulnerable and marginalized stakeholders (e.g., informal workers)
- ✓ Increased partner and stakeholder concern and partner and stakeholder negative feedback
- ✓ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

- ✓ Transition to reusable products
- ✓ Transition to recyclable plastic products
- ✓ Transition to increasing recycled content
- ✓ Transition to increasing renewable content
- ✓ Unsuccessful investment in new technologies
- ✓ Dependency on water-intensive energy sources
- ✓ Data access/availability or monitoring systems
- ✓ Transition to lower emissions technology and products
- ✓ Transition to water intensive, low carbon energy sources

Liability

- ☒ Exposure to litigation
- ☒ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

word_document.select_all_that_apply

- ☒ Customers
- ☒ Employees
- ☒ Investors
- ☒ Suppliers
- ☒ Regulators
- ☒ Local communities

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

word_document.select_from

- ☒ Yes

(2.2.2.16) Further details of process

Our process, aligned with the Corporate Sustainability Reporting Directive (CSRD), comprises four key steps: • Step 1: Understanding the Context - We start by defining the methodology, which includes identifying CSRD regulatory compliance needs, selecting a service provider for audit and consultancy, and co-defining the methodology. This foundational step ensures we have a clear understanding of the context and requirements. • Step 2: Identification of Actual and Potential Impacts, Risks, and Opportunities (IROs) - We then identify sustainability-related impacts, dependencies, risks (all kind of risks that relate to climate and environment), and opportunities through a comprehensive literature review, stakeholder consultation, and an analysis of our business model and value chain. • Step 3: Assessment and Determination of Material IROs - The identified elements are then assessed for their materiality. This involves conducting both impact and financial (risks and opportunities) materiality assessment, followed by prioritizing these elements using a rating system based on EFRAG criteria. This prioritization process includes consultations with stakeholders and a dual rating procedure performed by both our consultancy firm and the Sopra Steria team to ensure accurate final prioritization. • Step 4: Reporting - In the final stage, we establish the materiality threshold to identify and prioritize the most critical issues for Sopra Steria. The results are first validated by the Group Executive Committee and then presented to the specialized committees of the Board of Directors, including the Audit Committee and the Nomination, Governance, Ethics and Corporate Responsibility Committee. Once validated, the findings are compiled and formally reported in Sopra Steria's Sustainability Report, which is part of the Universal Registration Document. This process ensures we communicate our sustainability efforts transparently and comply with all relevant regulations.

[word_document.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**

word_document.select_from

☒ Yes**(2.2.7.2) Description of how interconnections are assessed**

Our multi-disciplinary company risk management process integrates environmental dependencies, impacts, risks, and opportunities to ensure a holistic approach to sustainability and resilience. By analyzing the interconnections between these elements, we gain a deeper understanding of how they influence one another. This enables informed decision-making and strategic responses to risks and opportunities. Example: Data Center Operations: - Dependencies: Assessing reliance on electricity for data center operations. - Impacts: Identifying high energy consumption leading to significant carbon emissions. - Risks: Recognizing risks from rising energy costs and regulatory changes aimed at reducing carbon emissions. - Opportunities: Investing in energy-efficient technologies and renewable energy sources. These investments not only lower operational costs but also enhance the company's reputation for sustainability. We assess interconnections by collecting informations on resource usage, environmental impacts, and market trends. Then, analyze this data to understand dependencies, impacts, risks, and opportunities. By systematically assessing these interconnections, we develop more resilient and sustainable strategies, mitigate risks, and capitalize on opportunities, ensuring long-term environmental stewardship and business success.

[word_document.fixed_row]

(2.3) Have you identified priority locations across your value chain?**(2.3.1) Identification of priority locations**

word_document.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**

word_document.select_all_that_apply

☒ Direct operations

(2.3.3) Types of priority locations identified

Sensitive locations

- ☒ Areas important for biodiversity

Locations with substantive dependencies, impacts, risks, and/or opportunities

- ☒ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to biodiversity

(2.3.4) Description of process to identify priority locations

Mapping of our 219 sites in or near sensitive areas for biodiversity using Key Biodiversity Areas (KBA) website database.

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

word_document.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

Sopra Steria - List of priority locations.pdf
[word_document.fixed_row]

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

Risks

(2.4.1) Type of definition

word_document.select_all_that_apply

- ☒ Qualitative
- ☒ Quantitative

(2.4.2) Indicator used to define substantive effect

word_document.select_from

☒ Other, please specify :EBIT (Operating profit)

(2.4.3) Change to indicator

word_document.select_from

☒ % decrease

(2.4.4) % change to indicator

word_document.select_from

☒ 1-10

(2.4.6) Metrics considered in definition

word_document.select_all_that_apply

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

(2.4.7) Application of definition

QUANTITATIVE INDICATORS: Sopra Steria grades its risk in categories of: - Minor: Less than 1% of the operating profit: 54.82M The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'. QUALITATIVE INDICATORS: 1- Operational disruptions: - Minor: Operational activities disrupted at the level of a department/activity, but the achievement of objectives is not affected - Moderate: Operational activities disrupted at the level of one entity, impacting the specific entity's ability to meet its annual targets - Major: Operational activities disrupted at the level of several entities, impacting the Group's ability to meet its annual targets - Severe: Operational activities deeply disrupted across the Group, impacting the Group's ability to meet its annual targets over several years. The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'. 2- Reputation: - Minor: Local and short- term media exposure, not requiring specific communication - Moderate: Media exposure that has an impact on the reputation of an entity and/or can be managed with a limited communication plan - Major: National media exposure having a negative impact on Sopra Steria's reputation and stock market valuation in the short term (12 months), difficult to control despite a considerable communication effort. The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'.

Opportunities

(2.4.1) Type of definition

word_document.select_all_that_apply

☒ Qualitative

☒ Quantitative

(2.4.2) Indicator used to define substantive effect

word_document.select_from

☒ Other, please specify :EBIT (Operating profit)

(2.4.3) Change to indicator

word_document.select_from

☒ % increase

(2.4.4) % change to indicator

word_document.select_from

☒ 1-10

(2.4.6) Metrics considered in definition

word_document.select_all_that_apply

☒ Time horizon over which the effect occurs

☒ Likelihood of effect occurring

(2.4.7) Application of definition

QUANTITATIVE INDICATORS: Sopra Steria grades its opportunities in categories of: - Minor: Less than 1% of the operating profit: 54.82M The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'. QUALITATIVE INDICATORS: 1- Operational benefits: - Minor: Opportunity to

strengthen the group's ability to achieve the objective of a specific department or activity - Moderate: Opportunity to strengthen the Group's ability to achieve a specific entity's ability to meet its annual targets - Major: Opportunity to strengthen the Group's ability to achieve its annual targets - Severe: Opportunity to strengthen the Group's ability to achieve its annual targets over several years. The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'. 2- Reputation: - Minor: Local and short- term positive media exposure - Moderate: Media exposure that has a positive impact on the reputation of an entity - Major: National media exposure having a positive impact on Sopra Steria's reputation and stock market valuation in the short term (12 months) The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'.

[word_document.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?

Climate change

(3.1.1) Environmental risks identified

word_document.select_from

☒ Yes, both in direct operations and upstream/downstream value chain

Plastics

(3.1.1) Environmental risks identified

word_document.select_from

☒ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

word_document.select_from

☒ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Given the nature of our activities, we believe that the environmental risks associated with plastic do not have a substantial effect on our organization.

[word_document.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

word_document.select_from

☒ Risk1

(3.1.1.3) Risk types and primary environmental risk driver

Market

☒ Changing customer behavior

(3.1.1.4) Value chain stage where the risk occurs

word_document.select_from

☒ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

word_document.select_all_that_apply

- | | |
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| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> Luxembourg | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Netherlands | |

- ☒ Switzerland
- ☒ United Arab Emirates

(3.1.1.9) Organization-specific description of risk

To limit the global temperature rise to 1.5C, the United Nations has urged countries to achieve Net Zero emissions by 2050, prompting nations to implement regulations for government departments, businesses, and citizens. Over 90% of Sopra Steria Group's revenues come from the European Union, Scandinavia, Switzerland, and the United Kingdom, regions leading the shift toward lower carbon and Net Zero products and services. For instance, more than 50% of Sopra Steria's UK business comes from the Public Sector, which now requires such sustainable offerings, with an increasing emphasis on CSR criteria in tenders. If Sopra Steria fails to adapt its knowledge, expertise, products, and services to meet these evolving market demands, it risks losing a significant portion of its revenue to competitors.

(3.1.1.11) Primary financial effect of the risk

word_document.select_from

- ☒ Decreased revenues due to reduced demand for products and services

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

word_document.select_all_that_apply

- ☒ Medium-term

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

word_document.select_from

- ☒ Very likely

(3.1.1.14) Magnitude

word_document.select_from

- ☒ High

(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

- *Financial Position:* If Sopra Steria fails to adapt to the increasing demand for Net Zero products and services, the company could lose substantial market share to competitors who are better aligned with these sustainability goals. This erosion of market share would result in reduced revenues, weakening the company's overall financial stability and potentially impacting its creditworthiness and investor confidence. The diminishing competitive edge could also lead to a decline in the company's market valuation, affecting its ability to attract investment. - *Financial Performance:* The inability to meet the evolving market demands for sustainable products and services could directly impact Sopra Steria's financial performance. The company might experience stagnation or a decline in revenue growth as clients, especially in the public sector, opt for competitors who provide Net Zero solutions. This loss of significant contracts would lead to lower profit margins, as fixed costs remain constant while revenues decrease. Consequently, overall profitability would suffer, limiting the company's ability to invest in innovation and maintain a competitive advantage. - *Cash Flow:* Over the next 1 to 5 years, the cash flow of Sopra Steria could be adversely affected by its failure to adapt to the Net Zero market shift. Continued revenue losses due to decreased market share would result in lower cash inflows, while the need to invest in sustainable product development and infrastructure might lead to higher cash outflows. This imbalance could strain the company's liquidity, making it challenging to finance new projects, pay dividends, or reduce debt. Additionally, the inability to generate sufficient cash flow could hinder the company's capacity to respond to market opportunities and threats, further compromising its financial health.

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

word_document.select_from

☒ Yes

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

470000000

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

1147500000

(3.1.1.25) Explanation of financial effect figure

Revenues of the Sopra Steria Group in the reporting year were 5.8B. The biggest financial impact in percentage of revenues would be in the UK (15-30%) where a public sector focus exposes the company to a big market change, France (10 to 25%) and Rest of Europe (5 to 15%) amounting to a drop in revenues, if the risk is not mitigated, ranging from 470M to 1,147.5M The calculation is made of: 0.15x950M [UK revenue] 0.10x2,400M [France revenue] 0.05x1,750M [Rest of Europe revenue] 470M and 0.30x950M [UK revenue] 0.25x2,400M [France revenue] 0.15x1,750M [Rest of Europe revenue] 1,147.5M

(3.1.1.26) Primary response to risk

Engagement

☒ Engage with customers

(3.1.1.27) Cost of response to risk

3721000

(3.1.1.28) Explanation of cost calculation

Costs are difficult to attribute as most of the budgets are integrated into the annual 'business as usual' activity costs. A typical set of activities would be as follows: Market engagement costs of company at country level (7 countries: FR, UK, Germany, Norway, Spain, Belgium, Italy of 66k per country, plus Group 100k) 562k Costs of consultants (12 x 210k per annum) 2.52M Costs from external specialists/consultants (120 days x 2.2k per day) 264k Collaboration platforms and related hardware/software 275k Communications (both internal and external Newsletters, social media etc) and training (both formal and virtual) related costs 100k Total costs 562k+2,520k+264k+275k+100k 3.721M

(3.1.1.29) Description of response

Case Study: Situation (S): Following the United Nations Paris Climate Agreement in 2015, our consultants in France alerted the company to the potential for a gradual market shift impacting our European business. This required monitoring and appropriate actions to safeguard our client base and associated revenues for the next decade and beyond. Task (T): Beginning in 2016, Sopra Steria's consultants from its main European operations in France, the UK, Italy, Germany, and Norway were tasked with evaluating and monitoring these risks. This effort, now expanded to our global network, involved working with internal and external stakeholders to develop and implement necessary mitigation projects and programs. Action (A): The response included several key activities: collaborating closely with market analysts and academia (such as integrating climate specialists from France and the UK into our Corporate Responsibility Advisory Board), proactively engaging in external business and technical forums (e.g., UN Global Compact, TechUK), conducting internal communications to brief and train personnel on the evolving landscape, and establishing partnerships with niche players to adapt our business to the demand for climate-friendly products and services. This program, initiated in 2016, continues with a focus on managing risks over the next five to seven years, aiming towards 2030. Result (R): The results are evident in the gradual transformation of our business, with external recognition in benchmarks and the market. These efforts have not only mitigated risks thus far but also contributed to the Group's growth, delivering value to clients, investors, partners, communities, and our 55,000 employees.

Climate change

(3.1.1.1) Risk identifier

word_document.select_from

☒ Risk2

(3.1.1.3) Risk types and primary environmental risk driver

Policy

- ☒ Changes to international law and bilateral agreements

(3.1.1.4) Value chain stage where the risk occurs

word_document.select_from

- ☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

word_document.select_all_that_apply

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| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> French Polynesia |
| <input checked="" type="checkbox"/> Luxembourg | <input checked="" type="checkbox"/> Hong Kong SAR, China |
| <input checked="" type="checkbox"/> Netherlands | <input checked="" type="checkbox"/> United Arab Emirates |
| <input checked="" type="checkbox"/> United States of America | |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

The increasing complexity and variety of environmental regulations related to non-financial reporting present potential risks of non-compliance, which could adversely affect the Group's reputation with stakeholders, investors, and analysts. Key regulations include existing frameworks such as the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy, as well as emerging rules like the Corporate Sustainability Due Diligence Directive (CSDDD) and various carbon pricing mechanisms (with 73 initiatives currently identified by the World Bank). Sopra Steria, operating across multiple regions including Europe, will likely be impacted by these carbon pricing mechanisms. As a major European-listed company, Sopra Steria will need to comply with the CSRD starting from 2025 for the 2024 financial year. Implementing the CSRD will have several significant impacts: • The clear integration of sustainability topics into the company's strategy, • The degree of commitment and depth of communication with all our stakeholders, including investors, regarding our sustainable development strategy and performance. • The structure, relevance, and quality of data, particularly future standardized sustainability indicators. Additionally, Sopra Steria must prepare for future regulations such as the CSDDD, effective from 2027, and evolving carbon pricing mechanisms. Staying ahead of these regulatory changes is crucial for maintaining compliance and managing potential operational impacts.

(3.1.1.11) Primary financial effect of the risk

word_document.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

word_document.select_all_that_apply

☒ Medium-term

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

word_document.select_from

☒ Very likely

(3.1.1.14) Magnitude

word_document.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

- *Financial Position:* The anticipated impact on the financial position of the organization includes increased compliance costs due to the need for enhanced reporting systems, consultancy services, and system upgrades to meet stringent regulations like the CSRD and the CSDDD. These additional expenses could strain financial reserves and impact overall asset valuation, particularly if there are associated liabilities or potential future costs related to environmental compliance. Non-compliance risks may also lead to significant fines or penalties, further weakening the financial position and potentially impacting the company's creditworthiness and ability to invest in growth opportunities. - *Financial Performance:* In terms of financial performance, adhering to new environmental regulations will likely result in higher operational expenses, such as those for data collection, reporting, and auditing. These increased costs could squeeze profit margins and reduce overall profitability. Additionally, carbon pricing mechanisms and other regulations may lead to higher costs for carbon-intensive activities, which could either be passed on to customers, potentially reducing demand, or absorbed by the company, further impacting profitability. Enhanced regulatory scrutiny and compliance efforts may also influence market perception, either improving the company's attractiveness to socially conscious investors or posing risks to its competitive position. - *Cash Flows:* The organization's cash flows will be affected by increased capital expenditures required for investing in new systems and technologies to achieve regulatory compliance. These upfront costs could lead to significant cash outflows. Additionally, ongoing compliance costs, including fees for consultancy services and potential fines for non-compliance, will impact operational cash flows. Future financial liabilities associated with regulatory requirements and environmental impacts could also affect cash flow forecasts and liquidity, potentially constraining the company's ability to fund other strategic initiatives or manage day-to-day operations effectively.

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

word_document.select_from

☒ Yes

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

580000000

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

1044000000

(3.1.1.25) Explanation of financial effect figure

Various factors contribute to the financial impact that this risk would have on Sopra Steria. Unreadiness or failure to comply has a cost, especially since it would lead to increased reporting work and probably the need to hire more staff to catch up and work on the new indicators needed. If not compliant, we risk losing 10% of our global market share (losing current clients, new opportunities, or even paying penalties) if we do not meet the requirement. This loss could go up to 18% in the future.

Based on the Sopra Steria Group's annual turnover (5.8B), the cost (financial impact) amounts to 580M and 1,044M for the 10% and 18% values respectively. (Financial impact figure: 10% x 5.8B 580M and 18% x 5.8B 1,044M) For example, if we failed to meet the requirements of the CSRD, we would face a drop in our compliance marks, leading to a report from our auditor. This would have a negative financial impact on our revenue as our credibility would fall and we would lose market share. Similar examples would be Carbon Pricing in Europe, EU Taxonomy regulation, Sustainable Finance Disclosure Regulation (SFDR), etc..

(3.1.1.26) Primary response to risk

Compliance, monitoring and targets

☒ Greater compliance with regulatory requirements

(3.1.1.27) Cost of response to risk

1080000

(3.1.1.28) Explanation of cost calculation

Five members of the Sustainability & Corporate Social Responsibility (SCSR) Department are working on regulations, plus training and management of about 50 collaborators during the year for some topics such as Taxonomy, for example. The work of the SCSR Department and its specialists and colleagues in all geographies on these projects represents a total cost of 925k. External Specialists worked with us, representing a cost of 75K. We also count the cost of the internal audit with our external auditors, amounting to 80K Cost of tools and technology is part of business-as-usual cost. Total costs of response 925k75k80k1.080M

(3.1.1.29) Description of response

Case Study: Situation (S): Increasing regulations are emerging across various areas, such as carbon pricing mechanisms. According to the World Bank, there are currently 73 carbon pricing initiatives covering 39 national jurisdictions. Sopra Steria, operating in various regions including Europe, is likely to be affected by these mechanisms. Task (T): Sopra Steria must ensure it considers all applicable emerging regulations to maintain compliance and stay ahead of potential impacts. Action (A): To address this, we have started implementing an internal shadow carbon price to estimate potential costs if such regulations were to be enforced. Additionally, we have begun studying market projections for carbon prices up to 2030. Result (R): We identified that the High-Level Commission on Carbon Prices estimates that by 2030, prices will need to be between 50 and 100 per ton of CO₂e to meet the emission reduction goals of the Paris Agreement. The NGFS Climate Scenarios suggest even higher prices, ranging from 180 to 300 per ton, to align with the 1.5C targets. Currently, our internal shadow carbon price is set at approximately 86 per ton.

Climate change

(3.1.1.1) Risk identifier

word_document.select_from

☒ Risk3

(3.1.1.3) Risk types and primary environmental risk driver

Reputation

☒ Increased partner and stakeholder concern or negative partner and stakeholder feedback

(3.1.1.4) Value chain stage where the risk occurs

word_document.select_from

☒ Downstream value chain

(3.1.1.6) Country/area where the risk occurs

word_document.select_all_that_apply

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| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Canada |
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| <input checked="" type="checkbox"/> Brazil | <input checked="" type="checkbox"/> Sweden |
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| <input checked="" type="checkbox"/> Bulgaria | <input checked="" type="checkbox"/> Switzerland |
| <input checked="" type="checkbox"/> Cameroon | <input checked="" type="checkbox"/> Côte d'Ivoire |
| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> French Polynesia |
| <input checked="" type="checkbox"/> Luxembourg | <input checked="" type="checkbox"/> Hong Kong SAR, China |

- ☒ Netherlands
- ☒ United States of America
- ☒ United Kingdom of Great Britain and Northern Ireland
- ☒ United Arab Emirates

(3.1.1.9) Organization-specific description of risk

In the realm of Consultancy and Advisory Services, a company's reputation for trust, good governance, and transparency is as crucial as its expertise and experience. All these elements play a significant role in shaping its standing in the industry. Given that Climate Change is recognized as the most significant long-term threat to humanity, an increasing number of clients are evaluating their strategic partners based on their Climate Action credentials—both in terms of the company's own environmental performance and the sustainability of its services. Sopra Steria's clients, from both public and private sectors, expect our Climate Action and Environmental Performance to be exemplary. Failure to demonstrate our credentials through independent benchmarks and client references may result in lost opportunities and revenue. Additionally, a diminished brand value could hinder our ability to attract and retain talent, which is essential for our success.

(3.1.1.11) Primary financial effect of the risk

word_document.select_from

- ☒ Decreased revenues due to reduced demand for products and services

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

word_document.select_all_that_apply

- ☒ Medium-term

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

word_document.select_from

- ☒ Likely

(3.1.1.14) Magnitude

word_document.select_from

- ☒ High

(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

- *Financial Position:* A tarnished reputation due to inadequate Climate Action and Environmental Performance could significantly weaken Sopra Steria's financial position. As clients prioritize partners with strong environmental credentials, failure to meet these expectations could lead to a loss of major contracts, particularly from environmentally conscious clients in both public and private sectors. This erosion of market share would diminish revenue streams, potentially impacting the company's credit rating and increasing the cost of capital. Reduced investor confidence could lead to a lower stock price and hinder the company's ability to raise funds for future investments. - *Financial Performance:* The inability to maintain a strong reputation for Climate Action could directly affect Sopra Steria's financial performance. Clients may choose competitors with better environmental records, leading to a significant decline in revenue. Lower revenues combined with fixed operational costs would reduce profit margins, negatively impacting overall profitability. Furthermore, the diminished brand value could result in increased marketing and promotional expenses as the company strives to rebuild its reputation. - *Cash Flow:* Over the next 1 to 5 years, the impact on cash flow could be substantial. A loss of major clients and contracts would lead to decreased cash inflows. To counteract reputational damage, Sopra Steria might need to invest heavily in sustainability initiatives, marketing campaigns, and possibly restructuring efforts to improve its environmental credentials. These investments would increase cash outflows. Additionally, recruiting and retaining top talent could become more challenging and costly, as potential employees may prefer companies with stronger environmental commitments, further straining cash reserves. This imbalance between cash inflows and outflows could reduce the company's liquidity, making it difficult to finance new projects, pay dividends, or service debt.

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

word_document.select_from

☒ Yes

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

580000000

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

870000000

(3.1.1.25) Explanation of financial effect figure

Revenues of the Sopra Steria Group in 2023 amounted to 5.8B. Reputational damage is likely to impact new business generation significantly, especially with new name clients and maintaining the existing client base less significantly. We also consider a bigger negative impact from public sector clients. Overall a 10% reduction in revenue amounts to 580M and a 15% reduction reduces revenues by 870M. Financial impact figure: 10% x 5 800M 580M and 15% x 5 800M 870M

(3.1.1.26) Primary response to risk

Engagement

☒ Engage in multi-stakeholder initiatives

(3.1.1.27) Cost of response to risk

1708000

(3.1.1.28) Explanation of cost calculation

Costs identified are of the centrally funded Sustainability & Corporate Social Responsibility (SCSR) Department, taking out statutory and direct client-related proposals and delivery. Central activities include: Costs of Sopra Steria consultants (5 specialists x 210k per annum) 1,050k Costs from external specialists/consultants (90 days x 2.2k per day) 198k Collaboration platforms and related hardware/software/ESG Dashboard (NZC) 360k Communications (internal and external Newsletters, website updates, social media etc.) and training (both formal and virtual) related costs 100k Total costs 1,050k198k360k100k 1.708M

(3.1.1.29) Description of response

Case Study: Situation (S): Sopra Steria's reputation is crucial for the long-term success and sustainability of the business. Task (T): To address potential reputational risks, the company has tasked the Group's SCSR Department to collaborate with various business functions to develop and implement a series of initiatives, projects, and programs. Action (A): Key activities undertaken include the ongoing development of the Group Environmental Policy and the implementation of Environment Management Systems certified to ISO 14001. The company has also developed applications to track the carbon footprint of its infrastructure and services, including initiatives in learning and development, supplier engagement, and client-specific programs. Additionally, Sopra Steria actively participates in trade bodies and digital services forums, engages in external audits and benchmarks, and conducts marketing and communication campaigns. These activities began in 2015, with new projects added each year. Notable examples include the S4U offering, which calculates the carbon footprint of teams working for clients, and the G4IT offering, which assesses the carbon footprint of IT infrastructure. Result (R): The results for the reporting year include positive client feedback, recognition on the CDP Climate A List for seven consecutive years, a Platinum rating from EcoVadis, and being named a Financial Times European Climate Leader for 2023.

Climate change

(3.1.1.1) Risk identifier

word_document.select_from

☒ Risk4

(3.1.1.3) Risk types and primary environmental risk driver

Acute physical

- ☒ Heat wave

(3.1.1.4) Value chain stage where the risk occurs

word_document.select_from

- ☒ Direct operations

(3.1.1.6) Country/area where the risk occurs

word_document.select_all_that_apply

- | | |
|--|---|
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Poland |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Lebanon |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Morocco |
| <input checked="" type="checkbox"/> Brazil | <input checked="" type="checkbox"/> Romania |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Tunisia |
| <input checked="" type="checkbox"/> Singapore | |
| <input checked="" type="checkbox"/> United Arab Emirates | |
| <input checked="" type="checkbox"/> United States of America | |
| <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland | |

(3.1.1.9) Organization-specific description of risk

The Sopra Steria Group remains vigilant regarding potential climatic or meteorological events that could negatively impact its workforce or assets, such as buildings and data centres, potentially constraining the company's productivity. The Group operates sites in various regions around the world, each susceptible to different meteorological or climate risks. For instance, our locations in Spain, the South of France, and India are particularly vulnerable to heatwaves. These extreme heat events can significantly increase operating costs due to higher usage of air conditioning. Furthermore, heatwaves can reduce worker productivity and, in severe cases, lead to health issues among employees.

(3.1.1.11) Primary financial effect of the risk

word_document.select_from

☒ Other, please specify :Increased direct costs and Decreased revenues due to reduced production capacity

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

word_document.select_all_that_apply

☒ Short-term

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

word_document.select_from

☒ Very likely

(3.1.1.14) Magnitude

word_document.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

- *Financial Position:* Heatwaves can have an immediate impact on Sopra Steria's financial position by increasing operational costs. Higher temperatures lead to increased energy consumption for air conditioning to maintain safe and comfortable working conditions. This rise in energy costs can strain the company's financial resources. Additionally, potential health issues among employees due to heatwaves can lead to increased healthcare costs and insurance premiums, further affecting the company's financial stability. - *Financial Performance:* The productivity of employees can decline during heatwaves, as extreme temperatures can cause discomfort, fatigue, and heat-related illnesses. Reduced productivity directly affects the company's ability to deliver projects on time and meet client expectations, potentially leading to client dissatisfaction and loss of business. Moreover, if employees are unable to work due to heat-related health problems, the company may incur additional costs for temporary staffing or overtime pay to maintain service levels. These factors can negatively impact profit margins and overall financial performance. - *Cash Flow:* In the short term, the increased operational costs due to higher energy consumption and potential healthcare expenses can lead to tighter cash flow. If productivity declines and project timelines are extended, it can strain cash flow. Additionally, if client dissatisfaction leads to contract cancellations or reduced future business, the company's cash inflows could be adversely affected. The need to invest in heat mitigation measures, such as upgrading air conditioning systems or enhancing workplace safety, could also result in significant cash outflows.

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

word_document.select_from

☒ Yes**(3.1.1.19) Anticipated financial effect figure in the short-term – minimum (currency)**

29000000

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

58000000

(3.1.1.25) Explanation of financial effect figure

The main financial factors would be the effects of potential stoppage of operations and loss of productivity, as well as the increase in operational costs to combat these heat waves. Although it is difficult to measure these costs precisely, we can estimate them as follows: Sopra Steria Group's revenue for 2023 was 5.8 billion. Best case scenario if the risk were to materialize, we estimate a potential cost of 0.5% of our annual revenue, so $5.8B \times 0.5\%$ 29M Worst case scenario, we estimate the cost to amount to 1% of our annual revenue, so $5.8B \times 1\%$ 58M

(3.1.1.26) Primary response to risk**Engagement**

☒ Other engagement, please specify :Committed to offering workforces better working conditions

(3.1.1.27) Cost of response to risk

2495000

(3.1.1.28) Explanation of cost calculation

To minimize the possibility of this risk from materializing, Sopra Steria works on site audits as well as making sure that all sites are presenting with the best utilities to accommodate impacts of climate change. This includes: The cost of ISO14001 (internal audit and external): 53 (sites) x 30k (cost for audit on one site) 3 (FTE) x 165k (one FTE per year) 2,085k The cost of air conditioning usage increase: If we base our estimations on our sites in India, Spain, France, Italy, Lebanon, Morocco and Tunisia (number of days of heatwaves forecasted and associated consumption of air conditioning multiplied by world average price of electricity) 110k FTEs on the subject (risk identification, assessment, mitigation, sites and facility managers): 5 x 60k 300k Total costs 2,085K110k 300k 2.495M

(3.1.1.29) Description of response

Case Study: Situation (S): Our twelve sites in Spain and six sites in India have experienced heatwaves of varying strengths and durations. Task (T): Heatwaves are known to negatively impact the workforce, often impairing productivity and affecting employees' health. Action (A): The company has implemented appropriate measures locally, proportionate to the risk. Site managers have ensured that air conditioning is available in all buildings and have encouraged employees to work on-site to benefit from it. Additionally, employees have been given the option to work from home to avoid commuting in the heat, and flexible work schedules have been set, following government recommendations, to help employees avoid peak heat periods. Result (R): Thanks to these measures, site managers have not received any specific complaints about working conditions, and no sick leave linked to heatwaves has been reported. While heatwaves did not appear to reduce productivity, the higher usage of air conditioning did increase direct operating costs.

[word_document.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

word_document.select_from

☒ Assets

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

0

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

word_document.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)

0

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

word_document.select_from

☒ Less than 1%

(3.1.2.7) Explanation of financial figures

We made no provisions for environmental risks during the reporting year

[word_document.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)?

word_document.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?

Sopra Steria has anticipated regulation under carbon pricing schemes in three main ways. Firstly, by monitoring the spread and growth of carbon-pricing schemes. In July 2023, "Nature Climate Change" reported that "policy diffusion" would substantially increase the geographical coverage of carbon pricing during the period to 2050, and that carbon pricing policies would be in place in about 50% of countries by then. In October 2023, "The Economist" reported that carbon pricing already covered a quarter of global emissions, and that the share was rising fast. From this trend we conclude that Sopra Steria will be subject to a carbon pricing policy, sectoral or national, at some point in the medium term. Secondly, by operating a shadow carbon pricing scheme internally in order to rehearse the propagation of carbon pricing. Applied bluntly as a tax, carbon pricing is unlikely to change the operations and behaviours that cause carbon emissions and so reduce them. To do that it is necessary to develop ways of using the financial pressure of carbon pricing to effect change. With our shadow carbon prices on business travel and energy consumption, we propagate the carbon costs of these activities to managers responsible for them, and so inform, engage and motivate them to take action. For business travel people managers can promote low-carbon modes of transport such as rail instead of road and develop a culture of remote working. For energy consumption, building managers can firstly explore and pursue ways of reducing consumption – for the last two years Sopra Steria has been devising and implementing a Group-wide Energy Savings Plan that has already reduced consumption by 20% – and then ways of reducing emissions – 99.4% of the electricity that Sopra Steria consumes worldwide comes from renewable sources. These activities take place within Group's overall Net Zero

programme. One target of this programme is to reduce Scopes 1 & 2 emissions by 54% by 2030; by December 2023 the Group had already reduced them by 63.6%. The target for Scope 3 emissions is a reduction of 37.5% by 2030; by December 2023 the Group had reduced them by 9.8%. Setting a relatively early target date for Net Zero under this programme is the third way in which Sopra Steria has anticipated regulation under carbon pricing schemes.

(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	<div>word_document.select_from</div> <div><input checked="" type="checkbox"/> Yes, we have identified opportunities, and some/all are being realized</div>

[word_document.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

word_document.select_from

☒ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☒ Other products and services opportunity, please specify :Development and/or expansion of low emission products and services

(3.6.1.4) Value chain stage where the opportunity occurs

word_document.select_from

- ☒ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

word_document.select_all_that_apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> Sweden |
| <input checked="" type="checkbox"/> Spain | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Canada | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> France | <input checked="" type="checkbox"/> Denmark |
| <input checked="" type="checkbox"/> Norway | <input checked="" type="checkbox"/> Germany |
| <input checked="" type="checkbox"/> Singapore | <input checked="" type="checkbox"/> United States of America |
| <input checked="" type="checkbox"/> Luxembourg | <input checked="" type="checkbox"/> United Kingdom of Great Britain and Northern Ireland |
| <input checked="" type="checkbox"/> Netherlands | |
| <input checked="" type="checkbox"/> Switzerland | |
| <input checked="" type="checkbox"/> United Arab Emirates | |

(3.6.1.8) Organization specific description

Climate change is the most significant long-term risk to humanity but also presents a 20 trillion opportunity by 2030 (Moody's) for sustainable practices. For Sopra Steria, these opportunities manifest in several ways: - Sustainable Digital: The Group's business lines focus on assessing and minimizing the environmental impact of the digital solutions they provide, aligning with a "sustainable IT" approach to help clients transform their digital infrastructures with sustainable architectures that support Net Zero goals. - Digital for Sustainability: Sopra Steria assists clients in addressing their sustainability priorities through innovative technologies that enable emissions reduction and support the creation of a Net Zero economy. In Norway, Sopra Steria combines the expertise of its innovation consultancy EGGS with its sustainability consultancy Footprint to help clients go beyond EU Green Deal regulations and capitalize on green transition opportunities. Øyvind Vederhus, head of Sopra Steria Footprint, emphasizes that successful companies will be those that transform sustainability efforts into innovation and development, viewing stricter regulations as opportunities rather than constraints. To expand its sustainability consulting services in Europe, Sopra Steria has acquired Tobania and Ordina in the Benelux, which focus on integrating UN Sustainable Development Goals, and the CS Group in France, which specializes in measuring and reducing environmental impacts.

(3.6.1.9) Primary financial effect of the opportunity

word_document.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

word_document.select_all_that_apply

☒ Short-term

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

word_document.select_from

☒ Virtually certain (99–100%)

(3.6.1.12) Magnitude

word_document.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

- *Financial Position:* In the short term, the development and expansion of low-emission offerings and services to meet the increased demand for sustainability products and services are likely to strengthen Sopra Steria's financial position. By investing in sustainable technologies and solutions, the company will enhance its asset base, adding valuable intellectual property and innovative products that can attract investors and increase the company's market valuation. These strategic investments will position Sopra Steria as a leader in the sustainability sector, reinforcing its financial stability and growth potential. - *Financial Performance:* The expansion into low-emission offerings and services is expected to drive significant revenue growth as more clients seek to reduce their carbon footprint and meet sustainability targets. This increase in demand will likely lead to higher sales volumes and improved profit margins. While there may be upfront costs associated with research, development, and go to market, the revenue generated from new and existing clients will more than offset these expenses, leading to enhanced financial performance. Additionally, the company's ability to offer innovative, low-emission solutions will differentiate it from competitors, potentially leading to a larger market share. - *Cash Flows:* Sopra Steria's cash flows are anticipated to improve due to the increased demand for low-emission offerings and services. The surge in new contracts and sales will generate higher operating cash inflows, contributing to a stronger cash position. Although there will be initial outlays for the development and expansion of these new offerings, the resulting revenue growth and operational efficiencies will ensure positive cash flows. The company's proactive approach to meeting market demands will also foster stronger client relationships, leading to repeat business and sustained cash flow improvements.

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

word_document.select_from

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

174000000

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

348000000

(3.6.1.23) Explanation of financial effect figures

Sopra Steria is involved in various projects for sustainability, and the EU Green Taxonomy accelerates this ambition. In 2024 the expected revenue of Sustainability Consulting Practices across our major countries (France, UK, Spain, Italy, Germany, Norway, Belgium), and Taxonomy-aligned revenues, would provide us with between 3% and 6% of the company's revenue, so: 0.03 x 5.8B 174M 0.06 x 5.8B 348M

(3.6.1.24) Cost to realize opportunity

91000000

(3.6.1.25) Explanation of cost calculation

The cost of inter-operational management (SCSR/Consulting/Industrial Management Department) around 2.38M. This figure includes the operating cost of the Sustainability Consulting Practice, the cost of the 'Responsible Digital' Label, the cost of referents with the implementation of its continuous improvement plan, the workshops regarding Sustainable IT, the NegaOctet licence (a framework for assessing and reducing the environmental impact of digital services), the time and resource spent on the development of our carbon calculation tools (S4U and G4IT) with an investment cost of 400k by 2023. Added to that, the cost of the training in 2023: this includes 291 employees who have taken the 'eco-design' training course, the costs of E-learning preparation, the costs of the 'Fresque du Numérique'. All this for a total cost of 380 K (in preparation and execution). Added to that is the price of Taxonomy-related projects which amounted to 88.27M in 2023. Total 2.38M380K 88.27M 91M

(3.6.1.26) Strategy to realize opportunity

To fully seize this opportunity, Sopra Steria Group is making substantial investments in both resources and strategic acquisitions. At the heart of these efforts is the creation of a Digital Sustainability unit within the Sustainability & Corporate Social Responsibility (SCSR) Department. This specialized unit will spearhead initiatives that align digital innovation with environmental and social responsibility, ensuring that sustainability is a key consideration in every aspect of the Group's digital

strategy and operations. A cornerstone of this initiative is the appointment of a Digital Sustainability Officer, a senior leader responsible for developing and implementing the Group's vision of sustainable digital transformation. In addition to the central Digital Sustainability Officer role, the Group is establishing a network of Digital Sustainability Officers across countries and subsidiaries. This network will act as a decentralized force for change, enabling localized leadership on sustainability while maintaining a cohesive, group-wide strategy.

[word_document.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

word_document.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)

126100000

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

word_document.select_from

☒ 1-10%

(3.6.2.4) Explanation of financial figures

Sopra Steria is actively engaged in a range of sustainability projects, with the EU Green Taxonomy serving as a significant driver in accelerating these efforts. In 2023, the company reported 126.1 million in Taxonomy-eligible revenue, representing 2.2% of its total revenue. This figure not only highlights the company's commitment to sustainability but also underscores its growing role in the responsible digital transformation sector. The 126.1 million represents the minimum revenue Sopra Steria generates from projects and initiatives that meet the stringent sustainability standards set out by the EU Green Taxonomy. As Sopra Steria continues to

innovate and expand its portfolio of responsible digital services, this proportion of revenue is expected to grow, further solidifying the company's role in advancing a sustainable digital future.

[word_document.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

word_document.select_from

☒ Yes

(4.1.2) Frequency with which the board or equivalent meets

word_document.select_from

☒ More frequently than quarterly

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

word_document.select_all_that_apply

☒ Executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

word_document.select_from

☒ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

The Group reaffirms its commitment to combatting discrimination, based on the principle of equal opportunity. The Group is keen to create a caring environment where everyone works together to foster inclusion and well-being. As such, it endeavours to recruit employees from a diverse range of backgrounds and to treat everyone fairly. This approach is underpinned by five inclusive policies: -a gender equality policy aimed at increasing the proportion of women and expanding their representation at every level of the organization; -a disability policy aimed at recruiting and keeping people in employment irrespective of their disabilities; -an intergenerational policy aimed at attracting talented young people while promoting knowledge transfer between generations; -a policy promoting diversity and access to employment for young people from disadvantaged and rural areas, aimed at diversifying our recruitment, fostering social openness and Sopra Steria's positive

impact; -an LGBT policy aimed at ensuring that everyone has the same opportunities to flourish and succeed within the Company, irrespective of gender identity, appearance or sexual orientation. The Group's Board of Directors set the following targets to be achieved across the Group by 31 December 2025 at the latest: •At least 30% of Executive Committee positions to be held by women by 2025; •At least 20% of senior management positions (level 5 and 6 representing the 3% most senior positions) to be held by women by 2025.

(4.1.6) Attach the policy (optional)

Board diversity.pdf
[word_document.fixed_row]

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

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_from	word_document.rich_text_input [word_document.must_be_under 2500 word_document.characters]
Biodiversity	word_document.select_from <input checked="" type="checkbox"/> No, but we plan to within the next two years	word_document.select_from <input checked="" type="checkbox"/> No standardized procedure	The Group started work on a Biodiversity Policy in 2023, and will have introduced it by 2025.

[word_document.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

word_document.select_all_that_apply

- ☒ Board chair
- ☒ Chief Executive Officer (CEO)
- ☒ Chief Financial Officer (CFO)
- ☒ Chief Sustainability Officer (CSO)
- ☒ Other, please specify :Deputy CEO; Compensation Committee

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

word_document.select_from

- ☒ Yes

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

word_document.select_all_that_apply

- ☒ Individual role descriptions

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

word_document.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

word_document.select_all_that_apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Reviewing and guiding annual budgets | <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement |
| <input checked="" type="checkbox"/> Overseeing and guiding scenario analysis | <input checked="" type="checkbox"/> Approving and/or overseeing employee incentives |
| <input checked="" type="checkbox"/> Overseeing the setting of corporate targets | <input checked="" type="checkbox"/> Overseeing and guiding major capital expenditures |
| <input checked="" type="checkbox"/> Monitoring progress towards corporate targets | <input checked="" type="checkbox"/> Monitoring the implementation of a climate transition plan |
| <input checked="" type="checkbox"/> Overseeing and guiding public policy engagement | <input checked="" type="checkbox"/> Overseeing and guiding the development of a business strategy |
| <input checked="" type="checkbox"/> Overseeing and guiding acquisitions, mergers, and divestitures | |
| <input checked="" type="checkbox"/> Overseeing and guiding the development of a climate transition plan | |

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

(4.1.2.7) Please explain

We use a two-tier system of governance in which the “Board [of Directors]” is the highest level and “Group Executive Committee (GEC)” is chaired by the CEO with the executive management. The Chairman defines and guides the Group strategy, while the CEO holds responsibility for The Climate Transition Plan. They monitor progress through governance of departments responsible for delivery and through feedback from external stakeholders. The Board’s and the GEC’s oversight of climate-related matters is integrated into the management system that defines responsibility for risks and opportunities, and hence the most appropriate level of the organisation to manage them. Each entity’s/country’s manager is responsible for managing our exposure to risks in their businesses (including risks related to climate change) in accordance with our policy. Each entity’s environmental sustainability committee considers issues of climate change, notifying them to the Group Environmental Sustainability Committee (GESG) for evaluation every 2 months. The GESG escalates any issues to the CR&SD Committee and to the Internal Control and Risk Department for review and to the Board’s committees if significant. The main responsibilities of the Audit Committee of the Board of Directors include financial statements and policy, external audit and associated work, and internal control and risk management (including the review of the presentation of risk exposure, with environmental issues). Among the main subjects discussed in 2023 were: green taxonomy (changes in reporting, organisation of teams and reliability of data), risk mappings (including mapping of environmental risks), review of the presentation of risk exposure, including environmental risks, for the draft Universal Registration Document. It comprises 3 independent directors and the vice-Chairman of the Board of Directors. It met 9 times in 2023 and reports to the Board. The Nomination, Governance, Ethics and Corporate Responsibility Committee assesses the Company’s policy on corporate responsibility and sustainable development and its objectives and achievements, reviews the draft of the annual report, submits its findings and recommendations to the Board. It comprises the Chairman and Vice-Chairman of the Board, a permanent representative of the main shareholder Sopra GMT and 3 independent directors. It met 5 times in 2023, reviewed multi-year strategic priorities in terms of social responsibility, in particular environment. In 2024, the independence rate of the Audit Committee is 100% and that of the Nominations, Governance, Ethics and Corporate Responsibility Committee is 60%. The Compensation Committee recommends compensation policies to the Board, and it met 8 times in 2023. The Internal Control and Risk Department, directly reporting to the CEO, manages Group risk assessment and Group internal control policies and procedures, including climate-related ones. Its Director participates in the CR&SD Committee.

[word_document.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

word_document.select_from

- ☒ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

word_document.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
- ☒ Experience in the environmental department of a government (national or local)

[word_document.fixed_row]

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

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for environmental issues	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes	<i>word_document.select_from</i>	<i>word_document.rich_text_input [word_document.must_be_under 2500 word_document.characters]</i>
Biodiversity	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No, but we plan to within the next two years	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No standardized procedure	<i>In 2023 work on formulating a Group water and biodiversity policy was set in motion. This policy will be introduced over a period out until 2025.</i>

[word_document.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

- ☒ Chief Sustainability Officer (CSO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

- ☒ Assessing 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 policies and/or commitments
- ☒ Setting corporate environmental targets

Strategy and financial planning

- ☒ Developing a climate transition plan environmental issues
- ☒ Managing major capital and/or operational expenditures relating to environmental issues
- ☒ Implementing a climate transition plan
- ☒ Conducting environmental scenario analysis
- ☒ Implementing the business strategy related to environmental issues
- ☒ Managing acquisitions, mergers, and divestitures related to environmental issues

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

word_document.select_from

- ☒ Reports to the board directly

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

word_document.select_from

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The highest senior management-level position with responsibility for environmental issues, including climate change is the Director for Corporate Responsibility & Sustainable Development (CR&SD). This position fulfils the role of Chief Sustainability Officer (CSO). The role was created in 2020 and has been included in the Group Executive Committee (GEC). As a GEC member, the CSO briefs the GEC directly of any climate issue and/or opportunity that requires particularly prompt attention, including input and collective approval. The remit of the CSO also includes providing advice/guidance to the Group CEO and the GEC. The CSO has management input into every aspect of Environmental responsibilities and with her team works in concert with other departments (for example: procurement, facilities, human resources, IT systems, business, third parties) and provides the necessary CSO leadership in the company's transition to a Net Zero economy.

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

Policies, commitments, and targets

- ☑ Setting corporate environmental targets

Strategy and financial planning

- ☑ 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

word_document.select_from

- ☑ Reports to the board directly

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

word_document.select_from

- ☑ More frequently than quarterly

(4.3.1.6) Please explain

The Group CEO chairs the Group Executive Committee (GEC). The Group CEO chairs the CR Strategy Committee. The Chairman, the Group Deputy CEO, the Chief Financial Officer (CFO) and the CSO participate in it. The Group CEO has ultimate responsibility for the Group's fulfilment of its environmental commitments. He is the main sponsor of climate actions that Sopra Steria takes. Furthermore in 2023, Sopra Steria acquired Ordina and Tobania, a consulting firm specialising in sustainability IT issues. The CEO also confirms with the CFO that the pay policy is in line with the Group's interests and enables it to reach its objectives, including climate-related employee incentives.

Climate change**(4.3.1.1) Position of individual or committee with responsibility**

Executive level

☒ Other C-Suite Officer, please specify :Deputy CEO

(4.3.1.2) Environmental responsibilities of this position**Strategy and financial planning**

☒ Managing annual budgets related to environmental issues

(4.3.1.4) Reporting line

word_document.select_from

☒ Reports to the board directly

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

word_document.select_from

☒ More frequently than quarterly

(4.3.1.6) Please explain

The Group Deputy CEO is a member of the Group Executive Committee (GEC). The Group Deputy CEO is active in propagating CR projects throughout the organisation and its ecosystem. He pays particular attention to risk assessment and long-term decisions in guiding the strategy of the Corporate Responsibility & Sustainable Development Committee and reaches out to European organisations (such as the European Green Digital Coalition and Digital Europe) to guide the participation of ITC companies into climate transition. The Group Deputy CEO is the main sponsor for environmental topics on the GEC. His role is also to manage the relationships between climate change topics and the other workstreams of Corporate Responsibility (social, community, ethics).

Climate change**(4.3.1.1) Position of individual or committee with responsibility****Other**

☒ Other, please specify :Compensation Committee

(4.3.1.2) Environmental responsibilities of this position

Other

- ☒ Providing employee incentives related to environmental performance

(4.3.1.4) Reporting line

word_document.select_from

- ☒ Reports to the board directly

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

word_document.select_from

- ☒ More frequently than quarterly

(4.3.1.6) Please explain

The Compensation Committee's main responsibilities are as follows: -recommending to the Board of Directors compensation policies applicable to company officers, including climate-related incentives; -verifying the application of rules for the calculation of variable components of compensation; -where applicable, offering recommendations to Executive Management on the compensation of the company's principal executives; -obtaining an understanding of pay policy and ensuring that this policy is in line with the Company's interests and enables it to reach its objectives; -preparing decisions related to employee share ownership and employee savings plans; -preparing the policy for awarding performance shares including proposing climate-related performance targets. It met 8 times in 2023 to help the Board prepare its decisions. Thus on average, it met and reported more frequently than quarterly.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

- ☒ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Engagement

☒ Managing value chain engagement related to environmental issues

(4.3.1.4) Reporting line

word_document.select_from

☒ Reports to the board directly

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

word_document.select_from

☒ More frequently than quarterly

(4.3.1.6) Please explain

The Group Chief Financial Officer manages the Group Chief Procurement Officer, that has responsibilities in corporate responsibility and environmental sustainability, particularly identifying the sustainability of the Group's suppliers. In 2023, 70% of his Annual Variable Compensation was based on Group financial KPIs. His individual objectives have four sub-objectives, including the Corporate Social Responsibility (CSR) Environmental, Social and Governance objectives (Contribution to the Group's CSR policy, EcoVadis evaluation, supplier analysis & deployment of the Supplier Charter). All suppliers and every new supplier with an annual invoiced turnover of over 5K in the reporting year 2023 has to adopt the Code of Conduct (containing an environmental section). Thus, the CFO manages value chain engagement related to environmental issues, with the help of the CPO.

[word_document.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

word_document.select_from

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

11

(4.5.3) Please explain

The Executive Committee has 18 members. The CEO and the CSO have both have incentives related to Climate Change topics. 2/18 11%. For the CEO: 5% of his Annual Variable Compensation was attributed to his meeting corporate social responsibility targets including Progress towards meeting the target for reducing direct GHG emissions per employee (reducing Scope 1, 2, 3-6 & 3-8 emissions per employee by 85 % by 2040; baseline 2015). For the CSO: Progress towards meeting the performance of the Group's Corporate Responsibility programme (largely based on environmental performance) determines 20% of the CSO's Annual Variable Compensation (AVC).

[word_document.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**

word_document.select_all_that_apply

☒ Bonus - % of salary**(4.5.1.3) Performance metrics**

Targets

☑ Progress towards environmental targets

Emission reduction

☑ Reduction in emissions intensity

(4.5.1.4) Incentive plan the incentives are linked to

word_document.select_from

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

(4.5.1.5) Further details of incentives

The Group Chief Executive Officer has ultimate responsibility for Corporate Responsibility and Sustainable Development – including climate change and environmental sustainability - and for all its targets, activities and investments. In 2023, 5% of his Annual Variable Compensation was attributed to his meeting corporate social responsibility targets including Progress towards meeting the target for reducing direct GHG emissions per employee. The Sopra Steria Group has disclosed this component of the Group CEO's remuneration in its 2023 Universal Registration Document (URD).

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

On 22 February 2022, the Group signed an agreement with its partner banks consisting of a 1,100 million non-amortising multi-currency credit facility tied to the achievement of environmental goals. Its ESG component does not constitute an embedded derivative. It is based on achieving a greenhouse gas emissions reduction aligned with a 1.5C temperature increase scenario validated by SBTi for Scope 1 and 2 emissions, and part of Scope 3. The target is to reduce greenhouse gas emissions by 68% per employee in 2028 with respect to their 2015 baseline level. It is measured for each financial year and, if the target is met, will result in a 0.04% reduction per year in the applicable margin. If, on the other hand, emissions go over the limit, the margin will be increased and used to make a financial contribution to sustainable projects. The target (long-term, 1.5C-aligned) is about reducing Scope 1 and 2 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% and Scope 3 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% by 2040 (baseline: 2015). This agreement, with an initial term of five years, included two options to extend the expiry date by one year. The first option of requesting an extension was exercised in late 2022 and received the unanimous agreement of all lenders in February 2023. The second option of requesting an extension was exercised in late 2023 and received the unanimous agreement of all lenders, setting the expiry date of this credit facility at 22 February 2029. At end-December 2023, this credit facility was undrawn.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- ☒ Chief Sustainability Officer (CSO)

(4.5.1.2) Incentives

word_document.select_all_that_apply

- ☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- ☒ Progress towards environmental targets

Strategy and financial planning

- ☒ Achievement of climate transition plan

(4.5.1.4) Incentive plan the incentives are linked to

word_document.select_from

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

(4.5.1.5) Further details of incentives

*The Director for Corporate Responsibility and Sustainable Development fulfils the role of Group Chief Sustainability Officer (CSO). Her responsibilities include: -the company's response to climate change; *meeting the target of reduction of emissions linked to Scopes 1, 2 and 3 (Business travel and offsite data centres); - supporting the business in incorporating environmental sustainability, with a particular focus on reducing GHG emissions and increasing the use of renewable energy. Her remuneration, including her bonus, depends on her performance in fulfilling these responsibilities. The main metrics evaluated are on the achievement of GHG reduction targets. Other metrics are also taken into consideration; for example, reducing business travel throughout the Group. Progress towards meeting the performance of the Group's Corporate Responsibility programme (largely based on environmental performance) determines 20% of the CSO's Annual Variable Compensation (AVC), in 2023.*

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

This incentive depends on our meeting our emissions reduction target linked to our target, and to supporting the business in incorporating environmental sustainability. The target (long-term, 1.5C-aligned) is about reducing Scope 1 and 2 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% and Scope 3 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% by 2040 (baseline: 2015). It is crucial to our implementation of our climate transition plan, and to improving it.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☒ Chief Procurement Officer (CPO)

(4.5.1.2) Incentives

word_document.select_all_that_apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Achievement of environmental targets

Engagement

☒ Increased value chain visibility (traceability, mapping)

(4.5.1.4) Incentive plan the incentives are linked to

word_document.select_from

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

(4.5.1.5) Further details of incentives

The Group Chief Procurement Officer has responsibilities in corporate responsibility and environmental sustainability, particularly identifying the sustainability of the Group's suppliers. In 2023, 70% of his Annual Variable Compensation was based on Group financial KPIs. His individual objectives have four sub-objectives, including the Corporate Social Responsibility (CSR) Environmental, Social and Governance objectives (Contribution to the Group's CSR policy, EcoVadis evaluation, supplier analysis & deployment of the Supplier Charter). All suppliers and every new supplier with an annual invoiced turnover of over 5K in the reporting year 2023 has to adopt the Code of Conduct (containing an environmental section). Procurement Departments in the main countries in which the Group operates (including France) used EcoVadis to assess targeted suppliers (those with over 150 K of spend in the previous year and over 26 employees).

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

As our Supply Chain emissions accounted for more than 82% of our total carbon footprint, they are the most significant proportion. This incentive contributes to the continual improvement of our EcoVadis evaluation, and to the deployment of our Supplier Code of Conduct, which both lead to better data and a reduction of Scope 3-1 (Supply Chain) emissions, a crucial part of our SBTi Net Zero targets.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☒ Environment/Sustainability manager

(4.5.1.2) Incentives

word_document.select_all_that_apply

☒ Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

☒ Progress towards environmental targets

(4.5.1.4) Incentive plan the incentives are linked to

word_document.select_from

☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Environment and Sustainability Managers are incentivised to lead the development and implementation of local sustainability strategies, engaging employees and suppliers and changing their behaviours, and planning and executing actions that mitigate climate change directly by reducing emissions and energy consumption. They receive monetary awards based on performance against objectives of emissions reduction, waste reduction and implementation of ISO 14001. For example, in 2023, 20% of the Environment Manager's financial incentive was based on the Group's Climate Change and Environment KPIs with the remainder linked to other personal objectives relating to Environment and global company performance.

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

This incentive depends on our meeting our emissions reduction target linked to our target, and on the implementation of sustainability strategies. The target is about reducing Scope 1 and 2 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% and Scope 3 emissions per employee in Categories 6 (business travel) and 8 (upstream leased assets: off-site data centres) by 85% by 2040 (baseline: 2015). It is crucial to our implementation of our climate transition plan, and to improving it.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Senior-mid management

☒ Buyers/purchasers

(4.5.1.2) Incentives

word_document.select_all_that_apply

☒ Bonus – set figure

(4.5.1.3) Performance metrics

Emission reduction

- ☒ Implementation of an emissions reduction initiative

(4.5.1.4) Incentive plan the incentives are linked to

word_document.select_from

- ☒ Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Under Sopra Steria's Awards programme all employees (and thus also Buyers/purchasers) are eligible for monetary rewards for outstanding contributions to sustainability initiatives - including emissions reduction initiatives, employee engagement and behaviour change campaigns, and business generation for sustainability solutions.

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

We see our actions – whether in running our businesses or helping with the digital transformation of our clients – as part of a long-term approach. Our approach in support of a more sustainable world encompasses all our environmental, social, ethical and inclusivity commitments. This incentive rewards sustainability initiatives within our Group and encourages employees to reduce their environmental impact.

[word_document.add_row]

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

	Does your organization have any environmental policies?
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes

[word_document.fixed_row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

word_document.select_all_that_apply

☒ Climate change

(4.6.1.2) Level of coverage

word_document.select_from

☒ Organization-wide

(4.6.1.3) Value chain stages covered

word_document.select_all_that_apply

☒ Direct operations

☒ Upstream value chain

☒ Downstream value chain

(4.6.1.4) Explain the coverage

Sopra Steria has chosen to be a “contributive” company involved in building a sustainable world in which everyone has a part to play. We see our contribution as sustainable, human and enlightened. This document describes our Environmental Policy. It describes our Governance, Strategy and Emissions Targets, across our whole value chain. Sopra Steria committed to be Net-Zero by 2040 and its targets have been validated by the SBTi. We also deployed new awareness-raising modules: Climate Fresk, Digital Collage, Atelier 2 Tonnes workshop, and have set internal target of numbers of people trained on Climate Fresk. Here are some priority areas of action: -Commitment and contribution of the entire value chain (employees, clients, suppliers, partners, etc.) in a continuous improvement process. Internally, the Group continues to roll out EcoVadis CSR assessments, with the aim of encouraging all our products and services suppliers to report their carbon footprints. -Embedding sustainability into the value proposition (digital environmental sustainability, sustainable IT, development of products, solutions and services reducing the impact of business activities on the environment and/or fostering the emergence of new, more sustainable development models.

(4.6.1.5) Environmental policy content

Environmental commitments

- ☒ Commitment to a circular economy strategy
- ☒ Commitment to comply with regulations and mandatory standards
- ☒ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

- ☒ Commitment to net-zero emissions
- ☒ Commitment to not funding climate-denial or lobbying against climate regulations

Additional references/Descriptions

- ☒ Description of environmental requirements for procurement

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

word_document.select_all_that_apply

- ☒ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

word_document.select_from

- ☒ Publicly available

(4.6.1.8) Attach the policy

Our environmental policy.pdf
[word_document.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?

word_document.select_from

☒ Yes

(4.10.2) Collaborative framework or initiative

word_document.select_all_that_apply

☒ UN Global Compact

☒ We Mean Business

☒ Other, please specify :European Green Digital Coalition (EGDC)

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

Sopra Steria serves as an ambassador for the United Nations (UN) Global Compact (GC) France Network. Its climate-related engagement strategy is to engage members in the UN Sustainable Development Goals (SDGs), which include Climate Action. Until beginning of 2022 our Sustainable Development Manager was president of the French Global Compact Advanced Club and co-chaired meetings of the Club. Since then she has been engaged in the Global Compact France Network new "CSR Working Group" steering committee and has contributed to organizing circles of the Global Compact France Network in the Paris region in order to share on best CSR practices with members of the Global Compact France Network and promote the inclusion of new companies as members. For example, in beginning of 2024, a circle meeting focused on the new Global Compact Global Compact COP about the decarbonization of the value chain. Since 2017, Sopra Steria has reached the Advanced reporting level of the United Nations Global Compact, putting it amongst the top 8% of companies globally for its commitment to human rights, labour standards, protection of the environment and anti-corruption and its contribution to the 17 UN Sustainable Development Goals (SDGs).

European Green Digital Coalition (EGDC): Sopra Steria is a member of the European Green Digital Coalition (EGDC), a group of companies committed to supporting the Green and Digital Transformation of the EU, which expresses the conclusions of the EU Council of December 2020 about digitalisation for the benefit of the environment and the role of the ICT sector in the fight against climate change. The EGDC's main aim is to maximise the benefits of digitalisation for sustainability by enabling the IT Sector to reduce and avoid more emissions than its own. The EGDC works closely with the European Commission to do this. Sopra Steria participated in its Working Groups for the definition of science-based methods for estimating the reduction and avoidance of greenhouse gas (GHG) emissions by

digital solutions, which are intended to support the green digital transformation of sectors such as energy, transport, agriculture, and construction. We Mean Business: Sopra Steria Group is part of this worldwide coalition of 10,000 companies with a market capitalization of 38 Trillion aiming to catalyse business and policy action to halve global emissions by 2030 in line with a 1.5C pathway and accelerate an inclusive transition to a global net-zero economy by 2050.

[word_document.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

word_document.select_all_that_apply

☒ Yes, we engaged directly with policy makers

☒ 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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

(4.11.4) Attach commitment or position statement

SOP2024_SOPRA_URD2023_EN_MEL2_24_03_14.pdf

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

word_document.select_from

☒ Yes**(4.11.6) Types of transparency register your organization is registered on**

word_document.select_all_that_apply

☒ Mandatory government register**(4.11.7) Disclose the transparency registers on which your organization is registered & the relevant ID numbers for your organization**

In 2023, for the regulatory Decree on greenhouse gas emissions (BEGES in French), Sopra Steria Group put its GHG emissions on the following public government website (<https://bilans-ges.ademe.fr/bilans/consultation/ecc533f4-95b4-43ac-9086-fd3a46c650c5/fiche-identite>), with the SIREN number 326820065.

(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

Our attached Environment Policy declares the company's commitment to climate action and conduct activities in line with the goals of the Paris Agreement. Our 2023 URD explains our strategy and processes, and reports our performance, independently verified. We show commitment through different actions: -People responsible for the climate strategy are also responsible for engagement, -We proactively engage alongside policy-makers such as national governments, the UN Global Compact, the EGDC, the SBTi, the CDP, the French Energy Agency ADEME, universities, and niche players in the climate agenda, -We train our employees on environmental sustainability subjects: On Digital accessibility, Awareness was raised among 2,100 employees in 2023, and on digital environmental sustainability, 3,790 employees were trained in 2023, -We are open to engagement with the stakeholder community and sector-specific organisations: We took part in the podcast "Green Finance: Aligning the financial markets with climate action", hosted by the Group's partner One Carbon World as part of their COP27 Business programme, in collaboration with the UN Climate Neutral Now initiative, presenting our Credit Line linked to Green Finance Sustainability agreement, -We intend to continue making climate action and environmental sustainability part of our business-as-usual activities, leveraging digital technology to drive the development of climate solutions and playing a proactive role in creating a sustainable world. Integration of climate-analysis in our business model: We have aligned our business model and commitments to the 1.5C trajectory. In accordance with the recommendations of the TCFD, we analysed 3 climate scenarios, in both qualitative and quantitative terms: the Net Zero Emissions (NZE) 2050 and Sustainable Development Scenario (SDS) developed by the IEA, aligned with the Paris Agreement; and the RCP 8.5 "business as usual" scenario developed by the IPCC. We see our actions – whether in running our businesses or helping with the digital transformation of clients – as part of a long-term approach. Our approach in support of a more sustainable world encompasses all our environmental, social, ethical and inclusivity commitments.

[word_document.fixed_row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

UK Government 'Net Zero Carbon by 2050' legislation.

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

word_document.select_all_that_apply

☒ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Environmental impacts and pressures

☒ Emissions – CO2

(4.11.1.4) Geographic coverage of policy, law, or regulation

word_document.select_from

☒ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

word_document.select_all_that_apply

☒ United Kingdom of Great Britain and Northern Ireland

(4.11.1.6) Your organization's position on the policy, law, or regulation

word_document.select_from

- ☒ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

word_document.select_all_that_apply

- ☒ Regular meetings
- ☒ Discussion in public forums

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Sopra Steria fully supports the implementation of the legislation for the UK to become 'Net Zero Carbon by 2050'. The implementation includes asking more businesses to set targets for emissions reductions consistent with limiting the rise in global average temperatures to 1.5C, and to seek validation of their targets by the SBTi - the organisation that invited Sopra Steria to road test its first Net Zero standard. Sopra Steria is a strategic supplier to the UK Government. We engage the Government to provide full support, and to drive innovation. Sopra Steria actively participates in forums organized by the Business Services Association (BSA) whose purpose is to understand how services across the public and private sectors can be improved and to develop policy positions to support that work. In 2023, Sopra Steria responded to a Call for Evidence issued by the UK government's Department for Energy Security and Net Zero to support information gathering about the costs, benefits and practicalities of Scope 3 GHG emissions reporting. Our UK Head of Climate and Environmental Sustainability presented on the BSA Sustainability Group in October 2023 the progress of our corporate Net Zero commitments and how these relate to government targets and regulatory policy. The services that we provide for the UK government are already Net Zero for offices, data centres and business travel. In this way we are part of the solution and assist the country in becoming 'Net Zero Carbon by 2050' with our accelerated programme. This legislation is central to the achievement of our climate transition plan. Indeed, Sopra Steria supports the UN and the EU by pursuing a transition to a Net Zero economy for all by 2050. Our Net Zero targets in the year 2040 have been validated by the SBTi. Our performance against these targets is independently verified each year. We continue to be part of the UN Climate Neutral Now programme (annual emission reductions and emission removal offsets) for our direct operations (Offices, Datacentres and Business Travel). The UN Climate Neutral Now and SBTi Net Zero standard both support the UN's requirement for our planet to become Net Zero by 2050. Sopra Steria is transitioning to this new standard to become Net Zero in 2040. Where possible we publicise the Net Zero 2040 target as it covers our entire value chain whereas our UN Climate Neutral Now focusses on Direct Operations only, the approach revised since our commitment to SBTi Net Zero this year.

(4.11.1.11) Indicate if you have evaluated whether your organization's engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

word_document.select_from

☒ Yes, we have evaluated, and it is aligned

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

word_document.select_all_that_apply

☒ Paris Agreement

[word_document.add_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

word_document.select_from

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :United Nations Global Compact in France (UN GC France)

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

word_document.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

word_document.select_from

☒ Consistent

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

word_document.select_from

☒ Yes, and they have changed 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

The objective of the United Nations (UN) Global Compact (GC) France Network is to promote the 10 principles of the UN GC and the 17 UN Sustainable Development Goals (SDGs) in companies. The GC France Network aims to demonstrate how businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility and encourage the development and diffusion of environmentally friendly technologies. The UN GC also works to promote and improve companies' contributions to the UN SDGs 6, 7, 9, 11, 12, 13, 14, 15. The links between these SDGs and climate change are strong, and the UN GC expects that promoting these goals will ensure that we are able to deal with the adverse effects of climate change. Since 2022, we have served as an ambassador for GC France Network. In line with its climate-related engagement strategy, its role is to engage members in the UN SDGs, which include Climate Action. Until the beginning of 2022 our Sustainable Development Manager was president of the French GC Advanced Club and co-chaired its meetings. Since then she has been engaged in the GC France Network new "CSR Working Group" steering committee. She is also contributing to organizing circles of the GC France Network in the Paris region in order to share best CSR practices with members of the GC France Network, and promote the inclusion of new companies as members. In beginning of 2024, a circle meeting focused on the new members about the decarbonation of Supply Chain. Our Sustainable Development Manager contributes to promoting the principles of the UN GC and the UN SDGs. At these meetings, members learn from experts and share experiences on the GC principles and UN SDGs to progress their action plans. The GC France Network influences public policies by engaging its members and governments in the 2030 Agenda for Sustainable Development and the SDGs. Through the membership and engagement, we support the influencing role of the UN GC. The GC is also a founding partner of the SBTi and by sharing and implementing ambitious, science-based targets, and advocating related policies, we influence other businesses in aligning their emissions reductions targets with the SBTi's.

(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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

Row 2

(4.11.2.1) Type of indirect engagement

word_document.select_from

☒ Indirect engagement via a trade association

(4.11.2.4) Trade association

Global

☒ Other global trade association, please specify :Numeum (formerly Syntec Numérique)

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

word_document.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*word_document.select_from*☒ Consistent**(4.11.2.7) Indicate whether your organization attempted to influence the organization or individual's position in the reporting year***word_document.select_from*☒ Yes, and they have changed 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**

The Group Deputy CEO chairs the Fédération Syntec (the Federation of all groups in Syntec, including Numeum). Sopra Steria's Chief of Finance Consolidation and Regulation chairs Numeum's Finance Committee. The Fédération Syntec brings together professional unions specialised in the professions of engineering, digital education and consulting, but also covering climate actions, vocational training and events. Those companies are attached to the National Collective Agreement of Technical Design Offices, Consulting Engineering Firms and Consulting Firms more commonly known as the Syntec Agreement. The Fédération Syntec, covers in particular Numeum, the French professional organisation of digital service companies, software publishers and technology consulting companies (ICT), bringing together in 2023 more than 2,500 member companies that generate 85% of the sector's total turnover in France (more than 70.4 billion in turnover, 673,000 employees in the sector). As a professional employers' association, Numeum has a mission to speak for its industry to institutions and public authorities. Another of Numeum's activities is the promotion of digital industry jobs and diversity among the youth. Numeum and its member unions have shown a real desire to place the general interest at the heart of their concerns and to work towards the dissemination of the sustainable culture in all sectors of the economy, through its companies providing high value-added services. They are convinced that corporate responsibility is an essential tool for organisations to ensure their sustainability, by combining meaning and performance. In order to defend digital technology as a factor of economic and social progress, Numeum participates fully and actively in these debates. Digital technology must help people live, work, and learn better. In November 2023, the GreenTech Forum held its third edition. A professional event dedicated to the digital world and the environment, under the patronage of Numeum's Planet Tech'Care initiative, this year's event gave the 2,000 participants the opportunity to discuss GreenIT and IT for Green topics as diverse as training, impact measurement, the deployment of a responsible digital strategy within an organisation, and regulations in France and Europe.

(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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

Row 3

(4.11.2.1) Type of indirect engagement

word_document.select_from

☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

word_document.select_from

☒ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

Fleetenkieker e.V. takes part in protecting the water of the Aster, the main reservoir of the city of Hamburg. As part of the "Alstergold" programme, the association operates two boats that clean the surface and banks of the river, thereby contributing to the quality of life in the city. Employees can volunteer to take part in these cleaning operations together with local residents. They carry out projects with young people to raise awareness of the need to preserve this precious resource.

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

word_document.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

word_document.select_from

☒ Consistent

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

word_document.select_from

☒ Yes, we publicly promoted their current 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

Sopra Steria has been a member of Fleetenkieker e.V. for three years, and we publicly promoted their activities on our website and in our Universal Registration Document.

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

250

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The aim of Sopra Steria's funding in 2023 (250 membership fee) was to maintain the partnership previously formed. By financing the cleaning operations, we can better raise awareness of these topics with young people, and this can ultimately influence policy, law or regulation that may impact the maritime climate, and the climate more widely.

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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

Row 4

(4.11.2.1) Type of indirect engagement

word_document.select_from

☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

word_document.select_from

☒ Non-Governmental Organization (NGO) or charitable organization

(4.11.2.3) State the organization or position of individual

The CDP is an international non-profit organisation that helps companies and cities disclose their environmental impact. It aims to make environmental reporting and risk management a business norm, driving disclosure, insight, and action towards a sustainable economy for investors, companies, cities, states and regions. Over the past 20 years CDP has created a system that has enabled unparalleled engagement on environmental issues world-wide.

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

word_document.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

word_document.select_from

☒ Consistent

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

word_document.select_from

☒ Yes, we publicly promoted their current 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

Sopra Steria has been on the CDP A list for the past seven years, and we publicly promoted their position on our website and our Universal Registration Document.

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

6480

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The aim of Sopra Steria's enhanced contribution in 2023 was to contribute to the ongoing maintenance and development of the CDP platform and materials, to make an additional contribution to support CDP's mission, and to include additional data-related features. The development of the CDP could make environmental reporting and risk management a business norm, and thus influence policy and regulation that may impact the climate.

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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

Row 5

(4.11.2.1) Type of indirect engagement

word_document.select_from

☒ Indirect engagement via other intermediary organization or individual

(4.11.2.2) Type of organization or individual

word_document.select_from

☒ Research organization

(4.11.2.3) State the organization or position of individual

NegaOctet is a research project that aims to develop and test a reference framework for assessing the environmental impact of digital services that takes a life cycle assessment approach in order to: -Develop new knowledge to assess the environmental performance of software and digital services - Identify verifiable and quantifiable eco-design best practices -Enrich and update existing tools ADEME and responsible digital experts recognise its reference framework scientifically.

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

word_document.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

word_document.select_from

☒ Consistent

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

word_document.select_from

☒ Yes, we publicly promoted their current 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

Sopra Steria worked with NegaOctet, and we publicly promoted their position on our Universal Registration Document.

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

25000

(4.11.2.10) Describe the aim of this funding and how it could influence policy, law or regulation that may impact the environment

The aim of the Sopra Steria funding in 2023 was to help create an unbiased quantitative vision that should allow the environmental impacts of digital services to be reduced significantly and efficiently over their whole life cycle (including elements perceived as immaterial by users). This project could influence policies to reduce the environmental impacts of digital activities, as the European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net zero emissions economy by 2050.

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

word_document.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

word_document.select_all_that_apply

☒ Paris Agreement

[word_document.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?

word_document.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

word_document.select_from

☒ In mainstream reports

(4.12.1.3) Environmental issues covered in publication

word_document.select_all_that_apply

☒ Climate change

(4.12.1.4) Status of the publication

word_document.select_from

☒ Complete

(4.12.1.5) Content elements

word_document.select_all_that_apply

☒ Strategy

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

☒ Content of environmental policies

(4.12.1.6) Page/section reference

Section 4, pages 105-210.

(4.12.1.7) Attach the relevant publication

Sopra Steria 2023 Universal Registration Document.pdf

(4.12.1.8) Comment

Sopra Steria's 2023 Universal Registration Document (Annual Report) covers environmental responsibility and how we are innovating to address climate change and protect the environment along our value chain.

Row 2

(4.12.1.1) Publication

word_document.select_from

☒ In mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

word_document.select_all_that_apply

☒ TCFD

(4.12.1.3) Environmental issues covered in publication

word_document.select_all_that_apply

☒ Climate change

(4.12.1.4) Status of the publication

word_document.select_from

☒ Complete

(4.12.1.5) Content elements

word_document.select_all_that_apply

☒ Strategy

☒ Content of environmental policies

☒ Governance

☒ Emission targets

☒ Emissions figures

☒ Risks & Opportunities

(4.12.1.6) Page/section reference

Our Governance, Strategy, Risks & Opportunities, Emissions Targets and Figures are reported in the attached Corporate Responsibility Report, an extract of our Universal Registration Document (Annual Report) containing all the elements of our environmental performance. pp88-91 (printed numbers) or pp91-93 of the document page numbers show the CDSB framework cross-reference table.

(4.12.1.7) Attach the relevant publication

Sopra Steria 2023 Corporate Responsibility Report.pdf

(4.12.1.8) Comment

Sopra Steria is committed to a sustainable world. Our corporate responsibility strategy is founded on our values, convictions and a high level of commitment across the Group. This report covers the Group's progress in 2023, describing our major steps forward in corporate responsibility. It focuses on environmental responsibility and how we are innovating to address climate change and protect the environment along our value chain.

Row 3

(4.12.1.1) Publication

word_document.select_from

☒ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

word_document.select_all_that_apply

☒ Climate change

(4.12.1.4) Status of the publication

word_document.select_from

☒ Complete

(4.12.1.5) Content elements

word_document.select_all_that_apply

☒ Content of environmental policies

☒ Governance

☒ Strategy

☒ Emission targets

(4.12.1.6) Page/section reference

The Environment Policy describes our Governance, Strategy and Emissions Targets.

(4.12.1.7) Attach the relevant publication

Sopra Steria Environmental Policy.pdf

(4.12.1.8) Comment

Sopra Steria has chosen to be a “contributive” company involved in building a sustainable world in which everyone has a part to play. We see our contribution as sustainable, human and enlightened. This document describes our Environmental Policy.

[word_document.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

word_document.select_from

☒ Yes

(5.1.2) Frequency of analysis

word_document.select_from

☒ Annually

[word_document.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

Climate transition scenarios

☒ IEA NZE 2050

(5.1.1.3) Approach to scenario

word_document.select_from

- ☒ Qualitative and quantitative

(5.1.1.4) Scenario coverage

word_document.select_from

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

word_document.select_all_that_apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Policy | <input checked="" type="checkbox"/> Acute physical |
| <input checked="" type="checkbox"/> Market | <input checked="" type="checkbox"/> Chronic physical |
| <input checked="" type="checkbox"/> Liability | |
| <input checked="" type="checkbox"/> Reputation | |
| <input checked="" type="checkbox"/> Technology | |

(5.1.1.6) Temperature alignment of scenario

word_document.select_from

- ☒ 1.5°C or lower

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

word_document.select_all_that_apply

- ☒ 2030
- ☒ 2050
- ☒ 2070
- ☒ 2100

(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

Regulators, legal and policy regimes

- ☒ Global regulation
- ☒ Level of action (from local to global)
- ☒ Global targets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Strengthened policies speed the deployment of clean and efficient energy technologies. Solar and wind scaled up rapidly this decade; sales of electric vehicles rise from 5% to more than 60% of global car sales by 2030, reducing oil and gas to about half of the primary energy mix.

(5.1.1.11) Rationale for choice of scenario

Escalated migration to renewable generation in the energy sector driven by regulation and the cost advantage of renewables, and change in sources of energy in some markets, particularly automotive. We consider this scenario to be a “best case”.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

- ☒ IEA SDS

(5.1.1.3) Approach to scenario

word_document.select_from

☒ Qualitative

(5.1.1.4) Scenario coverage

word_document.select_from

☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

word_document.select_all_that_apply

☒ Policy

☒ Market

☒ Liability

☒ Reputation

☒ Technology

☒ Acute physical

☒ Chronic physical

(5.1.1.6) Temperature alignment of scenario

word_document.select_from

☒ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

word_document.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)

Regulators, legal and policy regimes

- ☒ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Oil and gas compose two-thirds of the primary energy mix in 2030 (compared to half in the NZE2050 scenario).

(5.1.1.11) Rationale for choice of scenario

The most likely of the positive scenarios with the continuing, active migration to renewable generation in the energy sector, and transition in sources of energy in some markets, particularly automotive.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

- ☒ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

word_document.select_from

- ☒ No SSP used

(5.1.1.3) Approach to scenario

word_document.select_from

- ☒ Qualitative

(5.1.1.4) Scenario coverage

word_document.select_from

- ☒ Organization-wide

(5.1.1.5) Risk types considered in scenario

word_document.select_all_that_apply

- | | |
|--|--|
| <input checked="" type="checkbox"/> Policy | <input checked="" type="checkbox"/> Acute physical |
| <input checked="" type="checkbox"/> Market | <input checked="" type="checkbox"/> Chronic physical |
| <input checked="" type="checkbox"/> Liability | |
| <input checked="" type="checkbox"/> Reputation | |
| <input checked="" type="checkbox"/> Technology | |

(5.1.1.6) Temperature alignment of scenario

word_document.select_from

- ☒ 4.0°C and above

(5.1.1.7) Reference year

2019

(5.1.1.8) Timeframes covered

word_document.select_all_that_apply

- ☒ 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)

Regulators, legal and policy regimes

- ☒ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

This scenario reflects the unwillingness of some nations to recognise or fulfil the Paris Climate Agreement, the pressure that rising global population and economic wealth puts on the ability of the energy sector to transform itself while expanding, and signs that climate change is accelerating, leaving the global response insufficient to mitigate it.

(5.1.1.11) Rationale for choice of scenario

RCP8.5 is the “Current Policies” or “Business-As-Usual” scenario: the absence of policies required or the insufficiency of actions taken to reduce GHG emissions leaves them unchecked; atmospheric concentrations of GHGs rise, raising global mean temperatures beyond 2C (to 3.2-5.4C).

[word_document.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**

word_document.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

word_document.select_from

- ☒ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

Using scenario analysis we have considered the physical risks of climate change to our business, the effects of climate-related policy and regulation on it, the effects of climate change and associated changes in policy and regulation on the market for our services and the technology that we use to deliver them, and the effects of policy and regulation on our reputation and brand value. The physical risks of climate change to our business: Under all scenarios: more frequent and severe extremes of weather threaten the accessibility and usability of our offices. Under RPC 8.5, heat-waves and drought impair the health and hinder the mobility of employees and their dependents. Heat-waves in India and Spain during 2022 made staff reluctant to travel, but more willing to work in the company's offices, where air conditioning was available. Sopra Steria introduced flexible working arrangements and urged staff to come to its offices. It intends to review the efficacy and acceptability of this approach annually and to adjust it accordingly. The associated timeline is at least the next 5 years. Policy and Regulation: Under both IEA NZE2050 and SDS, countries' and regions' policies and regulations are consistent, broadening compliance and markets, thereby reducing compliance costs and increasing demand for low-carbon solutions. However, increasing duties and constraints on fossil fuels and requirements for non-financial reporting raise costs. Under RPC 8.5, countries' and regions' patchwork of requirements localizes compliance and markets, increasing costs. European countries have set Net Zero targets and introduced regulations to drive the transition. For example, since September 2021 the UK Public Sector has required a company bidding for a government contract worth more than 5m to have published a Carbon Reduction Plan and to have committed itself to Net Zero by 2050. Sopra Steria's established emissions management and its commitment to Net Zero prepared it well for such a requirement, which is likely to remain in place until 2050. Market and Technology: Under both IEA NZE2050 and SDS, demand for low-carbon services and solutions increases in most of the countries in which the Group operates, driving revenues. Under RPC 8.5, demand for low-carbon services and solutions declines in "business as usual" countries and regions with weak carbon regulation; elsewhere demand increases. Reputation and brand value: Sopra Steria's market profile is of leadership in managing the environmental impact of climate change and readiness for more stringent policy and regulation. Under both IEA NZE2050 and SDS, this market profile gives Sopra Steria business advantage and prepares it for stakeholders' increasing attention to climate change. Under RPC 8.5, weak carbon regulation in some countries and regions erodes Sopra Steria's business advantage from its market profile; stronger carbon regulation elsewhere strengthens it. The younger generation entering the work market expect employers to be engaged in environmental matters. In 2022 the Group attached information about its CSR activity to job offers on a platform for young graduates. It tells new recruits about it on their arrival. These practices will remain in place indefinitely.

[word_document.fixed_row]

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

(5.2.1) Transition plan

word_document.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

word_document.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

word_document.select_from

☒ No, and we do not plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

We help some fossil fuel companies to make digital transitions, which will contribute to their decarbonisation. We want to guide and support these companies in their transitions away from fossil fuels.

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

word_document.select_from

☒ We have a different feedback mechanism in place

(5.2.8) Description of feedback mechanism

Our Investor Relations Department (also acting as a Public Relations office) receives feedback from all external stakeholders, including shareholders, investors, clients, analysts and members of the public. This department has a special channel for ESG (Environmental, Social and Governance) matters, including climate-related ones, and has links to the appropriate departments for each type of query/feedback and tracks progress.

(5.2.9) Frequency of feedback collection

word_document.select_from

☒ More frequently than annually

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

Commitment to Net Zero by 2040. Adoption of emissions reduction targets approved by SBTi. Participation in UN's Climate Neutral Now programme in relation to its direct activities (offices, data centres and business travel). (In 2022, the Group achieved Climate Neutral Gold status for the "Measure" and "Reduce" steps and Silver status for the "Contribute" step.) Energy efficiency of buildings and data centres. Energy performance of IT equipment and extending equipment life. Use of collaborative tools to avoid travel. Renewable energy (direct green tariff, Guarantees of Origin, I-RECs and REGOs) and renewable energy production. Internal shadow carbon price for all business travel, particularly flights and personal cars. Measurement of actual emissions data from our supply chain and engagement of suppliers (webinar, EcoVadis carbon module).

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

SBTi approved the Group's new Net Zero 2040 targets. The Group's Energy Savings Plan has reduced energy consumption in offices by 20% of its level in 2021, exceeding the original target of a 10% reduction. Sopra Steria was on the CDP Climate Change A List in 2023 for the seventh year running.

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

sop2024_sopra_urd2023_en_mel.pdf

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

word_document.select_all_that_apply

☒ Water

☒ Biodiversity

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

Sopra Steria has committed itself not only to not harming biodiversity but also to reporting transparently on the Group's impact on it. The Group is also keen to apply its expertise in digital technology to the conservation of biodiversity. The Group recognises and assesses its impact on biodiversity from six sources: GHG emissions: GHG emissions impact biodiversity by changing the climate. The Group has set itself Net Zero targets approved by the SBTi. In pursuing these targets, Sopra Steria will reduce its impact on biodiversity by reducing its contribution to climate change. Freshwater and marine water: water consumption impacts biodiversity through extraction and pollution. Sopra Steria monitors water consumption on its sites and is developing indicators for the impacts of this consumption on water pollution and stress. Changes in land use: building changes land use. When choosing locations for its offices, the Group analyses (using mapping tools) their impacts on local biodiversity. Air pollution: emissions of gases such as methane, nitrous oxide and hydrofluorocarbons pollute the air. Sopra Steria calculates and reports its emissions of these gases, as well as of carbon dioxide. Its energy savings plan and better maintenance of its air conditioning systems reduce them. Sopra Steria has developed a tool, G4IT, for estimating air pollution due to the digital solutions that it develops and uses. Resource use: Sopra Steria's business is based on the use of digital hardware; manufacturing this hardware consumes many different resources. Water is one of them: Sopra Steria plans to extend to its supply chain its assessment of the water consumption of its business. Computer components contain mineral resources; the Group has started to analyse and understand its indirect dependencies on such resources. Imported species: by disrupting established ecosystems, alien species threaten their biodiversity. Though it makes no direct

material contribution to the introduction of alien species, Sopra Steria nevertheless plans to assess the risk of doing so indirectly or accidentally. The output of this work will be a dedicated Biodiversity policy with associated targets, an action plan and quantitative indicators measuring the Group's impact from these six sources. The implementation of this policy will run in parallel with Sopra Steria's pursuit of its Net Zero target.

[word_document.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

word_document.select_from

☒ Yes, both strategy and financial planning

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

word_document.select_all_that_apply

☒ Products and services

☒ Operations

[word_document.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

word_document.select_all_that_apply

☒ Risks

☒ Opportunities

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

word_document.select_all_that_apply

☒ Climate change

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

Heightened environmental awareness changes customers' requirements and expectations of products and services. Increased demand for those with lower associated GHG emissions or with the ability to reduce GHG emissions in other activities could reduce demand for products and services that do not fulfil those requirements or that the market did not perceive to do so and create opportunities that do. We anticipate such changes by minimising the environmental impact of our products and services. We maintain our leadership in emissions management and so position ourselves as a "low-carbon" supplier. In pursuing our Net Zero objective we reduce the embedded direct and indirect emissions of our products and services. We have developed expertise in the eco-design of digital solutions and trained our employees to apply it. We have developed tools such as G4IT that estimate the environmental impact of a digital solution, and so model the effect of changes to the design of that solution. Using digital to reduce the environmental impact of other activities, we develop solutions that enable low-carbon mobility and that manage the energy consumption in buildings. We also process geospatial data for environmental monitoring.

Operations

(5.3.1.1) Effect type

word_document.select_all_that_apply

- ☒ Risks
- ☒ Opportunities

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

word_document.select_all_that_apply

- ☒ Climate change

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

We have made reducing GHG emissions from our operations one of the seven priority actions of our environmental policy, reflecting the magnitude of the risks of climate change. Our most substantial strategic decision in this area – and one informed by climate-related scenario analysis - has been to strengthen our science-based targets for emissions reductions; they used to be aligned with a limit of 2C in the rise of global average temperatures, but are now aligned with a limit of 1.5C. In pursuit of these targets we have taken initiatives of several different forms: Implementing an internal shadow carbon price in the Group's main geographies by 2025 Defining a trajectory to Net Zero Increasing the proportion of renewables in the energy that we consume Reducing consumption of energy in our offices Engaging our supply chain in emissions management and reduction In 2022 we began to apply an internal shadow carbon price to business travel and to offices and on-site data centres in countries accounting for 95% of our workforce. This internal carbon price helps reduce emissions from business travel and energy consumption by giving

each country a clearer picture of its carbon footprint. We have set ourselves the target of being Net Zero under the SBTi Standard by 2040; our business travel, offices and data centres (both on- and off-site) are already Net Zero. In 2015 Sopra Steria set itself a target for the proportion of renewables in the electricity it consumed: 85% by 2020. It had reached 90% by 2019 (up from 20.4% in 2015) and the proportion is now 99.3%. Electricity supplies to the Group's on-site operations in 29 countries are now all renewable. Under our Energy Savings Plan we have reduced consumption of energy in our offices by 20% since 2021. The Sopra Steria Group stays aware of any potential climatic or meteorological events that could have a negative impact on its workforce or its assets (buildings, data centres, etc.) and that could constrain the Company's productivity. For example, our sites in Spain, the South of France and India are particularly at risk of heatwaves, as well as droughts. These events can not only increase direct costs from higher usage of air conditioning but also make workers less productive, and in the worst case, give them health problems. Heat-waves in India and Spain during 2022 made staff reluctant to travel, but more willing to work in the company's offices, where air conditioning was available. Sopra Steria introduced flexible working arrangements and urged staff to come to its offices. Thanks to all these measures, site managers have had no specific complaints about working conditions, and no sick leave linked to the heatwaves has been reported. The heatwaves did not appear to reduce productivity, but higher usage of air conditioning did raise direct operating costs.

[word_document.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

word_document.select_all_that_apply

☒ Direct costs

(5.3.2.2) Effect type

word_document.select_all_that_apply

☒ Risks

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

word_document.select_all_that_apply

☒ Climate change

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

Climate-related risks have affected our financial planning in the form of our purchases of instruments such as Guarantees of Origin (GOs) and International Renewable Energy Certificates (I-RECs) for our electricity supplies, an example of this influence on operating costs. Sopra Steria procures GOs and I-RECs on the wholesale market for electricity supplies in Austria, Belgium, Brazil, Bulgaria, Cameroon, Canada, China, Denmark, France, French Polynesia, Germany, India, Ireland, Italy, Ivory Coast, Luxembourg, Morocco, Lebanon, the Netherlands, Norway, Poland, Senegal, Singapore, Spain, Sweden, Switzerland, Tunisia, the UK, the United Arab Emirates and the USA; for these it incurred additional operating costs of about 115,885.72 (GOs/RECs and IRECs/REGO) in 2023. In many countries it also procures "green" electricity on the retail market, directly from suppliers. It might pay a premium for such supplies. As these costs are a consequence of Sopra Steria's commitment to long-term targets for GHG emissions reductions, they have a persistent, long-term effect on its operating costs and hence financial planning, but they are not substantive enough to have a material impact.

Row 4

(5.3.2.1) Financial planning elements that have been affected

word_document.select_all_that_apply

☒ Revenues

(5.3.2.2) Effect type

word_document.select_all_that_apply

☒ Opportunities

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

word_document.select_all_that_apply

☒ Climate change

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

The business planning processes for the divisions that sell solutions of all sorts produce estimates of potential revenues from the sizes and expected growth rates of their target markets as well as our ability to access them and the customers in them directly or through partnerships. Opportunities from climate change contribute to growth in these target markets and so drive our estimated revenues from them, which are primary inputs to the financial planning process. We estimate the financial impact of these activities to be growth of 20% in our revenues in the long term (25 years) under the SDS to NZE2050 scenarios.

[word_document.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	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes	<i>word_document.select_all_that_apply</i> <input checked="" type="checkbox"/> A sustainable finance taxonomy	<i>word_document.select_from</i> <input checked="" type="checkbox"/> At both the organization and activity level

[word_document.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

word_document.select_from

☒ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

word_document.select_from

☒ Climate change mitigation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

word_document.select_from

☒ Yes

(5.4.1.5) Financial metric

word_document.select_from

☒ Revenue/Turnover

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

61900000

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

1.1

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

1.5

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

2

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

2.2

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

97.8

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

The Group's approach to identifying eligible activities and projects is strictly aligned with the stance adopted by Numeum. As is the case with some digital services companies, the Group's activities do not have a substantial negative impact on the environmental objectives of the Taxonomy. It is therefore only marginally concerned by the activities identified in the Taxonomy, and essentially by those included in the different annexes, namely: CCM 8.1: Data processing, hosting and related activities, CCM 8.2: Data-driven solutions for GHG emissions reductions, CCM 3.21: Manufacturing of aircraft, CCA 8.4: Software enabling physical climate risk management and adaptation, CCA 9.3: Consultancy for climate risk management and adaptation, CE 4.1: Provision of IT/OT data-driven solutions and software. Due to its particular business model, only a very small proportion of the Group's revenue is Taxonomy-eligible. For financial year 2023, this analysis covers only activities eligible for climate objectives, i.e. the CCM 8.1 and CCM 8.2 activities. For the other four objectives (CE 4.1) and activities recently added to the climate objectives (CCM 3.21, CCA 8.4 and CCA 9.3), only an eligibility analysis was required for financial year 2023. The alignment analysis will be required for financial year 2024. However, the Group decided to report it on a voluntary basis for FY 2023. The procedure is being introduced gradually and it is therefore not yet possible to analyse all eligible projects. Projects that have not been analysed are considered non-aligned. Alignment is based on meeting the substantial contribution criteria, the "Do No Significant Harm" (DNSH) principle and the minimum safeguards. Concerning revenue, "Data processing, hosting and related activities" (CCM 8.1) account for just over a quarter of eligible revenue. These activities do not meet all the "substantial contribution" criteria necessary to achieve alignment. Indeed, all the Group's data centre suppliers use coolants with a global warming potential (GWP) of over 675. Meanwhile, eligible projects falling under CCM 8.2, "Data-driven solutions for GHG emissions reductions", account for around two-thirds of eligible revenue, and nearly two-thirds of them meet the substantial contribution criterion and are thus aligned. The remaining one-third was considered as not aligned because the data needed to calculate the environmental footprint was not available. The projects eligible in respect of CCA 8.4 and CCA 9.3, "Software and consultancy enabling physical climate risk management and adaptation", or CE 4.1, "Provision of IT/OT data-driven solutions", are fully aligned.

Row 2

(5.4.1.1) Methodology or framework used to assess alignment

word_document.select_from

☒ A sustainable finance taxonomy

(5.4.1.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.1.3) Objective under which alignment is being reported

word_document.select_from

☒ Climate change mitigation

(5.4.1.4) Indicate whether you are reporting eligibility information for the selected objective

word_document.select_from

☒ Yes

(5.4.1.5) Financial metric

word_document.select_from

☒ CAPEX

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

59000000

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

23.1

(5.4.1.8) Percentage share of selected financial metric planned to align in 2025 (%)

11

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

12

(5.4.1.10) Percentage share of financial metric that is taxonomy-eligible in the reporting year (%)

100

(5.4.1.11) Percentage share of financial metric that is taxonomy non-eligible in the reporting year (%)

0

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

As regards individually eligible capital expenditure relating to real estate and the vehicle fleet, the Group conducted surveys in the form of questionnaires sent out to internal contacts in Sopra Steria's finance team of key countries. It allowed us to determine the proportion of the new vehicle fleet, that are aligned under the Taxonomy criteria. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned. The Group is paying very close attention to the qualification work for all technical alignment criteria relating to buildings, which is being carried out by various bodies, in particular the Directorate of Housing and Urban Planning (DHUP) of France's Ministry for the Ecological and Inclusive Transition. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned. It applied this principle to a building in Norway that holds a BREEAM NOR certificate with an Excellent rating and for which the company's accounts recognised lease right-of-use assets in 2023. Properties owned by companies acquired in 2023 (CS Group, Tobania, Ordina) were added to the Group's building stock. None of these new property portfolio additions, some of which are older buildings, meet the technical screening criteria. The Group's fleet of vehicles also increased significantly as a result of these acquisitions, mainly in Belgium and the Netherlands (Tobania and Ordina). A number of these vehicles, including some older models, do not meet the technical screening criteria.

[word_document.add_row]

(5.4.2) Quantify the percentage share of your spending/revenue that was associated with eligible and aligned activities under the sustainable finance taxonomy in the reporting year.

Row 1

(5.4.2.1) Economic activity

word_document.select_from

☒ Data-driven solutions for GHG emissions reductions

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ Turnover

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Activity enabling mitigation

(5.4.2.6) Taxonomy-aligned turnover from this activity in the reporting year (currency)

49500000

(5.4.2.7) Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

0.9

(5.4.2.8) Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

100

(5.4.2.9) Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

The activities under consideration on 8.2 Data driven solutions for GHG emissions reductions are based on projects identified through our discussions with operational teams in 2023 on Transport, Energy & Utilities, Aeroline, Industry and Public sector verticals. Two types of projects have been selected: projects helping the Group's clients to make a substantial contribution to climate change mitigation, for example, projects that accelerate the transition to electric trains on the railway network or encourage more environmentally friendly transport choices when alerts are triggered by air pollution indicators, projects that lead to growth in renewable energy generation or lengthen the lifespan of nuclear power plants, or projects that optimise logistics and reduce the waste of fresh and very fresh products that are thrown out once they are past their expiry date; and software solutions that make a direct or indirect contribution to reducing the client's greenhouse gas emissions, for example environmental performance monitoring modules included in solutions developed by Sopra Real Estate Software, or software solutions to set targets and greenhouse gas emissions reduction indicators, and to monitor and verify the progress towards the environmental impact reduction being tracked, or even the introduction of an IOT system to improve preventive maintenance of equipment, extending its useful life and cutting down on travel by technicians, who would then be able to perform full diagnostics remotely. The figures used to determine the proportion eligible and aligned are based on the latest analyses carried out for the 31 December 2023 publication. Eligible projects have been checked to verify their alignment according to the presence of emission or energy reduction objectives at the start of the project, or to the results of an estimated science-based life cycle analysis of physical and digital streams before and after the implementation of the project, or if the solution is a market software, the solution needs to demonstrate substantial life-cycle GHG emissions savings to the best alternative on the market.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

Concerning revenue, "Data processing, hosting and related activities" (CCM 8.1) account for just over a quarter of eligible revenue. These activities do not meet all the "substantial contribution" criteria necessary to achieve alignment. Indeed, all the Group's data centre suppliers use coolants with a global warming potential (GWP) of over 675. Meanwhile, eligible projects falling under CCM 8.2, "Data-driven solutions for GHG emissions reductions", account for around two-thirds of eligible revenue, and nearly two-thirds of them meet the substantial contribution criterion and are thus aligned. The remaining one-third was considered as not aligned because the data needed to calculate the environmental footprint was not available.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the "Do No Significant Harm" principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to

physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements drawn up in accordance with Directive 2009/125/EC for servers and data storage products and does not use restricted substances listed in Annex II of Directive 2011/65/EU. Indeed, all equipment legally brought into Europe is compliant, and the Group's IT equipment purchasing policy applies internationally. A waste management plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled as far as possible. The DNSH criterion were met for the following categories: - Climate change adaptation - Circular economy - Minimum safeguards The following other categories are considered as "Not Applicable" by the regulation: - Climate change mitigation - Water and marine resources - Pollution - Biodiversity and ecosystems

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 2

(5.4.2.1) Economic activity

word_document.select_from

☒ Manufacturing of aircraft

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics*word_document.select_all_that_apply*☒ Turnover**(5.4.2.5) Types of substantial contribution***word_document.select_all_that_apply*☒ Activity enabling mitigation**(5.4.2.6) Taxonomy-aligned turnover from this activity in the reporting year (currency)**

1000000

(5.4.2.7) Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

0

(5.4.2.8) Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

100

(5.4.2.9) Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

Eligible projects falling under Activity 3.21 contributing to the climate change mitigation objective involve the manufacture, repair, maintenance, overhaul, retrofitting, design, repurposing and upgrade of aircraft with zero direct (tailpipe) CO₂ emissions. On this basis, several projects were identified with regard to the optimisation of the operability or life cycle of future products relating to propulsion, or the management of test flights with the design of test-beds for hybrid hydrogen engines.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

Concerning revenue, projects falling under Activity 3.21 contributing to the climate change mitigation objective involve the manufacture, repair, maintenance, overhaul, retrofitting, design, repurposing and upgrade of aircraft with zero direct (tailpipe) CO emissions. On this basis, several projects were identified with regard to the optimisation of the operability or life cycle of future products relating to propulsion, or the management of test flights with the design of test-beds for hybrid hydrogen engines.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the “Do No Significant Harm” principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements drawn up in accordance with Directive 2009/125/EC for servers and data storage products and does not use restricted substances listed in Annex II of Directive 2011/65/EU. Indeed, all equipment legally brought into Europe is compliant, and the Group’s IT equipment purchasing policy applies internationally. A waste management plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled as far as possible. DNSH – Water and marine resources: in connection with projects identified for CCM 8.1, and to address the risks of environmental degradation relating to protecting water quality and avoiding water stress, the Group monitors freshwater consumption at its sites and is working on monitoring indicators covering water pollution as well as its presence on sites located in potentially water-stressed areas or near sea water. The DNSH criterion were met for all categories.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 3

(5.4.2.1) Economic activity

word_document.select_from

☒ Software enabling physical climate risk management and adaptation

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ Turnover

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Activity enabling adaptation

(5.4.2.6) Taxonomy-aligned turnover from this activity in the reporting year (currency)

9800000

(5.4.2.7) Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

0.2

(5.4.2.8) Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

0

(5.4.2.9) Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

100

(5.4.2.27) Calculation methodology and supporting information

Eligible projects falling under Activity 8.4 contributing to the climate change adaptation objective bring together software solutions used for the forecasting, projection and monitoring of climate risks, to provide early warning systems for climate risks, and for climate risk management. On this basis, two types of project were identified: 1 Biodrone software solutions combining state-of-the-art drone technology and AI to support modern, sustainable forestry through forest mapping and analysis, the surveillance of undesirable species such as the red-berried elder, the restoration of pastures inaccessible to tractors, the fertilisation of forests too small to cover by helicopter, the detection of bark beetles along with early warning systems for diseases, and biomass CO₂ capture calculation based on drone images, 2 software services operated by Copernicus, the European Union's Earth observation programme, offering information services based on Earth observation via satellite and in situ (non-spatial) data. Climate risks thus identified through the monitoring of the atmosphere, marine environments and climate change developments are managed using disaster risk management systems.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

Concerning revenue, “Data processing, hosting and related activities” (CCM 8.1) account for just over a quarter of eligible revenue. These activities do not meet all the “substantial contribution” criteria necessary to achieve alignment. Indeed, all the Group’s data centre suppliers use coolants with a global warming potential (GWP) of over 675. Meanwhile, eligible projects falling under CCM 8.2, “Data-driven solutions for GHG emissions reductions”, account for around two-thirds of eligible revenue, and nearly two-thirds of them meet the substantial contribution criterion and are thus aligned. The remaining one-third was considered as not aligned because the data needed to calculate the environmental footprint was not available. The projects eligible in respect of CCA 8.4 and CCA 9.3, “Software and consultancy enabling physical climate risk management and adaptation”, or CE 4.1, “Provision of IT/OT data-driven solutions”, are fully aligned.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH, the following categories are considered as “Not Applicable” by the regulation: - Climate change mitigation - Water and marine resources - Pollution - Circular economy - Biodiversity and ecosystems

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 4

(5.4.2.1) Economic activity

word_document.select_from

☒ Consultancy for physical climate risk management and adaptation

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ Turnover

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Activity enabling adaptation

(5.4.2.6) Taxonomy-aligned turnover from this activity in the reporting year (currency)

300000

(5.4.2.7) Taxonomy-aligned turnover from this activity as % of total turnover in the reporting year

0

(5.4.2.8) Taxonomy-aligned turnover from this activity that substantially contributed to climate change mitigation as a % of total turnover in the reporting year

0

(5.4.2.9) Taxonomy-aligned turnover from this activity that substantially contributed to climate change adaptation as a % of total turnover in the reporting year

100

(5.4.2.27) Calculation methodology and supporting information

Eligible projects falling under this activity contributing to the climate change adaptation objective involve either the assessment of climate impacts, vulnerability or risk, or the development of strategies, plans or measures for the management of physical climate risks. Such projects have been identified at some banks that wish to better analyse the ESG ratings and climate risks reported by their clients.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

The projects eligible in respect of CCA 9.3, “Consultancy enabling physical climate risk management and adaptation”, are fully aligned as they take into account « state-of-the art science » and methodologies on climate risk analysis, these hazards being listed in Delegated Act, and they do not seem to affect adversely efforts of other people, nature, cultural heritage.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH, the following categories are considered as "Not Applicable" by the regulation: - Climate change mitigation - Water and marine resources - Pollution – Circular economy - Biodiversity and ecosystems. For DNSH – Climate change mitigation, projects identified in this CCA 9.3 activity do not involve the fossil fuel extraction, transport or manufacturing plant sectors.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from☒ Yes**(5.4.2.33) Attach any supporting evidence***Taxonomy tables (URD).pdf***Row 5****(5.4.2.1) Economic activity***word_document.select_from*☒ Data processing, hosting and related activities**(5.4.2.2) Taxonomy under which information is being reported***word_document.select_from*☒ EU Taxonomy for Sustainable Activities**(5.4.2.3) Taxonomy alignment***word_document.select_from*☒ Taxonomy-eligible but not aligned**(5.4.2.4) Financial metrics***word_document.select_all_that_apply*☒ Turnover**(5.4.2.10) Taxonomy-eligible but not aligned turnover from this activity in the reporting year (currency)**

34600000

(5.4.2.11) Taxonomy-eligible but not aligned turnover from this activity as % of total turnover in the reporting year

0.6

(5.4.2.27) Calculation methodology and supporting information

The activities under consideration on Data processing, hosting and related activities are based on the pilots we have carried out in France and the preliminary conclusions that we were able to draw from them through our discussions with the operational teams (global activity). The figures used to determine the proportion eligible are based on the latest analyses carried out for the Universal Registration Document 2023. By assumption, at the current stage of progress of the project, only hosting and systems integration sales are to be considered.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ No

(5.4.2.29) Details of substantial contribution criteria analysis

Concerning revenue, “Data processing, hosting and related activities” (CCM 8.1) account for just over a quarter of eligible revenue. These activities do not meet all the “substantial contribution” criteria necessary to achieve alignment. Indeed, all the Group’s data centre suppliers use coolants with a global warming potential (GWP) of over 675.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the “Do No Significant Harm” principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements drawn up in accordance with Directive 2009/125/EC for servers and data storage products and does not use restricted substances listed in Annex II of Directive 2011/65/EU. Indeed, all equipment legally brought into Europe is compliant, and the Group’s IT equipment purchasing policy applies internationally. A waste management plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled as far as possible. DNSH – Water and marine resources: to address the risks of

environmental degradation relating to protecting water quality and avoiding water stress, the Group monitors freshwater consumption at its sites and is working on monitoring indicators covering water pollution as well as its presence on sites located in potentially water-stressed areas or near sea water. The DNSH criterion were met for the following categories: - Climate change adaptation - Circular economy - Water and marine resources - Minimum safeguards. The following other categories are considered as "Not Applicable" by the regulation: - Climate change mitigation - Pollution - Biodiversity and ecosystems.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 6

(5.4.2.1) Economic activity

word_document.select_from

☒ Afforestation

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ CAPEX

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Own performance

(5.4.2.13) Taxonomy-aligned CAPEX from this activity in the reporting year (currency)

0

(5.4.2.14) Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

0

(5.4.2.15) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

(5.4.2.16) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

The capex to be used is not the cash outflow on the cash flow statement, but the increase in the value of assets. Accordingly, new right-of-use assets will be recognised when leases are signed, while the financing details of capital expenditures, such as late payments, will not be recognised. This principle mainly excludes investments in office furniture.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

The Group's acquisition Ordina put in place afforestation projects which meet the technical screening criteria but are under a significant amount for the taxonomy.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the “Do No Significant Harm” principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. The other DNSH criteria considered by the regulation: - Climate change mitigation - Circular economy - Water and marine resources - Pollution (regarding in particular pesticides) - Biodiversity and ecosystems (regarding the preservation of habitats) were all met.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 7

(5.4.2.1) Economic activity

word_document.select_from

- ☒ Transport by motorbikes, passenger cars and light commercial vehicles

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

- ☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

- ☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

- ☒ CAPEX

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

- ☒ Own performance

(5.4.2.13) Taxonomy-aligned CAPEX from this activity in the reporting year (currency)

27400000

(5.4.2.14) Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

10.7

(5.4.2.15) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

(5.4.2.16) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

The capex to be used is not the cash outflow on the cash flow statement, but the increase in the value of assets. Accordingly, new right-of-use assets will be recognised when leases are signed, while the financing details of capital expenditures, such as late payments, will not be recognised.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes

(5.4.2.29) Details of substantial contribution criteria analysis

As regards individually eligible capital expenditure relating to the vehicle fleet, the Group conducted surveys in the form of questionnaires sent out to internal contacts in Sopra Steria's finance team of key countries. It allowed us to determine the proportion of the new vehicle fleet, that are aligned under the Taxonomy criteria. Properties owned by companies acquired in 2023 (CS Group, Tobania, Ordina) were added to the Group's fleet of vehicles mainly in Belgium and the Netherlands (Tobania and Ordina). A number of these vehicles, including some older models, do not meet the technical screening criteria.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the “Do No Significant Harm” principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements as

measures are in place by leasing companies to manage waste both in the use phase (maintenance) and at the end of the fleet's life. DNSH – Pollution prevention: The Group is using in its fleet vehicles which meet the requirements of Euro 6 emissions requirements from light commercial vehicles established in accordance with Regulation (EC) No 715/2007 and other EU regulations. The DNSH criterion were met for the following categories: - Climate change adaptation - Circular economy - Pollution prevention - Minimum safeguards The following other categories are considered as "Not Applicable" by the regulation: - Climate change mitigation - Water and marine resources - Biodiversity and ecosystems.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 8

(5.4.2.1) Economic activity

word_document.select_from

☒ Renovation of existing buildings

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ CAPEX

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Own performance

(5.4.2.13) Taxonomy-aligned CAPEX from this activity in the reporting year (currency)

0

(5.4.2.14) Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

0

(5.4.2.15) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

(5.4.2.16) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

The capex to be used is not the cash outflow on the cash flow statement, but the increase in the value of assets. Accordingly, new right-of-use assets will be recognised when leases are signed, while the financing details of capital expenditures, such as late payments, will not be recognised. This principle mainly excludes investments in office furniture.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes**(5.4.2.29) Details of substantial contribution criteria analysis**

As regards individually eligible capital expenditure relating to real estate and the vehicle fleet, the Group conducted surveys in the form of questionnaires sent out to internal contacts in Sopra Steria's finance team of key countries. It allowed us to determine the proportion of new buildings, that are aligned under the Taxonomy criteria. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned. The Group is paying very close attention to the qualification work for all technical alignment criteria relating to buildings, which is being carried out by various bodies, in particular the Directorate of Housing and Urban Planning (DHUP) of France's Ministry for the Ecological and Inclusive Transition. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned. It applied this principle to a building in Norway that holds a BREEAM NOR certificate with an Excellent rating and for which the company's accounts recognised lease right-of-use assets in 2023. Properties owned by companies acquired in 2023 (CS Group, Tobania, Ordina) were added to the Group's building stock. None of these new property portfolio additions, some of which are older buildings, meet the technical screening criteria.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes**(5.4.2.31) Details of do no significant harm analysis**

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the "Do No Significant Harm" principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements drawn up in accordance by choosing operators aligned with EU taxonomy and requirements. DNSH – Pollution: The components and construction materials used by the Group meet the criteria established in Appendix C of the annex of the EU taxonomy. DNSH - Water and marine resources: The Group is aligned on requirements and chooses for example toilet tanks, showers and other hygiene equipments. The DNSH criterion were met for the following categories: - Climate change adaptation - Minimum safeguards The following other categories are considered as "Not Applicable" by the regulation: - Climate change mitigation - Biodiversity and ecosystems.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf

Row 9

(5.4.2.1) Economic activity

word_document.select_from

☒ Acquisition and ownership of buildings

(5.4.2.2) Taxonomy under which information is being reported

word_document.select_from

☒ EU Taxonomy for Sustainable Activities

(5.4.2.3) Taxonomy alignment

word_document.select_from

☒ Taxonomy-aligned

(5.4.2.4) Financial metrics

word_document.select_all_that_apply

☒ CAPEX

(5.4.2.5) Types of substantial contribution

word_document.select_all_that_apply

☒ Own performance

(5.4.2.13) Taxonomy-aligned CAPEX from this activity in the reporting year (currency)

31600000

(5.4.2.14) Taxonomy-aligned CAPEX from this activity as % of total CAPEX in the reporting year

12.4

(5.4.2.15) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change mitigation as a % of total CAPEX in the reporting year

100

(5.4.2.16) Taxonomy-aligned CAPEX from this activity that substantially contributed to climate change adaptation as a % of total CAPEX in the reporting year

0

(5.4.2.27) Calculation methodology and supporting information

The capex to be used is not the cash outflow on the cash flow statement, but the increase in the value of assets. Accordingly, new right-of-use assets will be recognised when leases are signed, while the financing details of capital expenditures, such as late payments, will not be recognised. This principle mainly excludes investments in office furniture.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☒ Yes**(5.4.2.29) Details of substantial contribution criteria analysis**

As regards individually eligible capital expenditure relating to real estate and the vehicle fleet, the Group conducted surveys in the form of questionnaires sent out to internal contacts in Sopra Steria's finance team of key countries. It allowed us to determine the proportion of new buildings, that are aligned under the Taxonomy criteria. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned.

The Group is paying very close attention to the qualification work for all technical alignment criteria relating to buildings, which is being carried out by various bodies, in particular the Directorate of Housing and Urban Planning (DHUP) of France's Ministry for the Ecological and Inclusive Transition. For financial years 2022 and 2023, the Group took the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification were aligned. It applied this principle to a building in Norway that holds a BREEAM NOR certificate with an Excellent rating and for which the company's accounts recognised lease right-of-use assets in 2023. Properties owned by companies acquired in 2023 (CS Group, Tobania, Ordina) were added to the Group's building stock. None of these new property portfolio additions, some of which are older buildings, meet the technical screening criteria.

(5.4.2.30) Do no significant harm requirements met

word_document.select_from

☒ Yes

(5.4.2.31) Details of do no significant harm analysis

For DNSH— Climate change adaptation: In order to be aligned, eligible activities identified by Sopra Steria must not only meet the substantial contribution criteria, they must also comply with the "Do No Significant Harm" principle in respect of climate change adaptation. To this end, the Group pursues a policy of adapting to physical climate risks. The Group analyses and reviews the impacts of climate change as part of its overall risk mapping each year and undertakes both quantitative and qualitative analysis of risks that may arise. This analysis focuses on different time horizons: the short term, the medium term and the long term. Risks and opportunities are then prioritised in accordance with scales taking into account the potential financial impact if the risk were to materialize, as well as the cost of response to the risk. DNSH— Transition to a circular economy: The Group has a proactive policy of contributing to the circular economy. It meets requirements drawn up in accordance by choosing operators aligned with EU taxonomy and requirements. DNSH – Pollution: The components and construction materials used by the Group meet the criteria established in Appendix C of the annex of the EU taxonomy. DNSH - Water and marine resources: The Group is aligned on requirements and chooses for example toilet tanks, showers and other hygiene equipments. The DNSH criterion were met for all categories, except Climate change mitigation considered as "Not Applicable" by the regulation.

(5.4.2.32) Minimum safeguards compliance requirements met

word_document.select_from

☒ Yes

(5.4.2.33) Attach any supporting evidence

Taxonomy tables (URD).pdf
[word_document.add_row]

(5.4.3) Provide any additional contextual and/or verification/assurance information relevant to your organization's taxonomy alignment.

(5.4.3.1) Details of minimum safeguards analysis

Minimum safeguards are procedures implemented by an undertaking that is carrying out an economic activity to ensure alignment with the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work and the International Bill of Human Rights.

(5.4.3.2) Additional contextual information relevant to your taxonomy accounting

According to the EU taxonomy regulation and the decision of the CNCC (the French Company of Statutory Auditors) in France, the statutory auditor could not issue an opinion in 2023 on whether Sopra Steria complies with other applicable legal and regulatory provisions, notably as regards the information required by Article 8 of Regulation (EU) 2020/852 (green taxonomy), the vigilance plan, anti-corruption measures and the prevention of tax evasion; or the information required by Article 8 of Regulation (EU) 2020/852 (green taxonomy) is accurate; but the statutory auditor has read all the information provided on the EU taxonomy in the 2023 Universal Registration Document (URD). The financial statutory auditor read and signed the Taxonomy declaration included in the 2023 URD. The statutory auditor will audit the details of eligibility and alignment on financial year 2024 data, and will then express a level of assurance.

(5.4.3.3) Indicate whether you will be providing verification/assurance information relevant to your taxonomy alignment in question 13.1

`word_document.select_from`

☒ Yes

`[word_document.fixed_row]`

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

	Use of internal pricing of environmental externalities	Environmental externality priced
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes	<i>word_document.select_all_that_apply</i> <input checked="" type="checkbox"/> Carbon

[word_document.fixed_row]

(5.10.1) Provide details of your organization's internal price on carbon.

Row 1

(5.10.1.1) Type of pricing scheme

word_document.select_from

☒ Shadow price

(5.10.1.2) Objectives for implementing internal price

word_document.select_all_that_apply

☒ Drive energy efficiency

☒ Reduce upstream value chain emissions

(5.10.1.3) Factors considered when determining the price

word_document.select_all_that_apply

☒ Alignment to scientific guidance

☒ Price/cost of voluntary carbon offset credits

☒ Scenario analysis

(5.10.1.4) Calculation methodology and assumptions made in determining the price

Our shadow price on carbon mirrors that of the European Union Emissions Trading System (EU ETS) as 90% of our business is in Europe. In 2023 this price reached 100/tCO₂ in February 2023 and at present stands at 70/tCO₂. The average value should be at about 85/tCO₂. As our business expands to other continents, we will embrace best practices from other regions too. Having SBTi Net Zero targets by 2040, we would need to reduce our emissions by 90%, and only compensate our emissions up to 10% by 2040. The parameters and assumptions of this scenario are those that the IEA has made publicly available, with no changes. We have followed the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) on the method and approach to be taken. To have a good visibility on the 10% of emissions that would be compensated, and the cost associated, it is primordial our shadow price mirrors that of the EU ETS.

(5.10.1.5) Scopes covered

word_document.select_all_that_apply

- ☒ Scope 1
- ☒ Scope 2
- ☒ Scope 3, Category 6 - Business travel
- ☒ Scope 3, Category 8 - Upstream leased assets

(5.10.1.6) Pricing approach used – spatial variance

word_document.select_from

- ☒ Uniform

(5.10.1.8) Pricing approach used – temporal variance

word_document.select_from

- ☒ Evolutionary

(5.10.1.9) Indicate how you expect the price to change over time

Carbon prices will help drive the transition to Net Zero by accelerating the deployment of renewable electricity and supporting the development and adoption of other low-carbon energy sources such as hydrogen and biofuels as well as Carbon Capture and Storage. They will have to rise in order to do this. BP believes that carbon prices need to reach at least 100/tCO₂, but, in its “Net Zero 2050” scenarios, the Network for Greening the Financial System (NGFS 2021) estimates prices of between 100-200/tCO₂ in 2030, rising sharply until 2050, but prominent regulation can keep them below 250/tCO₂ until 2050, under the International Energy Agency’s “Net Zero by 2050” scenario. Our shadow price on carbon mirrors that of the European Union Emissions Trading System (EU ETS) as 90% of our business is in

Europe. In 2023 this price reached 100/tCO₂ in February 2023 and at present stands at 70/tCO₂. As our business expands to other continents, we will embrace best practices from other regions too.

(5.10.1.10) Minimum actual price used (currency per metric ton CO2e)

85

(5.10.1.11) Maximum actual price used (currency per metric ton CO2e)

85

(5.10.1.12) Business decision-making processes the internal price is applied to

word_document.select_all_that_apply

☒ Operations

☒ Procurement

(5.10.1.13) Internal price is mandatory within business decision-making processes

word_document.select_from

☒ Yes, for some decision-making processes, please specify :The shadow carbon price for business travel influences employee choices on if and how to travel reduce GHG emissions, and influences management actions to operate offices and on-site data centres in an energy-efficient way and using renewable energy.

(5.10.1.14) % total emissions in the reporting year in selected scopes this internal price covers

100

(5.10.1.15) Pricing approach is monitored and evaluated to achieve objectives

word_document.select_from

☒ Yes

(5.10.1.16) Details of how the pricing approach is monitored and evaluated to achieve your objectives

The scope of Sopra Steria's shadow carbon price includes business travel, offices and on-site data centres (Scope 1 and 2 emissions), and is applied in the main countries/regions in which it operates: BeNeLux, France, Germany, India, Italy, Poland, Scandinavia, Spain, Switzerland and the UK. Each quarter Sopra Steria calculates emissions from business travel and from offices and on-site data centres and their associated carbon costs for a country/region or a business division, and publishes them to responsible managers. Sopra Steria has implemented a number of management tools and actions to reduce emissions from business travel and their carbon cost: quarterly business travel overviews, the use of technology for online meetings, incentives to travel by train whenever possible and access to a fleet of electric vehicles. To minimise emissions from its offices and on-site data centres and hence their carbon cost, Sopra Steria draws a high proportion of its electricity consumption from renewable sources under green power purchase agreements with suppliers or Energy Attribute Certificates. In 2023, 99.4% of the electricity that it consumed worldwide was from renewable sources. It also takes initiatives to increase energy efficiency and so reduce carbon costs; for example with the Energy Savings Plan: In line with the Energy Savings Plan, Sopra Steria has committed to abide by three key priorities: •Heating: Lowering the temperature in our offices. Each country sets its own target: -for instance, UK sites close for 48 hours at Christmas, -a regulatory requirement has been adopted in France and Italy whereby heating must be set no higher than 19C, -an awareness campaign has been run in Spain and an employee competition at the Latitude site in France. •Lighting: Limiting lighting to what is strictly necessary and adapting it to activity levels in offices: -all sites in the United Kingdom, Italy and Switzerland have switched over to LED lighting, -motion sensors have been installed in Poland and Scandinavia, -in France, building managers monitor the overall use of lighting; •Using IT tools: Applying rules for tool use and data storage: -dynamic display screens are switched off in communal areas in Benelux, India and Poland, -an awareness campaign has been run at all Group sites.

[word_document.add_row]

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

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_all_that_apply <input checked="" type="checkbox"/> Climate change
Customers	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_all_that_apply <input checked="" type="checkbox"/> Climate change
Investors and shareholders	word_document.select_from <input checked="" type="checkbox"/> Yes	word_document.select_all_that_apply <input checked="" type="checkbox"/> Climate change
Other value chain stakeholders	word_document.select_from	word_document.select_all_that_apply

	Engaging with this stakeholder on environmental issues	Environmental issues covered
	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Climate change

[word_document.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

word_document.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

word_document.select_all_that_apply

☒ Contribution to supplier-related Scope 3 emissions

(5.11.1.3) % Tier 1 suppliers assessed

word_document.select_from

☒ 100%

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

For Scope 3-1 (Supply Chain): •Engage our 70 top key suppliers (those accounting for about 50% of our residual supply chain emissions) on decarbonisation and so get them to provide figures for emissions embedded in what they supply to us.

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

word_document.select_from

☒ 100%

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

70

[word_document.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

word_document.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

word_document.select_all_that_apply

☒ In line with the criteria used to classify suppliers as having substantive dependencies and/or impacts relating to climate change

☒ Procurement spend

(5.11.2.4) Please explain

An essential part of our Responsible Purchasing Programme is the Code of Conduct for Suppliers and Partners, which applies to all our suppliers and partners. Before we enter or pursue a relationship with a supplier, we require that supplier to sign up to this Code of Conduct, which sets out the commitments made by the

Group and its affiliated companies in relation to their suppliers, as well as the commitments expected of each supplier. The environmental section of the Code of Conduct requires a supplier, among other requirements, to: •Reduce the environmental impact of its sites, products, services and activities, as well as contribute to the objectives of reducing the associated GHG emissions; •Contribute to the low-carbon economy; •Preserve natural resources and biodiversity. All suppliers and every new supplier with an annual invoiced turnover over 5K in the reporting year 2023, has to adopt the Code of Conduct. It is deployed in all our entities. It is applied to all contractual relationships, for the purposes of qualifying or listing suppliers, between us and the Supplier or Partner. Also, Procurement Departments in the main countries where we operate (including France) used EcoVadis to assess targeted suppliers (with over 150 K of spend in the previous year and over 26 employees). They asked these targeted suppliers to answer questions on environmental sustainability topics including: energy consumption, GHG emissions, and existence of a SBTi target.

[word_document.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

word_document.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

word_document.select_from

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

(5.11.5.3) Comment

An essential part of our Responsible Purchasing Programme is the Code of Conduct for Suppliers and Partners, which applies to all our suppliers and partners. Before we enter or pursue a relationship with a supplier, we require that supplier to sign up to this Code of Conduct, which sets out the commitments made by the Group and its affiliated companies in relation to their suppliers, as well as the commitments expected of each supplier. The environmental section of the Code of Conduct requires a supplier to: • Reduce the environmental impact of its sites, products, services and activities, as well as contribute to the objectives of reducing the associated GHG emissions; • Contribute to the low-carbon economy; • Preserve natural resources and biodiversity. All suppliers and every new supplier with an annual invoiced turnover over 5K in the reporting year 2023, has to adopt the Code of Conduct. It is deployed in all our entities. It is applied to all contractual relationships, for the purposes of qualifying or listing suppliers, between us and the Supplier or Partner. Sopra Steria's code of conduct for suppliers and partners is

included in all invitations to tender sent out to suppliers and incorporated into all Group contracts and purchase orders. If a supplier refuses to sign up to the code of conduct on the basis that it has its own such code, Sopra Steria requires the latter to contain principles equivalent to those set out in the Group's code of conduct.
[word_document.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

word_document.select_from

☒ Setting a science-based emissions reduction target

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

word_document.select_all_that_apply

☒ Second-party verification

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

word_document.select_from

☒ 100%

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

word_document.select_from

☒ 51-75%

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

word_document.select_from

☒ 100%

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

word_document.select_from

☒ 76-99%

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

word_document.select_from

☒ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

word_document.select_from

☒ 26-50%

(5.11.6.11) Procedures to engage non-compliant suppliers

word_document.select_all_that_apply

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

(5.11.6.12) Comment

Procurement Departments in the main countries where we operate (including France) used EcoVadis to assess targeted suppliers (with over 150 K of spend in the previous year and over 26 employees). They asked these targeted suppliers to answer questions on environmental sustainability topics including: energy consumption, GHG emissions, and existence of a SBTi target. If the overall score and/or the score in any one of the four fields (social issues and human rights, ethics, environment, and responsible purchasing) is less than 45/100, the supplier is considered non-compliant with expectations. In this case, the supplier is asked to refer to the areas for improvement identified in the course of its assessment to put in place a corrective action plan as soon as possible.

[word_document.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

word_document.select_from

☒ Emissions reduction

(5.11.7.3) Type and details of engagement

Capacity building

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

Information collection

☒ Collect GHG emissions data at least annually from suppliers

☒ Collect targets information at least annually from suppliers

(5.11.7.4) Upstream value chain coverage

word_document.select_all_that_apply

☒ Tier 1 suppliers

☒ Tier 2 suppliers

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

word_document.select_from

☒ 51-75%

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

word_document.select_from

☒ 51-75%

(5.11.7.8) Number of tier 2+ suppliers engaged

5

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

Our climate-related supplier engagement strategy is company-wide and cross-sectoral, applying to all suppliers. Our measures of success are as follows: -The proportion of suppliers that submit to the assessment. Using EcoVadis we analysed key suppliers to all operations in all sectors; they accounted for expenditure of more than 850 out of a total residual expenditure of 1,472M (i.e. 57.8%); we exceeded our target threshold of 850M of expenditure for the reporting year. They represented about 53% of our emissions. Our objective for 2024 is to reach a new threshold, suppliers accounting for 1,000M of expenditure, -Ensuring that all assessed suppliers exceed our minimum score and improve their scores A score less than or equal to the threshold of 24/100 (overall or for the Business ethics module, or both) triggers an alert in EcoVadis. Our Purchasing Department contacts the affected supplier to put a plan for the necessary corrective actions in place and assesses the supplier again within 3 months. The average score of our suppliers that completed the assessment was in 59.5/100 in 2023, nearly 13.7 points higher than the average score for all suppliers that EcoVadis assessed, -Monitor progress towards our target for supply chain emissions A campaign was carried out to encourage the monitoring and reduction of GHG emissions by the main suppliers, which account for about 50% of residual emissions in the Group's supply chain, and all suppliers that are on EcoVadis. Specific measures were taken in 2023 to include a more comprehensive approach to carbon footprint issues in our supplier survey (addition of the EcoVadis carbon module). These were communicated to suppliers in particular during a dedicated webinar, and we asked them to complete the Carbone Module to collect their Scope 1,2 and 3 GHG emissions. We plan new measures for 2024: -Continue to roll out EcoVadis CSR assessments with the aim of covering 1 billion euros in supplier expenditure by end-2024, -Encourage all suppliers of our Scope 3-1 (Purchased goods and services) to report their carbon footprint and carbon intensity via the EcoVadis platform. Furthermore, our supplier Code Of Conduct adopted by our Tier 1 suppliers, requires them to manage their supply chains (including our Tier 2 suppliers) sustainably. Thus, our highest supplier tier mapped is the Tier 2. At least 5 known Tier 2 suppliers are on EcoVadis.

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

`word_document.select_from`

☒ Yes, please specify the environmental requirement :communicating GHG emissions data at least annually

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

`word_document.select_from`

☒ Yes

`[word_document.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

word_document.select_from

- ☒ Customers

(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
- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information about your products and relevant certification schemes
- ☒ 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
- ☒ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

word_document.select_from

- ☒ 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

word_document.select_from

☑ 76-99%

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

In order to reduce the global environmental footprint, we need to work closely with our client, as we are interdependent, in the same aviation value chain: We are part of Scope 3 upstream of our client, and our client are part of our own scope 3 downstream. We are engaged with our client in 2 different aspects: 1. We provide to them our environmental status and progress, answering to their questionnaires and engaging to reduce our environmental impacts, linked to our activities performed for their scope. 2. We propose to them our expertise and experience to support their own environmental impact reduction Regarding the 1st aspect, linked to the transparency regarding our environmental status, answer to client of their environmental questionnaire and our engagement of our impact reduction: - First of all, as leader of the sustainable digital solution, we take our responsibility by deployment of a systematic ecodesign approach and IT accessibility principles - We systematically inform our client regarding our low carbon strategy and objective of impact reduction. Moreover, we provide to our client the results of environmental footprint of our activity and we propose to work with them in order to reduce this impact. In addition, we answer to our client to their environmental questionnaire, linked with carbon footprint and other environmental impacts, as Energy management, Water management, circularity approach or Biodiversity. - We also answer to their questionnaire regarding human impacts, as diversity, gender equity or IT accessibility (requested by RGAA standard) - We provide also insights regarding our environmental initiatives, such as; o Our Net zero objective by 2040, validated by the SBTi o Our “Sustainability-linked loan” investments with our banking o Mobility work package proposal to our employees o Our Energy working plan deployment o Our employee training plan and certification on environmental footprint evaluation (LCA) and ecodesign best practices o The eco-designed project KPI provided to the scope of client o Our Environmental system Management and ISO14001 certification - In addition, we provide to our client sustainability results of evaluation carried out by external bodies, as ECOVADIS (Top 1% classification, global result of 92/100 and 100/100 in environment) or CDP (A List), - We also provide complementary insights regarding ESG KPIs and all information published in the frame of non-financial reporting.

(5.11.9.6) Effect of engagement and measures of success

Regarding the 1st aspect, linked to the transparency regarding our environmental status, answer to client of their environmental questionnaire and our engagement of our impact reduction, sustainability maturity became a key requirement for our clients. - This topic is addressed in around 75% of the private business opportunity procurement phases and in 100% of the public sector. It is included during RFI/RFP (Request for Information/ Request for Proposal) - Sustainability questionnaire results are part of supplier' evaluation and are accounted up to 25% of total evaluation - At this phase, we also provide the planned environmental impact, due to our activity for client' objectives and we also can commit for impact reduction KPIs, during project deployment. - At the project launch, after contract signature, we agree with the client how we will deliver the service and what we will do to measure and reduce its environmental impact. - Throughout the life of the contract, we exchange regularly with the client to monitor the environmental impact and check the trajectory alignment with objectives of reduction.

Climate change

(5.11.9.1) Type of stakeholder

word_document.select_from

☒ Investors and shareholders

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information about your products and relevant certification schemes

☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

word_document.select_from

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

word_document.select_from

☒ None

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

The Investor Relations Department engages in dialogue with the financial community throughout the year. It endeavours to meet with all shareholders, investors and financial analysts in the world's main financial marketplaces during roadshows or conferences, as well as on the release of annual and interim financial reports and presentations, and at the General Meeting of Shareholders. Responses to questionnaires from investors and non-financial rating agencies (information on our environmental, social and societal commitments): MSCI ESG, Sustainalytics, S&P Global, ISS QualityScore, Gaia Index and CDP Climate Change are done and results are shared to our investors. All information is on this online link: <https://www.soprasteria.com/investors> Having meetings and a close relation with Investors are crucial to us to share relevant information. Because we have no associated projects, just informations provided, we consider we do not have stakeholder-associated scope 3 emissions.

(5.11.9.6) Effect of engagement and measures of success

Thanks to our dedicated investor relations team, here are our measures of success: Investor Relations website featuring all relevant information for shareholders and investors; Investors and financial analysts are provided with commented reports on earnings and sales via: -Bilingual webcast meetings (for the presentations of the annual and half-year results), -Bilingual conference calls (quarterly), -Regular meetings with investors in 2023: 555 individuals met, 44 roadshows, 13 talks and

meetings with 261 institutions covering 14 countries and 25 cities, -Responses to questionnaires from investors and non-financial rating agencies: MSCI ESG, Sustainalytics, S&P Global, ISS QualityScore, Gaia Index and CDP Climate Change.

Climate change

(5.11.9.1) Type of stakeholder

word_document.select_from

☒ Other value chain stakeholder, please specify :UN Global Compact

(5.11.9.2) Type and details of engagement

Education/Information sharing

☒ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

word_document.select_from

☒ 100%

(5.11.9.4) % stakeholder-associated scope 3 emissions

word_document.select_from

☒ None

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

Sopra Steria serves as an ambassador for the United Nations (UN) Global Compact (GC) France Network. Its climate-related engagement strategy is to engage members in the UN Sustainable Development Goals (SDGs), which include Climate Action. Until beginning of 2022 our Sustainable Development Manager was president of the French Global Compact Advanced Club and co-chaired meetings of the Club. Since then she has been engaged in the Global Compact France Network new “CSR Working Group” steering committee and has contributed to organizing circles of the Global Compact France Network in the Paris region in order to share on best CSR practices with members of the Global Compact France Network and promote the inclusion of new companies as members. For example, in beginning of 2024, a circle meeting focused on the new Global Compact COP about the decarbonization of the value chain. Since 2017, Sopra Steria has reached the Advanced reporting level of the United Nations Global Compact, putting it amongst the top 8% of companies globally for its commitment to

human rights, labour standards, protection of the environment and anti-corruption and its contribution to the 17 UN Sustainable Development Goals (SDGs). Because we have no associated projects, just informations provided, we consider we do not have stakeholder-associated scope 3 emissions.

(5.11.9.6) Effect of engagement and measures of success

Our Sustainable Development Manager has been engaged in the Global Compact France Network new “CSR Working Group” steering committee and has contributed to organizing circles of the Global Compact France Network in the Paris region in order to share on best CSR practices with members of the Global Compact France Network and promote the inclusion of new companies as members. For example, in beginning of 2024, a circle meeting focused on the new Global Compact Global Compact COP about the decarbonization of the value chain.

Climate change

(5.11.9.1) Type of stakeholder

word_document.select_from

☒ Customers

(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
- ☒ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services
- ☒ Share information about your products and relevant certification schemes
- ☒ 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
- ☒ Run a campaign to encourage innovation to reduce environmental impacts

(5.11.9.3) % of stakeholder type engaged

word_document.select_from

☑ 76-99%

(5.11.9.4) % stakeholder-associated scope 3 emissions

word_document.select_from

☑ 76-99%

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

In order to reduce the global environmental footprint, we need to work closely with our client, as we are interdependent, in the same aviation value chain: We are part of Scope 3 upstream of our client, and our client are part of our own scope 3 downstream. We are engaged with our client in 2 different aspects: 1. We provide to them our environmental status and progress, answering to their questionnaires and engaging to reduce our environmental impacts, linked to our activities performed for their scope. 2. We propose to them our expertise and experience to support their own environmental impact reduction Regarding the 2nd aspect linked to our offer to support them in their client' environmental impact reduction - First of all, we are convinced that digital is a key driver of transformation of aviation sector and is mandatory for supporting this transformation at scale, - We present to our client with a sustainability offer, to support them to tackle their sustainability challenges, all based on responsible digital technology o Decarbonization trajectories towards the Net Zero 2050 objective o Product eco-design and circularity o Sustainable industries and supply chains o Robust ESG reporting - We also support our client in their deployment of sustainable IT for their own digital solutions: o Environmental impact evaluation and reduction o IT accessibility for disables people - We share with our clients, our credentials on sustainability, during project performed in same sector or in other sector for benchmark and best practices capitalisation - We share with our clients our assets, developed for innovation and acceleration of environmental impacts reduction, as for example: o G4IT: Our tool to evaluate and reduce IT environmental footprint o AEROMAPS: The open source tool, for a collaborative platform, developed with ISA-Supaero, regarding modelization and anticipation of global aviation climate trajectories, for decision makers o EFCAT: The LCA tool, for simplification and integration of environmental criteria in PLM - We are part of sustainability ecosystem, to foster global sustainability maturity and global common sustainability commitments: o Regarding Sustainable IT: We are part of the INR (Institut du Numérique Responsable), for capitalisation cross sectors and global impacts reductions o Regarding aviation sustainability: We are part of the IAEG (International Aviation Environmental Group), for working on sector impacts reduction.

(5.11.9.6) Effect of engagement and measures of success

Regarding the 2nd aspect linked to our offer to support them in their client' environmental impact reduction: - Sustainability became a key commitment for our clients, specifically in the aviation sector, wich is responsible to 2.5% of global GHG and 5% of climate effects, taking into account non-CO2 impacts - We present our sustainability offer to more than 76% of our clients and exchange on this topic to understand their sustainability challenges. The objective is to identify how we could help them to reduce their impacts - We implement an environmental business case approach, ensuring that the positive impacts of our projects outweigh the negative impacts of digital solutions, - We capitalize more than 60 client' references, where we support them on environmental impact evaluation and reduction, - These references address all our offer' pillars, in the framework off sustainable IT and in the digital for more sustainable aviation, - We take

advantage of our collaborative platform experience, to foster systemic approach and efficient environmental footprint reduction, - We take into account the significant environmental impact of generative AI, in our proposals, - We systematically integrate sustainable IT best practices in our solution development.
[word_document.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

word_document.select_from

☒ Operational control

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

Sopra Steria Group uses Operational Control as the consolidation approach as it has full authority to introduce and implement its operating policies at all of its companies within its Group, whether fully or partially financially owned. In the reporting year 2023 this included the joint ventures NHS SBS and SSCL in the UK, and SFT in Germany, as well as the new acquisitions CS Group Ordina and Tobania. In October 2023 Sopra Steria agreed to buy the 25% of SSCL that it did not already own, completely its financial ownership but not altering the operational control that it already had. It did not include Axway, of which Sopra Steria owns nearly 32% but over which it does not have operational control.

Plastics

(6.1.1) Consolidation approach used

word_document.select_from

☒ Operational control

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

Sopra Steria Group uses Operational Control as the consolidation approach as it has full authority to introduce and implement its operating policies at all of its companies within its Group, whether fully or partially financially owned. In the reporting year 2023 this included the joint ventures NHS SBS and SSCL in the UK, and

SFT in Germany, as well as the new acquisitions CS Group Ordina and Tobania. In October 2023 Sopra Steria agreed to buy the 25% of SSCL that it did not already own, completely its financial ownership but not altering the operational control that it already had. It did not include Axway, of which Sopra Steria owns nearly 32% but over which it does not have operational control.

Biodiversity

(6.1.1) Consolidation approach used

word_document.select_from

☒ Operational control

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

Sopra Steria Group uses Operational Control as the consolidation approach as it has full authority to introduce and implement its operating policies at all of its companies within its Group, whether fully or partially financially owned. In the reporting year 2023 this included the joint ventures NHS SBS and SSCL in the UK, and SFT in Germany, as well as the new acquisitions CS Group Ordina and Tobania. In October 2023 Sopra Steria agreed to buy the 25% of SSCL that it did not already own, completely its financial ownership but not altering the operational control that it already had. It did not include Axway, of which Sopra Steria owns nearly 32% but over which it does not have operational control.

[word_document.fixed_row]

C7. Environmental performance - Climate Change

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

word_document.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?

(7.1.1.1) Has there been a structural change?

word_document.select_all_that_apply

☒ Yes, an acquisition

(7.1.1.2) Name of organization(s) acquired, divested from, or merged with

CS Group, Tobania, Ordina

(7.1.1.3) Details of structural change(s), including completion dates

The Sopra Steria Group acquired a majority stake in CS Group on 28 February 2023, thereby strengthening its positions in cybersecurity and aeronautics in France as well as digital sovereignty and trust. This acquisition became part of the cash-generating unit France. The subsidiary Sopra Steria Benelux completed its acquisition of Tobania on 2 March 2023 by acquiring 100 per cent of the share capital of Assua NV and its operational subsidiaries Tobania NV and Python Predictions BV in Belgium. This combination of companies allows the group to extend its coverage of digital services in the Belgian market and double its market share to become one of its main players. The acquired companies are now part of the cash-generating unit Benelux. Following the public offer for Ordina launched on 19 July 2023, the Group acquired a majority stake in the Dutch digital services company Ordina on 4 October 2023. As of 31 December 2023 it held 100 per cent of the shares of this company.

[word_document.fixed_row]

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

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
	<i>word_document.select_all_that_apply</i> <input checked="" type="checkbox"/> Yes, a change in boundary	<i>Compared to last year, the acquisition of CS Group gave us a presence in Romania.</i>

[word_document.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

word_document.select_from

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

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

We have not recalculated our base year emissions as all of the acquisitions that Sopra Steria Group has made since the base year of 2019 have amounted to an increase of only about 7% in the perimeter. Whilst we have included these companies in the perimeter for our annual calculations of GHG emissions, we have kept the baseline of 2019, thus making the new acquisitions an extra challenge in our pursuit of our targets for emissions reductions. If we do make a very significant acquisition, then we will conduct a re-baselining exercise. Our auditors have verified our annual performance against the current 2019 baseline validated in June 2023 by SBTi for our net-zero targets on our Universal Registration Document (Annual Report).

(7.1.3.4) Past years' recalculation

word_document.select_from

☒ No

[word_document.fixed_row]

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

word_document.select_all_that_apply

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

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

(7.3.1) Scope 2, location-based

word_document.select_from

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

(7.3.2) Scope 2, market-based

word_document.select_from

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

(7.3.3) Comment

Emissions from the generation of electricity and District Heating consumed on-site in the premises that the company occupied in the countries in which it operated during the base year, calculated under the The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition (the "GHG Protocol") based on data about consumption gathered and processed for the generation of figures published in the Group's Universal Registration Document for emissions from these sources for the Group as a whole in those countries.

[word_document.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 within your selected reporting boundary which are not included in your disclosure?

word_document.select_from

☒ No

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

Scope 1

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO₂e)

4719

(7.5.3) Methodological details

Scope 1 emissions are from combustion of fuel and fugitive emissions from leakages of refrigerants. Sopra Steria's offices use natural gas, diesel and fuel oil for heating, and back-up generators at some sites. Sopra Steria has calculated GHG emissions from the combustion of fuels from records and estimates of consumption made under the processes that generate figures for publication in its Universal Registration Document under the "The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)". Air conditioning equipment in the company's offices and data centres leaks refrigerant. Sopra Steria records such leakages in several countries; from such records over several years it calculates a fugitive emissions benchmark using Global Warming Potentials (GWPs) from the IPCC Fifth Assessment Report (AR5). This fugitive emissions benchmark expresses average fugitive emissions per unit of electricity consumed for whatever purpose. Sopra Steria has applied this fugitive emissions benchmark to electricity consumption in other countries to estimate fugitive emissions there. Sopra Steria's statutory auditors have verified to ISAE3000 the overall figure for fugitive emissions by the Sopra Steria Group, including the part estimated using the fugitive emissions benchmark, and examined the component figures for individual countries in the course of that verification.

Scope 2 (location-based)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

16611

(7.5.3) Methodological details

Emissions from the generation of electricity and District Heating consumed on-site in the premises that the company occupied in the countries in which it operated during the base year, calculated under the The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition (the “GHG Protocol”) based on data about consumption gathered and processed for the generation of figures published in the Group’s Universal Registration Document for emissions from these sources for the Group as a whole in those countries using location-based emissions factors from the GHG Protocol for those countries and audited to ISAE3000 by Sopra Steria’s statutory auditors.

Scope 2 (market-based)**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

1857

(7.5.3) Methodological details

Emissions from the generation of electricity and District Heating consumed on-site in the premises that the company occupied in the countries in which it operated during the base year were calculated under the The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition (the “GHG Protocol”) using data about consumption gathered and processed for the generation of figures published in the Group’s Universal Registration Document for emissions from these sources for the Group as a whole in those countries and audited to ISAE3000 by Sopra Steria’s statutory auditors. The calculation on a market basis of emissions due to the generation of electricity consumed used an emissions factor of zero for the calculation of emissions due to the generation of electricity procured under a “green” tariff or otherwise covered by instruments certifying the renewability of its source, and country-based Residual Mix emissions factors from the Association of Issuing Bodies (AIB) for the calculation of emissions due to electricity not procured under a “green” tariff or otherwise covered by any instrument certifying the renewability of its source. The calculation on a market basis of emissions from the generation of District Heating consumed was done in the same way as the calculation of emissions on a location basis.

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)

270835

(7.5.3) Methodological details

We calculated supply chain emissions for all countries in the Group, using sectoral, expenditure-based emissions factors from the Agence de l'Environnement et de la Maîtrise de l'Énergie (ADEME) applied to residual expenditure by sector with our new database covering the whole of the Group. Residual expenditure is expenditure excluding expenditure on goods and services (such as energy and business travel) that give rise to emissions that are accounted for elsewhere.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Emissions arising from capital purchases are included in Category 1 of Scope 3.

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

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

5464

(7.5.3) Methodological details

The sum of: “Well-to-Tank” (WTT) (Scope 3 Category 3a) emissions for Scope 1 fuels, calculated by multiplying consumption by the appropriate emissions factor from Bilan Carbone; WTT Generation and WTT Transmissions & Distribution (T&D) Losses (Scope 3 Category 3b) for electricity and District Heating, calculated by multiplying consumption by the appropriate emissions factor from DEFRA; T&D Losses for Scope 2 energy (electricity and District Heating), calculated by multiplying consumption by the appropriate emissions factor from the GHG Protocol.

Scope 3 category 4: Upstream transportation and distribution**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Included in Category 1 of Scope 3.

Scope 3 category 5: Waste generated in operations**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

(7.5.3) Methodological details

The total weights of waste of various types by disposal route (open loop [recycling], closed loop [recycling], anaerobic digestion, combustion and landfill) were estimated from the weights of waste of those types (paper, cardboard, plastic, organics, WEEE (including batteries, toner cartridges and fluorescent tubes) in each country by their disposal routes. Emissions from disposal by these routes were calculated by multiplying the weight of waste of each type for each disposal route by the emissions factor for that route, taken from the “Waste Disposal” worksheet of the spreadsheet “UK Government GHG Conversion Factors for Company Reporting” for the year 2023 (available at <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2023>). In some countries water consumption was measured; in others it was estimated using benchmarks (consumption per head) from comparable countries. Emissions from the treatment of waste water (assumed to be the same amount as water consumed) were calculated using the emissions factor from the worksheet “Water Treatment” in the spreadsheet above, which is based on Global Warming Potentials (GWPs) from the IPCC Fourth Assessment Report (SAR 100 year).

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO₂e)

34687

(7.5.3) Methodological details

We used a third-party software system to calculate emissions from business travel (air, road, rail and hotel stays) by the whole Sopra Steria Group from raw data about journeys under The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) with GWP IPCC Second Assessment Report (SAR 100 year) and, where applicable, the DEFRA (UK) standard. Sopra Steria's statutory auditors verified these emissions to a Reasonable Level of Assurance under ISAE3000. One Carbon World also certified them under the UN Climate Neutral Now programme for our Carbon Neutral Now certification for Business Travel.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

66778

(7.5.3) Methodological details

We estimated the distances that employees travel to their contracted places of work using average commuting distances in each country under typical allocations to car, bus and train travel. We calculated emissions from the total distances commuted under each mode of transport by multiplying by appropriate emissions factors from the workbook 2012 Guidelines to Defra / DECC's GHG Conversion Factors for Company Reporting, produced by AEA for the Department of Energy and Climate Change (DECC) and the Department for Environment, Food and Rural Affairs (Defra), dated 28th May 2012, as allowed by GHG Protocol, Annex 6 – Passenger Transport; all under The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) with GWP IPCC Second Assessment Report (SAR 100 year) and where applicable the DEFRA (UK) standard.

Scope 3 category 8: Upstream leased assets**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

1250

(7.5.3) Methodological details

Sopra Steria accounted for emissions due to its off-site data centres under this category. Sopra Steria calculated these emissions by multiplying the consumption of electricity in these data centres by the emissions factor appropriate for the source of the electricity consumed; for electricity from a renewable source the appropriate emissions factor was zero; for electricity not from a renewable source the appropriate emissions factor was the Residual Mix emissions factor (published by the Association of Issuing Bodies) for the country in which the data centre was located.

Scope 3 category 9: Downstream transportation and distribution**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Sopra Steria's operating activities do not require downstream transport or distribution of goods.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Sopra Steria does not sell products as part of its core business, and so emissions due to the processing of such products are irrelevant.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Sopra Steria does not sell products as part of its core business.

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

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Sopra Steria does not sell products as part of its core business, and so there are no emissions due to the end-of-life treatment of such products.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

494

(7.5.3) Methodological details

Under this heading Sopra Steria accounts for emissions due to tenants in buildings that it operates. Sopra Steria calculated them for the base year by taking the proportion of emissions due to those buildings corresponding to the proportion (by area) of those buildings that tenants occupied during the base year.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Sopra Steria understands the emissions in this category to be those due to the operations of franchises covered by rights that an organisation has granted or sold. Sopra Steria neither sells franchising rights nor operates any franchises, and has never done so.

Scope 3 category 15: Investments**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

2892

(7.5.3) Methodological details

In 2019 the Sopra Steria Group owned 32.57 per cent of the company Axway. Sopra Steria accounts for Axway's emissions as a tenant in its offices under Scope 3 Category 13 Downstream Leased Assets. It accounts for its share of Axway's emissions from other sources under this heading. Axway did not publish figures for its emissions under Scope 3 in 2019. The figure above is 32.57 per cent of Axway's reported emissions under Scopes 1 and 2 plus Sopra Steria's estimate of its emissions from other material sources in that year.

Scope 3: Other (upstream)**(7.5.1) Base year end**

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

The Sopra Steria Group performs no upstream activities not covered by other headings.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2019

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

The Sopra Steria Group performs no downstream activities not covered by other headings.

[word_document.fixed_row]

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

	Gross global Scope 1 emissions (metric tons CO2e)	Methodological details
Reporting year	2139.99	Scope 1 emissions are from combustion of fuel and fugitive emissions from leakages of refrigerants.

[word_document.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)

9833.32

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

252.45

(7.7.4) Methodological details

Emissions from the generation of electricity and District Heating consumed on-site in the premises that the company occupied in the reporting year in the countries in which it operated, calculated under the The Greenhouse Gas Protocol A Corporate Accounting and Reporting Standard Revised Edition using data about consumption gathered and processed for the generation of figures published in the Group's Universal Registration Document for emissions from these sources for the Group as a whole in those countries and audited to ISAE3000 by Sopra Steria's statutory auditors. The calculation of emissions on a location basis due to the generation of electricity consumed used location-based emissions factors from the GHG Protocol for the countries in which the Group operated during the reporting year.

[word_document.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

word_document.select_from

☒ Relevant, calculated

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

285988

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

- ☒ Supplier-specific method
- ☒ Spend-based method

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

1.4

(7.8.5) Please explain

We calculated supply chain emissions for all countries in the Group in 2023 to be 285,988 tCO₂e, using sectoral, expenditure-based emissions factors from the Agence de l'Environnement et de la Maîtrise de l'Énergie (ADEME) applied to residual expenditure by sector with our new database covering the whole of the Group, and using the actual emission factors of some of our key suppliers instead of generic ADEME factors. Residual expenditure is expenditure excluding expenditure on goods and services (such as energy and business travel) that give rise to emissions that are accounted for elsewhere. By 2025 we intend to undertake more detailed analysis of suppliers responsible for significant GHG emissions, and to develop our use of EcoVadis, Provigis and the CDP dataset for gathering data about emissions management in our supplier assessment programme. We opted to use the EcoVadis Carbon Action Module solution to help procurement, sustainability teams, and trading partners collaborate on and address the need for carbon emissions reductions in the supply chain. The statutory auditors Mazars awarded the method "Reasonable Assurance". These initiatives complement our Scope 3 (a vast majority of these emission come from Supply Chain) Net Zero emissions reduction target, approved by the Science Based Targets initiative (SBTi), to reduce absolute Scope 3 emissions 37.5% by 2030, 90% by 2040, from a 2019 base year; and remaining value chain emissions 10% removed by carbon removal offsets to become 'Net Zero 2040'. The key suppliers that provided us actual emissions factors represented 1.4% of our Scope 3-1 emissions.

Capital goods

(7.8.1) Evaluation status

word_document.select_from

- ☒ Not relevant, explanation provided

(7.8.5) Please explain

As a company delivering consulting, digital services and software development, Sopra Steria Group purchases relatively few capital items. The value of these items is immaterial. We lease our IT equipment and almost all of our offices and account for their emissions from operations under Scopes 1 and 2, and from purchased goods and services under Scope 3 Category 1.

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

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

3822.41

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

☒ Fuel-based method

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

92

(7.8.5) Please explain

Emissions that are not calculated using consumption data from suppliers or value chain partners were estimated using benchmarks for consumption (consumption per unit area) based on data from suppliers or value chain partners in the same country.

Upstream transportation and distribution

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a company delivering consulting, digital services and software development, Sopra Steria Group does not manufacture products and therefore, does not purchase significant amounts of materials that need transportation. We do acquire products that we use to deliver our services (such as IT equipment, stationary, office furniture) and we account for the emissions associated with the upstream transportation and distribution of these items under Scope 3 Category 1.

Waste generated in operations

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

69

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

☒ Waste-type-specific method

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

47.2

(7.8.5) Please explain

By weight, 50% of our solid waste is paper and cardboard, e-waste, plastic and metallic waste. Though paper and cardboard waste is measured, and most of it is recycled, the small proportion sent to landfill is estimated and so boosts the proportion of emissions estimated. Organic waste is similar; though most of the weight of it is measured, the small proportion sent to landfill is estimated and so boosts the proportion of emissions estimated. Most emissions from waste disposal are due to the treatment of waste water; we estimate 33% of our water consumption. Thus, for our total Scope 3-5, 47.2% of emissions are from real data.

Business travel

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

18406

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

☒ Average data method

☒ Fuel-based method

☒ Distance-based method

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

77

(7.8.5) Please explain

23% of the emissions have been estimated from benchmarks of Sopra Steria's operations in countries with a similar business model. Figures for emissions from Business Travel in the reporting year have been independently audited by the Statutory Auditor to Reasonable Assurance to ISAE3000.

Employee commuting

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

32895

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

- ☒ Average data method
- ☒ Fuel-based method
- ☒ Distance-based method

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

77

(7.8.5) Please explain

We surveyed our employees' patterns of movement in France, UK, Germany, Norway, Sweden, Denmark and India to find out the distances they travel and how employees get to work (Sopra Steria sites). We adjusted these distances to factor in the percentage of employees working from home. In addition, we corrected the emissions figures linked to commuting journeys by adding in emissions arising from the energy used by people working from home (IT equipment, heating/air conditioning). We used data concerning employees' movement patterns in measured countries to estimate the distances travelled by employees in the estimated countries, and we calculated the associated emissions in the same way as for 'measured countries'.

Upstream leased assets

(7.8.1) Evaluation status

word_document.select_from

- ☒ Relevant, calculated

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

108

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

- ☒ Other, please specify :Market-based electricity method

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

99.2

(7.8.5) Please explain

Emissions from the operation of off-site data centres are calculated using the figures for the consumption of electricity from operators and market-based emissions factors appropriate to type of electricity consumed. Off-site data centres consume electricity only and the proportion reported above is the proportion of that consumption that was measured. Emissions from the presence of Sopra Steria Group staff on client sites would be reported under this heading but are not included as Sopra Steria Group cannot calculate them completely or accurately.

Downstream transportation and distribution

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

Most of the Sopra Steria Group's business is in the form of services; for some customers we do procure products (ICT equipment), but usually have them delivered directly to site; the costs and emissions associated with delivery are built into the overall purchase price and hence accounted for under Scope 3 Category 1: Purchased Goods and Services.

Processing of sold products

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a company delivering consulting, digital services and software development, Sopra Steria Group does not manufacture or sell products, therefore the processing of such products is not relevant.

Use of sold products

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

VAs a company delivering consulting, digital services and software development, Sopra Steria Group does not sell products therefore the use of such products is not relevant.

End of life treatment of sold products

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

As a company delivering consulting, digital services and software development, Sopra Steria Group does not sell products therefore the disposal of such sold products is irrelevant.

Downstream leased assets

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

☒ Fuel-based method

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

93.5

(7.8.5) Please explain

Sopra Steria calculates emissions on sites on which has tenants, using data about consumption of fuel and electricity, and appropriate emissions factors (for electricity, on a market basis). It also calculates or estimates fugitive emissions from leakages of refrigerants from those sites. It apportions such emissions to tenants on the basis of the proportions of the sites that they occupy. Because all of the electricity that Sopra Steria consumes on sites on which it has tenants is renewable and therefore responsible for no emissions, the remaining emissions are from combustion of fuel and fugitive emissions. A relatively high proportion of emissions are from these sources is estimated. Sopra Steria owns 31.96% of one of the tenants on its sites, Axway, and reports under Scope 3 Category 15 emissions due to this investment except those reported here.

Franchises

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

Sopra Steria understands the emissions in this category to be those due to the operations of franchises covered by rights that an organisation has granted or sold. Sopra Steria neither sells franchising rights nor operates any franchises.

Investments

(7.8.1) Evaluation status

word_document.select_from

☒ Relevant, calculated

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

3288

(7.8.3) Emissions calculation methodology

word_document.select_all_that_apply

☒ Investment-specific method

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

100

(7.8.5) Please explain

In 2023 the Sopra Steria Group owned 31.96 per cent of the company Axway. Scope 3 Category 13 Downstream Leased Assets accounts for Axway's emissions as a tenant in Sopra Steria's offices; Sopra Steria's share of Axway's other emissions is reported here. The figure above is 31.96 per cent of Axway's reported Scopes 1, 2 and 3 emissions for 2023. The following value differs from that in our 2023 Universal Registration Document (URD); Axway's audit had not been completed and its URD not published when we compiled our 2023 URD, and so we had to estimate Axway's Scopes 1, 2 and 3 emissions in 2023 to be 12,000 tCO₂e. The audited figure for Axway's Scope 1, 2 and 3 emissions in 2023 published in its 2023 URD amounted to 10 288 tCO₂e. Proportion of emissions due to the Sopra Steria Group: 31.96% x 10,288 tCO₂e 3,288 tCO₂e

Other (upstream)

(7.8.1) Evaluation status

word_document.select_from

☒ Not relevant, explanation provided

(7.8.5) Please explain

The Sopra Steria Group performs no upstream activities not covered by other headings.

Other (downstream)

(7.8.1) Evaluation status

word_document.select_from
☒ Not relevant, explanation provided

(7.8.5) Please explain

The Sopra Steria Group performs no downstream activities not covered by other headings.
[word_document.fixed_row]

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

	Verification/assurance status
Scope 1	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place

[word_document.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*word_document.select_from*☒ Annual process**(7.9.1.2) Status in the current reporting year***word_document.select_from*☒ Complete**(7.9.1.3) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.1.4) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.1.5) Page/section reference**

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 2 - Section 2 Scope 1 ENERGY, the combustion of primary energy, 1,216 tCO₂e and also on page 2 of the same document- Section heading Scope 1 FUGITIVE EMISSIONS, the figure for emissions from leakages of refrigerant gas, 924 tCO₂e Page 3 - Section 2 end of page Scope 1 Total 2,140 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.1.6) Relevant standard*word_document.select_from*☒ ISAE3000**(7.9.1.7) Proportion of reported emissions verified (%)**

100

[word_document.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

word_document.select_from☒ Scope 2 market-based

(7.9.2.2) Verification or assurance cycle in place

word_document.select_from☒ Annual process

(7.9.2.3) Status in the current reporting year

word_document.select_from☒ Complete

(7.9.2.4) Type of verification or assurance

word_document.select_from☒ Reasonable assurance

(7.9.2.5) Attach the statement

Sopra Steria FY2023 CDP Verification signed.pdf

(7.9.2.6) Page/ section reference

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 2 - Section 2 Scope 2 ENERGY, market-based emissions from the generation of purchased electricity and emissions from the generation of purchased District Heating, 252 tCO₂e. Page 3 - Section 2 end of page Scope 2 Total 252 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.2.7) Relevant standard

word_document.select_from

☒ ISAE3000

(7.9.2.8) Proportion of reported emissions verified (%)

100

[word_document.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

word_document.select_all_that_apply

☒ Scope 3: Purchased goods and services

(7.9.3.2) Verification or assurance cycle in place

word_document.select_from

☒ Annual process

(7.9.3.3) Status in the current reporting year

word_document.select_from

☒ Complete

(7.9.3.4) Type of verification or assurance*word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.3.6) Page/section reference***Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 2 - Scope 3-1 PURCHASED GOODS & SERVICES, 285,988 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.***(7.9.3.7) Relevant standard***word_document.select_from*☒ ISAE3000**(7.9.3.8) Proportion of reported emissions verified (%)***100***Row 2****(7.9.3.1) Scope 3 category***word_document.select_all_that_apply*☒ Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)**(7.9.3.2) Verification or assurance cycle in place***word_document.select_from*☒ Annual process

(7.9.3.3) Status in the current reporting year*word_document.select_from*☒ Complete**(7.9.3.4) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.3.6) Page/section reference***Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 2 - Scope 3-3 FUEL & ENERGY RELATED ACTIVITIES, 3,822 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.***(7.9.3.7) Relevant standard***word_document.select_from*☒ ISAE3000**(7.9.3.8) Proportion of reported emissions verified (%)***100***Row 3****(7.9.3.1) Scope 3 category***word_document.select_all_that_apply*☒ Scope 3: Waste generated in operations

(7.9.3.2) Verification or assurance cycle in place*word_document.select_from*☒ Annual process**(7.9.3.3) Status in the current reporting year***word_document.select_from*☒ Complete**(7.9.3.4) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.3.6) Page/section reference***Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 3 - Scope 3-5 WASTE GENERATED IN OPERATIONS, 44 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.***(7.9.3.7) Relevant standard***word_document.select_from*☒ ISAE3000**(7.9.3.8) Proportion of reported emissions verified (%)**

100

Row 4

(7.9.3.1) Scope 3 category*word_document.select_all_that_apply*☒ Scope 3: Business travel**(7.9.3.2) Verification or assurance cycle in place***word_document.select_from*☒ Annual process**(7.9.3.3) Status in the current reporting year***word_document.select_from*☒ Complete**(7.9.3.4) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.3.6) Page/section reference**

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 3 - Scope 3-6 BUSINESS TRAVEL, emissions from Air, Road and Rail travel and hotel stays, 18,406 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.3.7) Relevant standard*word_document.select_from*☒ ISAE3000

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 5**(7.9.3.1) Scope 3 category***word_document.select_all_that_apply*☒ Scope 3: Employee commuting**(7.9.3.2) Verification or assurance cycle in place***word_document.select_from*☒ Annual process**(7.9.3.3) Status in the current reporting year***word_document.select_from*☒ Complete**(7.9.3.4) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf***(7.9.3.6) Page/section reference**

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 3 - Scope 3-7 EMPLOYEE COMMUTING & WORKING FROM HOME, 32,895 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.3.7) Relevant standard*word_document.select_from*☒ ISAE3000**(7.9.3.8) Proportion of reported emissions verified (%)**

100

Row 6**(7.9.3.1) Scope 3 category***word_document.select_all_that_apply*☒ Scope 3: Upstream leased assets**(7.9.3.2) Verification or assurance cycle in place***word_document.select_from*☒ Annual process**(7.9.3.3) Status in the current reporting year***word_document.select_from*☒ Complete**(7.9.3.4) Type of verification or assurance***word_document.select_from*☒ Reasonable assurance**(7.9.3.5) Attach the statement***Sopra Steria FY2023 CDP Verification signed.pdf*

(7.9.3.6) Page/section reference

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 3 - Scope 3-8 UPSTREAM LEASED ASSETS, market based emission of data centre offsite, 108 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.3.7) Relevant standard

word_document.select_from

☒ ISAE3000

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 7

(7.9.3.1) Scope 3 category

word_document.select_all_that_apply

☒ Scope 3: Downstream leased assets

(7.9.3.2) Verification or assurance cycle in place

word_document.select_from

☒ Annual process

(7.9.3.3) Status in the current reporting year

word_document.select_from

☒ Complete

(7.9.3.4) Type of verification or assurance

word_document.select_from

☒ Reasonable assurance

(7.9.3.5) Attach the statement

Sopra Steria FY2023 CDP Verification signed.pdf

(7.9.3.6) Page/section reference

Page 5 - Sopra Steria FY2023 Verification signed by Mazars. Page 3 - Scope 3-13 DOWNSTREAM LEASED ASSETS, from tenants, 204 tCO₂e. Page 4 of the same document- Section 4 on ISAE3000 standard used. Page 4 of the same document- Section 5 on Reasonable Assurance statement.

(7.9.3.7) Relevant standard

word_document.select_from

☒ ISAE3000

(7.9.3.8) Proportion of reported emissions verified (%)

100

[word_document.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?

word_document.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)

38

(7.10.1.2) Direction of change in emissions

word_document.select_from

☒ Decreased**(7.10.1.3) Emissions value (percentage)**

1.03

(7.10.1.4) Please explain calculation

*The consumption of electricity in France decreased from 21,961 MWh to 17,625 MWh while the proportion of “green” electricity stayed at 98.5%. In all other countries the proportion of “green” electricity remained at 100%. The Residual Mixed Emission Factor for France rose from 48.57 gCO₂kWh in 2022 to 124.96 gCO₂kWh in 2023: Source AIB. As a result emissions from this source increased from 16 tCO₂e in 2022 to 33 tCO₂e in 2023, a difference of 17 tCO₂e. (For 2022: 21,961MWh * (1-98.5%) * 48.57 gCO₂/kWh * 103 kWh/MWh / 106 g/t 16 tCO₂e. For 2023: 17,625MWh * (1-98.5%) * 124.96 gCO₂kWh * 103 kWh/MWh / 106 g/t 33 tCO₂e) Under consumption of fuel we used less biodiesel at our site in Meudon in France, decreasing in-scope emissions by 55 tCO₂e compared to last year. Therefore the total drop is 55-1738 tCO₂e. As a proportion of Scope 1 & 2 emissions last year (2022) 3,705 tCO₂e the change amounted to 38/3,705 1.03%.*

Other emissions reduction activities**(7.10.1.1) Change in emissions (metric tons CO₂e)**

1140

(7.10.1.2) Direction of change in emissions

word_document.select_from

☒ Decreased**(7.10.1.3) Emissions value (percentage)**

30.77

(7.10.1.4) Please explain calculation

Because the ambient temperature in India is high, air-conditioning units must run continuously at high loads, make them more prone to leakages of refrigerant (fugitive emissions). In order to avoid such leakages, in 2021 we introduced better detection and control of leakages in India. We maintained this in 2022 and in 2023. We chose eco-friendly equipment when we replaced air conditioning units. This approach reduced fugitive emissions in India by 208 tCO₂e in 2023 compared to 2022. Under the Group Energy Savings Plan the UK ran site rationalisation projects that reduced fuel consumption and so GHG emissions by 691 tCO₂e. One of the main actions of the Energy Savings Plan is to manage office temperature more closely; this reduced consumption of fuel and District Heating overall at Group level. The drop in emissions was 78 tCO₂e from combustion of fuels and 163 tCO₂e from District Heating. Total reduction due to better management of air conditioning systems in India (208 tCO₂e) reduction due to site rationalisation in the UK (691 tCO₂e) reduction due to reduction in fuel consumption (78 tCO₂e) reduction due to reduction in District Heating use (163 tCO₂e) 1,140 tCO₂e As a proportion of Scope 1 & 2 emissions last year (2022), 3,705 tCO₂e, the reduction amounted to 1,140 / 3,705 30.77%

Divestment**(7.10.1.1) Change in emissions (metric tons CO₂e)**

0

(7.10.1.2) Direction of change in emissions

word_document.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

word_document.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

word_document.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

word_document.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)

16

(7.10.1.2) Direction of change in emissions

word_document.select_from

☒ Increased

(7.10.1.3) Emissions value (percentage)

0.43

(7.10.1.4) Please explain calculation

Air conditioning equipment in the company's offices and data centres leaks refrigerant. Sopra Steria records such leakages in several countries; from such records over several years it calculates a fugitive emissions benchmark using Global Warming Potentials (GWPs) from the IPCC Fifth Assessment Report (AR5). This fugitive emissions benchmark expresses average fugitive emissions per unit of electricity consumed for whatever purpose. Sopra Steria has applied this fugitive emissions benchmark to electricity consumption in other countries to estimate fugitive emissions there. Sopra Steria's statutory auditors have verified to ISAE3000 the overall figure for fugitive emissions by the Sopra Steria Group, including the part estimated using the fugitive emissions benchmark, and examined the component figures for individual countries in the course of that verification. Benchmark used during fugitive emissions calculation was 12 tCO₂e/GWh in 2022 and 14.80 tCO₂e/GWh in 2023. With this increase in benchmark and general decrease on electricity consumption with the energy savings plan in 2023, we observe an increase of 16 tCO₂e in fugitive emissions compared to 2022, for the countries we estimate the leakages. As a proportion of Scope 12 emissions last year (2022), 3,705 tCO₂e, the change amounted to 16/3,705 0.43%.

Change in boundary**(7.10.1.1) Change in emissions (metric tons CO₂e)**

0

(7.10.1.2) Direction of change in emissions

word_document.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)

52

(7.10.1.2) Direction of change in emissions*word_document.select_from*☒ Increased**(7.10.1.3) Emissions value (percentage)**

1.4

(7.10.1.4) Please explain calculation

Because the ambient temperature in India is high, air conditioning must run continuously at high loads. The increase in ambient temperatures in India in 2023 drove greater use of air conditioning systems, which raised demand for electricity on the grid and so caused more power cuts. In the event of such cuts we use back-up diesel generators. We observed an increase in diesel consumption by these generators that raised emissions by 52 tCO₂e. As a proportion of Scope 1 & 2 emissions of 3,705 tCO₂e last year (2022), the change amounted to 52 / 3,705 1.4%.

Unidentified**(7.10.1.1) Change in emissions (metric tons CO₂e)**

2

(7.10.1.2) Direction of change in emissions*word_document.select_from*☒ Increased**(7.10.1.3) Emissions value (percentage)**

0.06

(7.10.1.4) Please explain calculation

Cumulative small changes, with no specific origin, give rise to an increase of 2.2 tCO₂e. As a proportion of Scope 12 emissions last year (2022), 3,705 tCO₂e, this change amounted to 2.2/3,705 0.06%.

Other**(7.10.1.1) Change in emissions (metric tons CO₂e)**

205

(7.10.1.2) Direction of change in emissions

word_document.select_from

☒ Decreased

(7.10.1.3) Emissions value (percentage)

5.53

(7.10.1.4) Please explain calculation

In 2023, there were no specific leakages of refrigerant from air conditioning equipment in France and UK compared to year before. There is a decrease in fugitive emissions of 205 tCO₂e (141 tCO₂e less in UK and 64 tCO₂e less in France) compared to the previous reporting year. As a proportion of Scope 12 emissions last year (2022), 3,705 tCO₂e, the change amounted to -205/3,705 -5.53%.

[word_document.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?

word_document.select_from

☒ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?*word_document.select_from*☒ No**(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?***word_document.select_from*☒ Yes**(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).****Row 1****(7.15.1.1) Greenhouse gas***word_document.select_from*☒ CO2**(7.15.1.2) Scope 1 emissions (metric tons of CO2e)**

1209.92

(7.15.1.3) GWP Reference*word_document.select_from*☒ IPCC Fourth Assessment Report (AR4 - 100 year)**Row 2****(7.15.1.1) Greenhouse gas**

word_document.select_from

☒ CH4

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

1.43

(7.15.1.3) GWP Reference

word_document.select_from

☒ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

word_document.select_from

☒ N2O

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

4.44

(7.15.1.3) GWP Reference

word_document.select_from

☒ IPCC Fourth Assessment Report (AR4 - 100 year)

Row 4

(7.15.1.1) Greenhouse gas

word_document.select_from

☒ HFCs

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

924.2

(7.15.1.3) GWP Reference*word_document.select_from*☒ IPCC Fifth Assessment Report (AR5 – 100 year)*[word_document.add_row]***(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.****Austria****(7.16.1) Scope 1 emissions (metric tons CO₂e)**

0.07

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

2.76

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

2.18

Belgium**(7.16.1) Scope 1 emissions (metric tons CO₂e)**

67.85

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

83.74

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

0

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.41

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

2.62

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

0

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.99

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

31.8

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

6.68

Cameroon

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.23

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

21.88

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

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

17.66

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

11.56

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

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.25

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

10.24

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

0

Côte d'Ivoire

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.11

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

2.41

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

0

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.28

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

0.27

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

431.19

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

975.16

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

102.29

French Polynesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.05

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

0

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

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

59.87

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

865.09

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

74.75

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.05

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

2.05

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

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

675.91

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

5422.34

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

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.11

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

2.57

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

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

37.52

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

112.36

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

0

Lebanon

(7.16.1) Scope 1 emissions (metric tons CO2e)

133.58

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

26.14

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

0

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

49.61

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

16.46

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

0

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.09

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

101.39

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

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

31.78

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

38.37

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

0

Norway

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

18.39

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

3.98

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.4

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

195.71

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

53.69

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.03

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

19.54

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

0

Senegal

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.04

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

1.58

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

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

12.25

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

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

20.32

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

277.05

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

0

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

10.75

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

8.51

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

25.31

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

4.29

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

0.1

Tunisia

(7.16.1) Scope 1 emissions (metric tons CO2e)

8.9

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

254.77

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

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.31

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

11.09

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

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

558.55

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

1275.06

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

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.8

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

22.62

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

0

`[word_document.fixed_row]`**(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.**`word_document.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	<i>Activities in offices of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)</i>	1804.02
Row 2	<i>Activities in on-site data centres of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)</i>	35.1
Row 3	<i>All activities in the UK Joint Ventures NHS SBS and SSCL</i>	297.04
Row 4	<i>All activities in the German Joint Venture SFT</i>	3.83

`[word_document.add_row]`**(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**`word_document.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	<i>Activities in offices of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)</i>	7613.5	248.41
Row 2	<i>Activities in on-site data centres of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)</i>	1176.76	4.04
Row 3	<i>All activities in the UK Joint Ventures NHS SBS and SSCL</i>	488.83	0
Row 4	<i>All activities in the German Joint Venture SFT</i>	554.23	0

[word_document.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)

1839.12

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

8790.26

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

252.45

(7.22.4) Please explain

All activities in Sopra Steria Group excluding the UK Joint Ventures NHS SBS and SSCL and German Joint Venture SFT.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

300.87

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

1043.06

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

0

(7.22.4) Please explain

All activities in the UK Joint Ventures NHS SBS and SSCL and German Joint Venture SFT.
[word_document.fixed_row]

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

word_document.select_from
☒ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

Sopra Human Resources Software (SHRS)

(7.23.1.2) Primary activity

word_document.select_from

☒ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

word_document.select_all_that_apply

☒ Other unique identifier, please specify

(7.23.1.11) Other unique identifier

519319651

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

34.33

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

87.49

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

6.66

(7.23.1.15) Comment

A SIREN Number identifies a subsidiary, but only in France.

Row 3

(7.23.1.1) Subsidiary name

Sopra Banking Software (SBS)

(7.23.1.2) Primary activity

word_document.select_from

☒ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

word_document.select_all_that_apply

☒ Other unique identifier, please specify :SIREN Number

(7.23.1.11) Other unique identifier

450792999

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

419.69

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

1948.38

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

56.63

(7.23.1.15) Comment

A SIREN Number identifies a subsidiary, but only in France.

Row 4**(7.23.1.1) Subsidiary name***Sopra Steria***(7.23.1.2) Primary activity***word_document.select_from*☒ Software**(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary***word_document.select_all_that_apply*☒ Other unique identifier, please specify :SIREN Number**(7.23.1.11) Other unique identifier***326820065***(7.23.1.12) Scope 1 emissions (metric tons CO2e)***1192.58***(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)***2236.01***(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)***172.18***(7.23.1.15) Comment**

A SIREN Number identifies a subsidiary, but only in France. In this case, it is intended to refer to the just the company Sopra Steria, i.e. excluding Sopra Banking Software (SBS), CIMPA, Sopra Human Resources Software (SHRS) and other subsidiaries of the Sopra Steria Group.

Row 5

(7.23.1.1) Subsidiary name

CIMPA

(7.23.1.2) Primary activity

word_document.select_from

☒ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

word_document.select_all_that_apply

☒ Other unique identifier, please specify :SIREN number

(7.23.1.11) Other unique identifier

326463445

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

31.14

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

34.47

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

0.79

(7.23.1.15) Comment

A SIREN Number identifies a subsidiary, but only in France.

[word_document.add_row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

word_document.select_from

☒ More than 0% but less than or equal to 5%

(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)	word_document.select_from <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	word_document.select_from <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	word_document.select_from <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired steam	word_document.select_from <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	word_document.select_from <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	word_document.select_from

	Indicate whether your organization undertook this energy-related activity in the reporting year
	<input checked="" type="checkbox"/> Yes

[word_document.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

word_document.select_from
☒ HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

6193.53

(7.30.1.4) Total (renewable and non-renewable) MWh

6193.53

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

word_document.select_from

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

41379.23

(7.30.1.3) MWh from non-renewable sources

264.37

(7.30.1.4) Total (renewable and non-renewable) MWh

41643.6

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

word_document.select_from

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

3080.39

(7.30.1.4) Total (renewable and non-renewable) MWh

3080.39

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

word_document.select_from

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

0

Total energy consumption

(7.30.1.1) Heating value

word_document.select_from

☒ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

41379.23

(7.30.1.3) MWh from non-renewable sources

9538.29

(7.30.1.4) Total (renewable and non-renewable) MWh

50917.52

[word_document.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	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of heat	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No

[*word_document.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) Heating value***word_document.select_from*☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sopra Steria did not consume any sustainable biomass during 2023.

Other biomass

(7.30.7.1) Heating value

word_document.select_from

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sopra Steria did not consume any other biomass during 2023.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

word_document.select_from

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Sopra Steria did not consume any other renewable fuels (e.g. renewable hydrogen) during 2023.

Coal

(7.30.7.1) Heating value

word_document.select_from

☒ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment*Sopra Steria did not consume any coal during 2023.***Oil****(7.30.7.1) Heating value***word_document.select_from*☒ HHV**(7.30.7.2) Total fuel MWh consumed by the organization**

138.79

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

138.79

(7.30.7.8) Comment

Fuel Oil (Light) Emission factor 256.50 gCO₂e per kWh

Gas

(7.30.7.1) Heating value

word_document.select_from

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4880.67

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

4880.67

(7.30.7.8) Comment

Natural Gas Emission factor 182.93 gCO₂e per kWh

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

word_document.select_from

☒ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

1174.07

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1174.07

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

Diesel for India Consumption 520.13 MWh Emission factor 251.93 gCO₂e per kWh Diesel for the rest of the countries (Cameroon, Lebanon and UK) Consumption 653.94 MWh Emission factor 239.08 gCO₂e per kWh

Total fuel**(7.30.7.1) Heating value**

word_document.select_from

☒ HHV**(7.30.7.2) Total fuel MWh consumed by the organization**

6193.53

(7.30.7.3) MWh fuel consumed for self-generation of electricity

1174.07

(7.30.7.4) MWh fuel consumed for self-generation of heat

5019.46

(7.30.7.8) Comment

Total fuel consumption in 2023 contains gas, oil and diesel consumption.

[word_document.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)**

321.58

(7.30.9.2) Generation that is consumed by the organization (MWh)

321.58

(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

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

[word_document.fixed_row]

(7.30.14) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in 7.7.

Row 1**(7.30.14.1) Country/area***word_document.select_from*☒ Austria**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type**

word_document.select_from

☒ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1952

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Bollène (capacity: 354MW, year: 1952).

Row 2

(7.30.14.1) Country/area

word_document.select_from

☒ Belgium

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable energy certificates purchased for Belgium in 2023.

Row 3

(7.30.14.1) Country/area

word_document.select_from

☒ Belgium

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

14

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable energy certificates purchased for Belgium in 2023.

Row 4

(7.30.14.1) Country/area

word_document.select_from

☒ Belgium

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type*word_document.select_from*☒ Other biomass**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

77

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ GO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Italy**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***This line indicates the renewable energy certificates purchased for Belgium in 2023.***Row 5****(7.30.14.1) Country/area***word_document.select_from*☒ Brazil

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

28

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Brazil

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment*Device Name: Apodi Technology: PV Ground mounted***Row 6****(7.30.14.1) Country/area***word_document.select_from*☒ Bulgaria**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Large hydropower (>25 MW)**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

67

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ GO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ France**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

1968

(7.30.14.10) Comment*The energy under this certificate comes from the plant called Quartier des Combeaux (capacity: 180MW, year: 1968).***Row 7****(7.30.14.1) Country/area***word_document.select_from*☒ Cameroon**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

80

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Burkina Faso

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment

Device Name: Zagtouli Solar Power Plant Technology: PV Ground mounted

Row 8

(7.30.14.1) Country/area

word_document.select_from

☒ Canada

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

97

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

Project: IMP - BARROW RANCH Location:TX

Row 9

(7.30.14.1) Country/area

word_document.select_from

☒ China

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

17

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ I-REC**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ China**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2016

(7.30.14.10) Comment*Device Name: Zhangwo Hydro Power Station Energy source: Hydro-electric***Row 10****(7.30.14.1) Country/area***word_document.select_from*☒ Côte d'Ivoire

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

8

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Burkina Faso

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment*Device name: Zagtoui Solar Power Plant Technology: PV Ground mounted***Row 11****(7.30.14.1) Country/area***word_document.select_from*☒ Denmark**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Small hydropower (<25 MW)**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

11

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ GO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Denmark**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

1924

(7.30.14.10) Comment*The energy under this certificate comes from the plant called 570715000000066436 (capacity: 0.5MW, year: 1924).***Row 12****(7.30.14.1) Country/area***word_document.select_from*☒ France**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5631

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2010

(7.30.14.10) Comment

The energy under this certificate comes from 11 different plants which are: Centrale eolienne de Fonds de Fresne (capacity: 10MW, year: 2005), Parc éolien du bois nanette (capacity: 12,5MW, year: 2010), CN AIR POUZIN (capacity: 4,6 MW, year: 2009), PARC EOLIEN SIOULET CHAVANON (capacity: 4,8 MW, year: 2018) PARC EOLIEN COL DE LA FAGEOLE 2 (capacity: 3 MW, year: 2006) LA REPARA AURIPLES (capacity: 2,4 MW, year: 2007) PARC EOLIEN DE MAISON DIEU 1 (capacity: 12 MW, year: 2022) PARC EOLIEN DE MAISON DIEU 2 (capacity: 9 MW, year: 2022) PARC EOLIEN DE MAISON DIEU 3 (capacity: 3 MW, year: 2022) Parc éolien de St Cyr en Pail (capacity: 10,25 MW, year: 2009) Parc Eolien de Fréigné (capacity: 8,2 MW, year: 2014). The commissioning year reported above is for the plant with the highest capacity, in this case Parc éolien du bois nanette.

Row 13

(7.30.14.1) Country/area

word_document.select_from

☒ France

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1466

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2011

(7.30.14.10) Comment

The energy under this certificate comes from 803255132000015700-SAVIGNANO (capacity: 76MW, year: 2011).

Row 14

(7.30.14.1) Country/area

word_document.select_from

☒ France

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

1466

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Finland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

The energy under this certificate comes from 2 different plants: Kropuln Vind Oy (capacity: 30,1 MW, year: 2021) EOLE SOMME 1 VAUVILLERS 1 (capacity: 12 MW, year: 2006) Sundom Vindkraftverk (capacity: 3,6 MW, year: 2012) The commissioning year reported above is for the plant with the highest capacity, in this case Kropuln Vind Oy.

Row 15

(7.30.14.1) Country/area

word_document.select_from

☒ France

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3665.5

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute*word_document.select_from*☒ France**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

1961

(7.30.14.10) Comment

The energy under this certificate comes from 3 different plants which are: Quartier des Combeaux (capacity: 180MW, year: 1968), Logis Neuf (capacity: 215MW, year: 1961) Brégnier Cordon (capacity: 70MW, year: 1983). The commissioning year reported above is for the plant with the highest capacity, in this case Logis Neuf.

Row 16**(7.30.14.1) Country/area***word_document.select_from*☒ France**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

5131.5

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1968

(7.30.14.10) Comment

The energy under this certificate comes from X different plants which are: Centrale Maison de l'Electricité (capacity: 2,47, year:2019), CHUTE DE PINSOT-BREDA (capacity: 1,6MW, year: 2018) USINE DE CHAVAROCHE (capacity: 7,9MW, year: 2008) CENTRALE HYDROELECTRIQUE D'ARTEMARE (capacity: 4,54MW, year:

2006) MOULIN DE CHAZELLES 2 (capacity: 0,19 MW, year: 2011) BARRAGE DE PIERRE ABESSE (capacity: 0,5 MW, year: 2018) MELLAN ENERGIE (capacity: 0,11 MW, year: 2017) CENTRALE DE LAVANCIA 2 (capacity: 0,55 MW, year: 2015) AMENAGEMENT HYDROELECTRIQUE DE CUSSET (capacity: 0,4 MW, year: 2015) CHUTE DE PRELE 2 (capacity: 1 MW, year: 2015) CENTRALE HYDROELECTRIQUE PAPETERIE (capacity: 0,11 MW, year: 1999) CENTRALE DE SAUTEVEDEL (capacity: 0,14 MW, year: 2019) MONTARTIER 3 (capacity: 2,5 MW, year: 2015) CHUTE DE CHINFERT (capacity: 0,8 MW, year: 2015) CHUTE DES MOULINS (capacity: 6 MW, year: 2020) CENTRALE DE SAINT BUEIL (capacity: 0,4 MW, year: 2016) CENTRALE DES ADRETS (capacity: 0,81 MW, year: 2001) The commissioning year reported above is for the plant with the highest capacity, in this case USINE DE CHAVAROCHE.

Row 17

(7.30.14.1) Country/area

word_document.select_from

☒ French Polynesia

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

3

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1968

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Quartier des Combeaux (capacity: 180 MW, year: 1968).

Row 18

(7.30.14.1) Country/area

word_document.select_from

☒ Germany

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2036

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1968

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Quartier des Combeaux (capacity: 180MW, year: 1968).

Row 19

(7.30.14.1) Country/area*word_document.select_from*☒ Hong Kong SAR, China**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Hydropower (capacity unknown)**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

4

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ I-REC**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*

☒ China

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2016

(7.30.14.10) Comment

Device name: Zhangwo Hydro Power Station Technology: Hydroelectric

Row 20

(7.30.14.1) Country/area

word_document.select_from

☒ India

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

7825

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Indian REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ India

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2013

(7.30.14.10) Comment

Device name: Chuzachen Hydro Technology: Hydroelectric

Row 21

(7.30.14.1) Country/area

word_document.select_from

☒ Italy

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

167

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2009

(7.30.14.10) Comment*The energy under this certificate comes from the plant called 803255132001614162 – Parco Eolico Regalbuto (capacity: 50MW, year: 2009).***Row 22****(7.30.14.1) Country/area**

word_document.select_from

☒ Lebanon**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier**

word_document.select_from

☒ Electricity**(7.30.14.4) Low-carbon technology type**

word_document.select_from

☒ Solar**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

37

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ I-REC**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Israel**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2019

(7.30.14.10) Comment*Device name: SHNEUR TZE'ELIM Technology: PV Ground mounted***Row 23****(7.30.14.1) Country/area***word_document.select_from*☒ Morocco**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

141

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Indian REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Burkina Faso

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment*Device Name: Zagtouli Solar Power Plant Technology: PV Ground mounted***Row 24****(7.30.14.1) Country/area***word_document.select_from*☒ Netherlands**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Large hydropower (>25 MW)**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

127

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

word_document.select_from

☒ France**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

word_document.select_from

☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

1952

(7.30.14.10) Comment

The energy under this certificate comes from 2 different plants which are: Quartier des Combeaux (capacity: 180MW, year: 1968) Bollène (capacity: 354 MW, year: 1952) The commissioning year reported above is for the plant with the highest capacity, in this case Bollène.

Row 25**(7.30.14.1) Country/area**

word_document.select_from

☒ Norway**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

260

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Other, please specify :Other please specifie Norwegian Energy Certificate System (NECS)

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Norway

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1960

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Innset (Bardu) (capacity: 90MW, year: 1960).

Row 26

(7.30.14.1) Country/area

word_document.select_from

☒ Poland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

172

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2015

(7.30.14.10) Comment

The energy under this certificate comes from PL00058473/GP_WIL/01/24732/2023 (capacity: 82.5MW, year: 2015)

Row 27

(7.30.14.1) Country/area

word_document.select_from

☒ Poland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

55

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Poland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2021

(7.30.14.10) Comment

The energy under this certificate comes from PL00052597/GP_WIL/01/28356/2023 (capacity: 51.98 MW, year: 2021).

Row 28

(7.30.14.1) Country/area

word_document.select_from

☒ Romania

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

72

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Hungary

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2010

(7.30.14.10) Comment*The energy under this certificate comes from the plant called Pannon-Ho Biomassza kiseromu (capacity: 38 MW, year: 2010)***Row 29****(7.30.14.1) Country/area**

word_document.select_from

☒ Senegal**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier**

word_document.select_from

☒ Electricity**(7.30.14.4) Low-carbon technology type**

word_document.select_from

☒ Solar**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

3

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ I-REC**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Burkina Faso**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2017

(7.30.14.10) Comment*Device Name: Zagtouli Solar Power Plant Technology: PV Ground mounted***Row 30****(7.30.14.1) Country/area***word_document.select_from*☒ Singapore**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Other biomass

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

32

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Malaysia

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2018

(7.30.14.10) Comment*Device Name: Cenergi Pantai Remis Biogas Technology: Internal combustion engine: Non CHP***Row 31****(7.30.14.1) Country/area***word_document.select_from*☒ Spain**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Wind**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

1637

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute**

word_document.select_from

☒ Sweden**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?**

word_document.select_from

☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2020

(7.30.14.10) Comment

The energy under this certificate comes from 2 different plants which are: Tonsen vindpark (capacity: 116.1MW, year: 2020) and Skogsvind (capacity: 8.8 MW, year: 2015). The commissioning year reported above is for the plant with the highest capacity, in this case Tonsen vindpark.

Row 32**(7.30.14.1) Country/area**

word_document.select_from

☒ Spain**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Large hydropower (>25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

163

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ France

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

1952

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Bollène (capacity: 354 MW, year: 1952)

Row 33

(7.30.14.1) Country/area

word_document.select_from

☒ Switzerland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Small hydropower (<25 MW)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

2

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ GO

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

The energy under this certificate comes from the plant called 764011376000001024.

Row 34

(7.30.14.1) Country/area

word_document.select_from

☒ Tunisia

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

601

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ I-REC**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Burkina Faso**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ Yes**(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

2017

(7.30.14.10) Comment*Device Name: Zagtoui Solar Power Plant Technology: PV Ground mounted***Row 35****(7.30.14.1) Country/area***word_document.select_from*☒ United Arab Emirates

(7.30.14.2) Sourcing method

word_document.select_from

☒ Unbundled procurement of energy attribute certificates (EACs)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

21

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ I-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ United Arab Emirates

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ Yes

(7.30.14.9) Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

2017

(7.30.14.10) Comment*Device Name: Mohammed bin Rashid Al Maktoum Solar Park Phase 2 Technology: PV Ground mounted***Row 36****(7.30.14.1) Country/area***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*☒ Wind**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

130

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ REGO**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***The energy under this certificate comes from the generation station called "Evishagaran Wind Farm LTD"***Row 37****(7.30.14.1) Country/area***word_document.select_from*☒ United States of America**(7.30.14.2) Sourcing method***word_document.select_from*☒ Unbundled procurement of energy attribute certificates (EACs)**(7.30.14.3) Energy carrier***word_document.select_from*

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

64

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ US-REC

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ United States of America

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

Project name: IMP – BARROW RANCH

Row 38

(7.30.14.1) Country/area

word_document.select_from

☒ Belgium

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

416.45

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Belgium

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 39

(7.30.14.1) Country/area

word_document.select_from

☒ Germany

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

489.17

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Germany

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 40

(7.30.14.1) Country/area

word_document.select_from

☒ Ireland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type*word_document.select_from*☒ Renewable energy mix, please specify :Wind, Solar and Hydro**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

9.64

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ Contract**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Ireland**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***This line indicates the renewable electricity purchased through the electricity contract.***Row 41****(7.30.14.1) Country/area***word_document.select_from*☒ Italy

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Solar

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

256.15

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Italy

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 42**(7.30.14.1) Country/area**

word_document.select_from

☒ Luxembourg

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

150.97

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute*word_document.select_from*☒ Luxembourg**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***This line indicates the renewable electricity purchased through the electricity contract.***Row 43****(7.30.14.1) Country/area***word_document.select_from*☒ Norway**(7.30.14.2) Sourcing method***word_document.select_from*☒ Retail supply contract with an electricity supplier (retail green electricity)**(7.30.14.3) Energy carrier***word_document.select_from*☒ Electricity**(7.30.14.4) Low-carbon technology type***word_document.select_from*

☒ Wind**(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

1956.57

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ Contract**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ Norway**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***This line indicates the renewable electricity purchased through the electricity contract.***Row 44****(7.30.14.1) Country/area***word_document.select_from*☒ Sweden**(7.30.14.2) Sourcing method**

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Wind

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

216.13

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Sweden

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 45

(7.30.14.1) Country/area

word_document.select_from

☒ Switzerland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Hydropower (capacity unknown)

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

167.01

(7.30.14.6) Tracking instrument used

word_document.select_from

☒ Contract

(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute

word_document.select_from

☒ Switzerland

(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?

word_document.select_from

☒ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 46

(7.30.14.1) Country/area

word_document.select_from

☒ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

word_document.select_from

☒ Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

word_document.select_from

☒ Electricity

(7.30.14.4) Low-carbon technology type

word_document.select_from

☒ Renewable energy mix, please specify :Wind, Solar and Hydro

(7.30.14.5) Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

6409.08

(7.30.14.6) Tracking instrument used*word_document.select_from*☒ Contract**(7.30.14.7) Country/area of origin (generation) of the low-carbon energy or energy attribute***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(7.30.14.8) Are you able to report the commissioning or re-powering year of the energy generation facility?***word_document.select_from*☒ No**(7.30.14.10) Comment***This line indicates the renewable electricity purchased through the electricity contract.**[word_document.add_row]***(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.****Austria****(7.30.16.1) Consumption of purchased electricity (MWh)**

4.79

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

12.79

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

17.58

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

507.54

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

507.54

Brazil**(7.30.16.1) Consumption of purchased electricity (MWh)**

28.02

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

28.02

Bulgaria**(7.30.16.1) Consumption of purchased electricity (MWh)**

66.98

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

39.11

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

106.09

Cameroon**(7.30.16.1) Consumption of purchased electricity (MWh)**

79.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

79.57

Canada**(7.30.16.1) Consumption of purchased electricity (MWh)**

96.34

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

96.34

China**(7.30.16.1) Consumption of purchased electricity (MWh)**

16.57

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

16.57

Côte d'Ivoire**(7.30.16.1) Consumption of purchased electricity (MWh)**

7.63

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7.63

Denmark**(7.30.16.1) Consumption of purchased electricity (MWh)**

10.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

7.73

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18.46

France**(7.30.16.1) Consumption of purchased electricity (MWh)**

17624.62

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

388.99

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

18013.61

French Polynesia**(7.30.16.1) Consumption of purchased electricity (MWh)**

3.06

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.06

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

2525.04

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1557.67

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

4082.71

Hong Kong SAR, China**(7.30.16.1) Consumption of purchased electricity (MWh)**

3.31

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

3.31

India**(7.30.16.1) Consumption of purchased electricity (MWh)**

7824.45

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7824.45

Ireland**(7.30.16.1) Consumption of purchased electricity (MWh)**

9.64

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

9.64

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

422.4

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

422.40

Lebanon**(7.30.16.1) Consumption of purchased electricity (MWh)**

36.86

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

36.86

Luxembourg**(7.30.16.1) Consumption of purchased electricity (MWh)**

150.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

150.97

Morocco**(7.30.16.1) Consumption of purchased electricity (MWh)**

141.01

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

141.01

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

126.65

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

126.65

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

2216.3

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

760.51

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2976.81

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

226.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

150.57

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

377.44

Romania**(7.30.16.1) Consumption of purchased electricity (MWh)**

71.32

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

71.32

Senegal**(7.30.16.1) Consumption of purchased electricity (MWh)**

2.83

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

2.83

Singapore**(7.30.16.1) Consumption of purchased electricity (MWh)**

31.81

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

31.81

Spain**(7.30.16.1) Consumption of purchased electricity (MWh)**

1799.03

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

1799.03

Sweden**(7.30.16.1) Consumption of purchased electricity (MWh)**

216.13

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

160.83

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

376.96

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

168.76

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

2.19

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

170.95

Tunisia

(7.30.16.1) Consumption of purchased electricity (MWh)

600.87

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

600.87

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

20.97

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

20.97

United Kingdom of Great Britain and Northern Ireland**(7.30.16.1) Consumption of purchased electricity (MWh)**

6538.78

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

6538.78

United States of America**(7.30.16.1) Consumption of purchased electricity (MWh)**

63.73

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

0

(7.30.16.5) Consumption of self-generated heat, steam, and cooling (MWh)

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

63.73

[word_document.fixed_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**

4.121e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2392.44

(7.45.3) Metric denominator*word_document.select_from*☒ unit total revenue**(7.45.4) Metric denominator: Unit total**

5805300000

(7.45.5) Scope 2 figure used*word_document.select_from*☒ Market-based**(7.45.6) % change from previous year**

43.26

(7.45.7) Direction of change*word_document.select_from*☒ Decreased**(7.45.8) Reasons for change***word_document.select_all_that_apply*☒ Change in renewable energy consumption☒ Change in revenue**(7.45.9) Please explain**

The increase to 99.4% in the proportion of electricity consumed world-wide covered by Guarantees of Origin, International Renewable Energy Certificates or Green tariffs. Our profitability, and thus revenues have increased since last year.

Row 2**(7.45.1) Intensity figure**

0.0000037879

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2392.44

(7.45.3) Metric denominator

word_document.select_from

☒ Other, please specify :pro forma EBITDA

(7.45.4) Metric denominator: Unit total

631600000

(7.45.5) Scope 2 figure used

word_document.select_from

☒ Market-based

(7.45.6) % change from previous year

49.24

(7.45.7) Direction of change

word_document.select_from

☒ Decreased

(7.45.8) Reasons for change

word_document.select_all_that_apply

☒ Change in renewable energy consumption

☒ Change in revenue

(7.45.9) Please explain

The increase to 99.4% in the proportion of electricity consumed world-wide covered by Guarantees of Origin, International Renewable Energy Certificates or Green tariffs. Our profitability, and thus EBITDA have increased since last year.

[word_document.add_row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

word_document.select_from

☒ Waste

(7.52.2) Metric value

0.99

(7.52.3) Metric numerator

Amount of paper and cardboard recycled

(7.52.4) Metric denominator (intensity metric only)

Amount of paper and cardboard disposed of

(7.52.5) % change from previous year

0.3

(7.52.6) Direction of change

word_document.select_from

☒ Decreased

(7.52.7) Please explain

Sopra Steria separates and sends for recycling virtually all of the paper and cardboard that it acquires in disparate forms, especially packaging. It operates closed loop paper recycling in the UK. We had more paper and cardboard sent to landfill in some African countries, which led to a decrease of the percentage. Sopra Steria has published this metric (as a percentage) in its Universal Registration Document (Annual Report) for 2023, and had it and figures on which it is based verified to ISAE3000.

Row 3**(7.52.1) Description**

word_document.select_from

☒ Waste

(7.52.2) Metric value

0.99

(7.52.3) Metric numerator

Amount (weight) of WEEE reused or recycled

(7.52.4) Metric denominator (intensity metric only)

Amount (weight) of WEEE generated

(7.52.5) % change from previous year

0.8

(7.52.6) Direction of change

word_document.select_from

☒ Increased

(7.52.7) Please explain

WEEE is Waste Electrical and Electronic Equipment, including batteries and fluorescent lamps. In 2023, over 99.2% of waste electrical and electronic equipment (WEEE) was reused or recycled to give it a second life, up 0.8% from the previous year. This rise was mainly due to the removal of a supplier in France that didn't have excellent waste treatment processes. Sopra Steria has published this metric (as a percentage) in its Universal Registration Document (Annual Report) for 2023, and had it and the figures on which it is based verified to ISAE3000.

Row 4**(7.52.1) Description**

word_document.select_from

☒ Energy usage

(7.52.2) Metric value

0.99

(7.52.3) Metric numerator

Consumption of renewable (grid) electricity

(7.52.4) Metric denominator (intensity metric only)

Consumption of (grid) electricity

(7.52.5) % change from previous year

0.1

(7.52.6) Direction of change

word_document.select_from

☒ Increased

(7.52.7) Please explain

Renewable electricity is electricity certified to have come from renewable sources under a "Green Tariff" with a supplier, Guarantees of Origin (GOs) or International Renewable Energy Certificates (I-RECs). The metric has increased slightly because Sopra Steria has procured GOs and I-RECs to cover more of its consumption of grid electricity not procured under green tariffs. Sopra Steria has published this metric (as a percentage, 99.4%) in its Universal Registration Document (Annual Report) for 2023, and had it and the figures on which it is based verified to ISAE3000. The figures include miscellaneous sources of consumption associated with offices and data centres, including common areas of office buildings, car parks, a residence, and air-conditioning provided as a service in two buildings, as well as consumption in offices and on-site data centres and server rooms.

[word_document.add_row]

(7.53) Did you have an emissions target that was active in the reporting year?

word_document.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**

word_document.select_from

☒ Abs 8

(7.53.1.2) Is this a science-based target?

word_document.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

Sopra Steria Net Zero Approval Letter.pdf

(7.53.1.4) Target ambition*word_document.select_from*☒ 1.5°C aligned**(7.53.1.5) Date target was set**

06/28/2023

(7.53.1.6) Target coverage*word_document.select_from*☒ Organization-wide**(7.53.1.7) Greenhouse gases covered by target***word_document.select_all_that_apply*☒ Methane (CH₄)☒ Nitrous oxide (N₂O)☒ Carbon dioxide (CO₂)☒ Perfluorocarbons (PFCs)☒ Hydrofluorocarbons (HFCs)☒ Sulphur hexafluoride (SF₆)☒ Nitrogen trifluoride (NF₃)**(7.53.1.8) Scopes***word_document.select_all_that_apply*☒ Scope 1☒ Scope 2**(7.53.1.9) Scope 2 accounting method***word_document.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)

4719

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

1857

(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)

6576.000

(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

12/30/2040

(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)

657.600

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2140

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

252

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2392.000

(7.53.1.78) Land-related emissions covered by target

word_document.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

70.69

(7.53.1.80) Target status in reporting year

word_document.select_from

☒ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

This target relates to our first Long-term Net Zero emissions target from our entire Scope 1 and 2 by the end-2040 company-wide with 100% coverage and no exclusions. There are no exclusions. Sopra Steria Group commits to reduce absolute Scope 1 and 2 GHG emissions by 90% by 2040 from a 2019 base year, and this target has been approved by the SBTi. The NZ5 is applicable.

(7.53.1.83) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

For Scope 1 and 2: • Reducing the consumption of energy in offices and on-site data centres by improving energy efficiency: LED for light, for example. • Raising Awareness of employees (Energy Saving Plan). • Rolling out our ISO14001-certified Environmental Management System (EMS), which provides a framework for implementation of the Group's environmental priorities. • Self-generating electricity from renewable sources using solar panels on offices in India, for example. • Reducing (improving) the PUE (Power Usage Effectiveness) of on-site data centres by improving the effectiveness of their cooling systems or migrating them to facilities with low PUEs. • Choosing for example offices built to the highest environmental standards (BREEAM, HQE, LEED) for occupation. • Significantly reducing fugitive emissions with newer and more efficient equipment.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from

☒ Yes

Row 5

(7.53.1.1) Target reference number

word_document.select_from

☒ Abs 9

(7.53.1.2) Is this a science-based target?

word_document.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

Sopra Steria Net Zero Approval Letter.pdf

(7.53.1.4) Target ambition

word_document.select_from

☒ 1.5°C aligned

(7.53.1.5) Date target was set

06/28/2023

(7.53.1.6) Target coverage

word_document.select_from

☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

word_document.select_all_that_apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.53.1.8) Scopes

word_document.select_all_that_apply

☒ Scope 3

(7.53.1.10) Scope 3 categories

word_document.select_all_that_apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Scope 3, Category 15 – Investments | <input checked="" type="checkbox"/> Scope 3, Category 1 – Purchased goods and services |
| <input checked="" type="checkbox"/> Scope 3, Category 6 – Business travel | <input checked="" type="checkbox"/> Scope 3, Category 5 – Waste generated in operations |
| <input checked="" type="checkbox"/> Scope 3, Category 7 – Employee commuting
Scope 1 or 2) | <input checked="" type="checkbox"/> Scope 3, Category 3 – Fuel- and energy- related activities (not included in |
| <input checked="" type="checkbox"/> Scope 3, Category 8 - Upstream leased assets | |
| <input checked="" type="checkbox"/> Scope 3, Category 13 – Downstream leased assets | |

(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)

270835.0

(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)

5464

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

296.0

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

34687

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

66778

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

1250.0

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

494

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

2891.6

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

382695.600

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

382695.600

(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)

100.0

(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)

100.0

(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)

100.0

(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)

100.0

(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)

100.0

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100.0

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100.0

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100.0

(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)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/30/2040

(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)

38269.560

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

285988

(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)

3822

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

44

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

18406

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

32895

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

108

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

204

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

3835

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

345302.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

345302.000

(7.53.1.78) Land-related emissions covered by target*word_document.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

10.86

(7.53.1.80) Target status in reporting year

word_document.select_from

☒ Underway**(7.53.1.82) Explain target coverage and identify any exclusions**

This target relates to our second Long-term Net Zero emissions target from our entire Scope 3 by the end-2040 company-wide with 100% coverage and no exclusions. There are no exclusions and some categories are not material (categories 3-9, 3-10, 3-11, 3-12, 3-14) or included in other categories (categories 3-2, 3-4). Sopra Steria Group commits to reduce absolute Scope 3 GHG emissions by 90% by 2040 from a 2019 base year, and this target has been approved by the SBTi. Please note that our SBTi baseline 2019 excludes Hotels from category 3-6, and homeworking from category 3-7 at the request of SBTi as they are optional within the GHG Protocol. These are included on our annual report and therefore the CDP response, so our stakeholders receive consistent figures. The NZ6 is applicable.

(7.53.1.83) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

For Scope 3-1 (Supply Chain): • Engage our key suppliers (those accounting for about 50% of our residual supply chain emissions) on decarbonisation and so get them to provide figures for emissions embedded in what they supply to us. • Train our procurement staff on engagement and collaboration in a series of webinars. • Developing approaches to embedding sustainability into vendor selection and procurement choices systematically. • Using purchasing instruments (contract conditions, action plans, supplier roadmaps) to make vendors accountable for carbon reductions. • Engaging IT hardware and software vendors directly to identify opportunities for collaboration on pathways for decarbonisation. • Developing plans to train buyers in our sustainable procurement methodology and defining specific action plans for individual procurement categories. For Scope 3-5 (Waste): • Continue to minimise the generation of e-waste and paper & cardboard waste, and to maintain or increase the proportion recycled. For Scope 3-6 (Business Travel) and Scope 3-7 (Commuting): • Continue to use technology to enable employees to reduce travel to and from offices and clients. • Increase the adoption of EV vehicles in the Group. For Scope 3-8: • Offsite data centres: Prefer facilities that use electricity from renewable sources.

(7.53.1.85) Target derived using a sectoral decarbonization approach*word_document.select_from*☒ Yes**Row 7****(7.53.1.1) Target reference number***word_document.select_from*☒ Abs 7**(7.53.1.2) Is this a science-based target?***word_document.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***Sopra Steria Net Zero Approval Letter.pdf***(7.53.1.4) Target ambition***word_document.select_from*☒ 1.5°C aligned**(7.53.1.5) Date target was set***06/28/2023***(7.53.1.6) Target coverage***word_document.select_from*☒ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

word_document.select_all_that_apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Methane (CH ₄) | <input checked="" type="checkbox"/> Sulphur hexafluoride (SF ₆) |
| <input checked="" type="checkbox"/> Nitrous oxide (N ₂ O) | <input checked="" type="checkbox"/> Nitrogen trifluoride (NF ₃) |
| <input checked="" type="checkbox"/> Carbon dioxide (CO ₂) | |
| <input checked="" type="checkbox"/> Perfluorocarbons (PFCs) | |
| <input checked="" type="checkbox"/> Hydrofluorocarbons (HFCs) | |

(7.53.1.8) Scopes

word_document.select_all_that_apply

- ☒ Scope 3

(7.53.1.10) Scope 3 categories

word_document.select_all_that_apply

- | | |
|---|---|
| <input checked="" type="checkbox"/> Scope 3, Category 15 – Investments | <input checked="" type="checkbox"/> Scope 3, Category 1 – Purchased goods and services |
| <input checked="" type="checkbox"/> Scope 3, Category 6 – Business travel | <input checked="" type="checkbox"/> Scope 3, Category 5 – Waste generated in operations |
| <input checked="" type="checkbox"/> Scope 3, Category 7 – Employee commuting
Scope 1 or 2) | <input checked="" type="checkbox"/> Scope 3, Category 3 – Fuel- and energy- related activities (not included in |
| <input checked="" type="checkbox"/> Scope 3, Category 8 - Upstream leased assets | |
| <input checked="" type="checkbox"/> Scope 3, Category 13 – Downstream leased assets | |

(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)

270835.0

(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)

5464

(7.53.1.18) Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)

296.0

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

34687

(7.53.1.20) Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)

66778

(7.53.1.21) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)

1250.0

(7.53.1.26) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)

494

(7.53.1.28) Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)

2891.6

(7.53.1.31) Base year total Scope 3 emissions covered by target (metric tons CO2e)

382695.600

(7.53.1.32) Total base year emissions covered by target in all selected Scopes (metric tons CO2e)

382695.600

(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)

100.0

(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)

100.0

(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)

100.0

(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)

100.0

(7.53.1.42) Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)

100.0

(7.53.1.47) Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)

100.0

(7.53.1.49) Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)

100.0

(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)

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

37.5

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

239184.750

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

285988

(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)

3822

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

44

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

18406

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

32895

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

108

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

204

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

3835

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

345302.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

345302.000

(7.53.1.78) Land-related emissions covered by target*word_document.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**

26.06

(7.53.1.80) Target status in reporting year*word_document.select_from*☒ Underway**(7.53.1.82) Explain target coverage and identify any exclusions**

This target relates to our new Near-term target emissions from our entire Scope 3 by the end-2030 company-wide. We commit to reduce absolute scope 3 GHG emissions 37.5% by 2030 from a 2019 base year. This target has been approved by the SBTi, and is linked to our Long-term Net Zero emissions target by 2040 (also approved).

(7.53.1.83) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions

economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year

For Scope 3-1 (Supply Chain): • Engage our key suppliers (those accounting for about 50% of our residual supply chain emissions) on decarbonisation and so get them to provide figures for emissions embedded in what they supply to us. • Train our procurement staff on engagement and collaboration in a series of webinars. • Developing approaches to embedding sustainability into vendor selection and procurement choices systematically. • Using purchasing instruments (contract conditions, action plans, supplier roadmaps) to make vendors accountable for carbon reductions. • Engaging IT hardware and software vendors directly to identify opportunities for collaboration on pathways for decarbonisation. • Developing plans to train buyers in our sustainable procurement methodology and defining specific action plans for individual procurement categories. For Scope 3-5 (Waste): • Continue to minimise the generation of e-waste and paper & cardboard waste, and to maintain or increase the proportion recycled. For Scope 3-6 (Business Travel) and Scope 3-7 (Commuting): • Continue to use technology to enable employees to reduce travel to and from offices and clients. • Increase the adoption of EV vehicles in the Group. For Scope 3-8: • Offsite data centres: Prefer facilities that use electricity from renewable sources.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from

☒ Yes

Row 8

(7.53.1.1) Target reference number

word_document.select_from

☒ Abs 6

(7.53.1.2) Is this a science-based target?

word_document.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

Sopra Steria Net Zero Approval Letter.pdf

(7.53.1.4) Target ambition*word_document.select_from*☒ 1.5°C aligned**(7.53.1.5) Date target was set**

06/28/2023

(7.53.1.6) Target coverage*word_document.select_from*☒ Organization-wide**(7.53.1.7) Greenhouse gases covered by target***word_document.select_all_that_apply*☒ Methane (CH₄)☒ Nitrous oxide (N₂O)☒ Carbon dioxide (CO₂)☒ Perfluorocarbons (PFCs)☒ Hydrofluorocarbons (HFCs)☒ Sulphur hexafluoride (SF₆)☒ Nitrogen trifluoride (NF₃)**(7.53.1.8) Scopes***word_document.select_all_that_apply*☒ Scope 1☒ Scope 2**(7.53.1.9) Scope 2 accounting method***word_document.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)

4719.0

(7.53.1.13) Base year Scope 2 emissions covered by target (metric tons CO2e)

1857.0

(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)

6576.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100.0

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100.0

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

100.0

(7.53.1.54) End date of target

12/30/2030

(7.53.1.55) Targeted reduction from base year (%)

54

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

3024.960

(7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

2140

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

252

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

2392.000

(7.53.1.78) Land-related emissions covered by target

word_document.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

117.82

(7.53.1.80) Target status in reporting year

word_document.select_from

☒ Achieved and maintained

(7.53.1.82) Explain target coverage and identify any exclusions

This target relates to our new Near-term target emissions from our entire Scope 1, 2 by the end-2030 company-wide. We commit to reduce absolute scope 1 and 2 GHG emissions 54% by 2030 from a 2019 base year. This target has been approved by the SBTi, and is linked to our Long-term Net Zero emissions target by 2040 (also approved).

(7.53.1.83) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.53.1.85) Target derived using a sectoral decarbonization approach

`word_document.select_from`

☒ Yes

(7.53.1.86) List the emissions reduction initiatives which contributed most to achieving this target

For Scope 1 and 2: • Reducing the consumption of energy in offices and on-site data centres by improving energy efficiency: LED for light, for example. • Raising Awareness of employees (Energy Saving Plan). • Rolling out our ISO14001-certified Environmental Management System (EMS), which provides a framework for implementation of the Group's environmental priorities. • Self-generating electricity from renewable sources using solar panels on offices in India, for example. • Reducing (improving) the PUE (Power Usage Effectiveness) of on-site data centres by improving the effectiveness of their cooling systems or migrating them to facilities with low PUEs. • Choosing for example offices built to the highest environmental standards (BREEAM, HQE, LEED) for occupation. • Significantly reducing fugitive emissions with newer and more efficient equipment.

`[word_document.add_row]`

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 2

(7.53.2.1) Target reference number

word_document.select_from

☒ Int 4

(7.53.2.8) Scopes

word_document.select_all_that_apply

☒ Scope 3

(7.53.2.11) Intensity metric

word_document.select_from

☒ Metric tons CO2e per unit FTE employee

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100.0

(7.53.2.81) Land-related emissions covered by target

word_document.select_from

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

Row 3

(7.53.2.1) Target reference number

word_document.select_from

☒ Int 3

(7.53.2.8) Scopes

word_document.select_all_that_apply

☒ Scope 1

☒ Scope 2

(7.53.2.11) Intensity metric

word_document.select_from

☒ Metric tons CO2e per unit FTE employee

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

100.0

(7.53.2.81) Land-related emissions covered by target

word_document.select_from

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

[word_document.add_row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

word_document.select_all_that_apply

☒ Net-zero targets

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 2

(7.54.1.1) Target reference number

word_document.select_from

☒ Low 1

(7.54.1.3) Target coverage

word_document.select_from

☒ Organization-wide

(7.54.1.4) Target type: energy carrier

word_document.select_from

☒ Electricity

(7.54.1.5) Target type: activity

word_document.select_from

☒ Consumption

(7.54.1.6) Target type: energy source

word_document.select_from

☒ Renewable energy source(s) only

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

59178.0

(7.54.1.9) % share of low-carbon or renewable energy in base year

20.4

(7.54.1.16) Is this target part of an emissions target?

This target is part of an emissions reduction target reported in C4.1a: Target reference numbers: Abs 3 and Abs 4, and C4.1b: Target reference numbers Int 3.

(7.54.1.17) Is this target part of an overarching initiative?

word_document.select_all_that_apply

☒ Science Based Targets initiative

(7.54.1.19) Explain target coverage and identify any exclusions

This is our revised target for Renewable Electricity with no exclusions and 100% coverage.

Row 3**(7.54.1.1) Target reference number**

word_document.select_from

☒ Low 3

(7.54.1.3) Target coverage

word_document.select_from

☒ Organization-wide

(7.54.1.4) Target type: energy carrier

word_document.select_from

☒ All energy carriers

(7.54.1.5) Target type: activity

word_document.select_from

☒ Consumption

(7.54.1.6) Target type: energy source

word_document.select_from

☒ Renewable energy source(s) only

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

76186.0

(7.54.1.9) % share of low-carbon or renewable energy in base year

18.0

(7.54.1.16) Is this target part of an emissions target?

This target is part of an emissions reduction target reported in C4.1a: Target reference numbers: Abs 3 and Abs 4, and C4.1b: Target reference numbers Int 3.

(7.54.1.17) Is this target part of an overarching initiative?

word_document.select_all_that_apply

☒ Science Based Targets initiative

(7.54.1.19) Explain target coverage and identify any exclusions

This is our target for Renewable Energy with no exclusions and 100% coverage.

Row 4**(7.54.1.1) Target reference number**

word_document.select_from

☒ Low 2

(7.54.1.3) Target coverage

word_document.select_from

☒ Country/area/region

(7.54.1.4) Target type: energy carrier

word_document.select_from

☒ Electricity

(7.54.1.5) Target type: activity*word_document.select_from*☒ Consumption**(7.54.1.6) Target type: energy source***word_document.select_from*☒ Renewable energy source(s) only**(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)**

24624.0

(7.54.1.9) % share of low-carbon or renewable energy in base year

1.0

(7.54.1.16) Is this target part of an emissions target?*This target is part of an emissions reduction target reported in C4.1a: Target reference numbers: Abs 3 and Abs 4, and C4.1b: Target reference numbers Int 3.***(7.54.1.17) Is this target part of an overarching initiative?***word_document.select_all_that_apply*☒ Science Based Targets initiative**(7.54.1.19) Explain target coverage and identify any exclusions***This is our target for Renewable Electricity with no exclusions and 100% coverage in France (Target Country).**[word_document.add_row]***(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.**

Row 2

(7.54.2.1) Target reference number

word_document.select_from

☒ Oth 3

(7.54.2.3) Target coverage

word_document.select_from

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

word_document.select_from

☒ Absolute

(7.54.2.5) Target type: category & Metric (target numerator if reporting an intensity target)

Waste management

☒ Percentage of total waste generated that is recycled

(7.54.2.8) Figure or percentage in base year

96.0

(7.54.2.15) Is this target part of an emissions target?

We reduce our Scope 3-5 emissions by reducing the amount of paper and cardboard waste that we generate and by sending that waste to recycling rather than to landfill. It is thus part of our net-zero target for Scope 3, the Abs 9 target in C4.1a.

(7.54.2.16) Is this target part of an overarching initiative?

word_document.select_all_that_apply

☒ Other, please specify :Recycle 100% of paper and cardboard waste by 2025.

Row 3

(7.54.2.1) Target reference number

word_document.select_from

☒ Oth 1

(7.54.2.3) Target coverage

word_document.select_from

☒ Organization-wide

(7.54.2.4) Target type: absolute or intensity

word_document.select_from

☒ Absolute

(7.54.2.5) Target type: category & Metric (target numerator if reporting an intensity target)

Energy consumption or efficiency

☒ MWh

(7.54.2.8) Figure or percentage in base year

58638.0

(7.54.2.15) Is this target part of an emissions target?

This target is part of an emissions reduction target reported in C4.1a: Target reference numbers: Abs 3 and Abs 4, and C4.1b: Target reference numbers Int 3.

(7.54.2.16) Is this target part of an overarching initiative?*word_document.select_all_that_apply*☒ Other, please specify :These targets are those of the Energy Savings Plan that Sopra Steria started to implement in 2022.**Row 4****(7.54.2.1) Target reference number***word_document.select_from*☒ Oth 2**(7.54.2.3) Target coverage***word_document.select_from*☒ Organization-wide**(7.54.2.4) Target type: absolute or intensity***word_document.select_from*☒ Absolute**(7.54.2.5) Target type: category & Metric (target numerator if reporting an intensity target)****Waste management**☒ Percentage of total waste generated that is recycled**(7.54.2.8) Figure or percentage in base year**

97.0

(7.54.2.15) Is this target part of an emissions target?

We reduce our Scope 3-5 emissions by increasing the amount of e-waste that is re-used. It is thus part of our strategy for achieving our Net Zero target for Scope 3, the Abs 9 target in C4.1a.

(7.54.2.16) Is this target part of an overarching initiative?

word_document.select_all_that_apply

☒ Other, please specify :Give 100% of WEEE a second life by 2025.

[word_document.add_row]

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

word_document.select_from

☒ NZ5

(7.54.3.2) Date target was set

06/28/2019

(7.54.3.3) Target Coverage

word_document.select_from

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

word_document.select_all_that_apply

☒ Abs6

☒ Abs8

(7.54.3.5) End date of target for achieving net zero*12/30/2040***(7.54.3.6) Is this a science-based target?***word_document.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***Sopra Steria Net Zero Approval Letter.pdf***(7.54.3.8) Scopes***word_document.select_all_that_apply*☒ Scope 1☒ Scope 2**(7.54.3.9) Greenhouse gases covered by target***word_document.select_all_that_apply*☒ Methane (CH₄)☒ Nitrous oxide (N₂O)☒ Carbon dioxide (CO₂)☒ Perfluorocarbons (PFCs)☒ Hydrofluorocarbons (HFCs)☒ Sulphur hexafluoride (SF₆)☒ Nitrogen trifluoride (NF₃)**(7.54.3.10) Explain target coverage and identify any exclusions**

This first target relates to our Near-term and Long-term Net Zero emissions from our entire Scope 1, 2 by the end-2040 company-wide with 100% coverage and no exclusions. Sopra Steria Group commits to reduce absolute Scope 1, 2 GHG emissions by 90% by 2040 from a 2019 base year, and this target has been approved by the SBTi. The NZ5 is applicable for Scope 1 and 2.

(7.54.3.11) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

word_document.select_from

☒ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

word_document.select_from

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

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

word_document.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

We are progressively phasing the implementation of Emission Reduction projects and for the remaining emissions, procure carbon removal offsets covering all emissions by 2040.

(7.54.3.17) Target status in reporting year

word_document.select_from

☒ Underway

(7.54.3.19) Process for reviewing target

Sopra Steria will review all active targets, at a minimum, every 5 years to ensure consistency with the latest SBTi criteria. If a significant change occurs and the company's target(s) no longer meet SBTi criteria, then the target(s) shall be recalculated and revalidated. Companies shall follow the most recent applicable criteria at the time of resubmission.

Row 2

(7.54.3.1) Target reference number

word_document.select_from

☒ NZ6

(7.54.3.2) Date target was set

06/28/2019

(7.54.3.3) Target Coverage

word_document.select_from

☒ Organization-wide

(7.54.3.4) Targets linked to this net zero target

word_document.select_all_that_apply

☒ Abs7

☒ Abs9

(7.54.3.5) End date of target for achieving net zero

12/30/2040

(7.54.3.6) Is this a science-based target?

word_document.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

Sopra Steria Net Zero Approval Letter.pdf

(7.54.3.8) Scopes

word_document.select_all_that_apply

☒ Scope 3

(7.54.3.9) Greenhouse gases covered by target

word_document.select_all_that_apply

☒ Methane (CH₄)

☒ Nitrous oxide (N₂O)

☒ Carbon dioxide (CO₂)

☒ Perfluorocarbons (PFCs)

☒ Hydrofluorocarbons (HFCs)

☒ Sulphur hexafluoride (SF₆)

☒ Nitrogen trifluoride (NF₃)

(7.54.3.10) Explain target coverage and identify any exclusions

This target relates to our Near-term and Long-term Net Zero emissions from our entire Scope 3 by the end-2040 company-wide with 100% coverage and no exclusions. Sopra Steria Group commits to reduce absolute Scope 3 GHG emissions 90% by 2040 from a 2019 base year, and this target has been approved by the SBTi. The NZ6 is applicable for Scope 3.

(7.54.3.11) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5C by passing a law that includes a requirement to achieve a net-zero emissions economy by 2050. Sopra Steria endorses UN objectives and those set by the EU supporting the transition to a net-zero emissions economy by 2050. The Science Based Targets initiative (SBTi) validated the Group's medium- and long-term targets for reducing GHG emissions from direct activities. Results against these targets are independently audited every year.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

word_document.select_from

☒ Yes**(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?***word_document.select_from*☒ No, but we plan to within the next two years**(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?***word_document.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***We are progressively phasing the implementation of Emission Reduction projects and for the remaining emissions, procure carbon removal offsets covering all emissions by 2040.***(7.54.3.17) Target status in reporting year***word_document.select_from*☒ Underway**(7.54.3.19) Process for reviewing target***Sopra Steria will review all active targets, at a minimum, every 5 years to ensure consistency with the latest SBTi criteria. If a significant change occurs and the company's target(s) no longer meet SBTi criteria, then the target(s) shall be recalculated and revalidated. Companies shall follow the most recent applicable criteria at the time of resubmission.**[word_document.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.***word_document.select_from*

☒ Yes

(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 CO ₂ e savings in metric tonnes CO ₂ e (only for rows marked *)
Under investigation	0	<i>word_document.numeric_input</i>
To be implemented	9	9657.61
Implementation commenced	6	10540.79
Implemented	8	10605.69
Not to be implemented	0	<i>word_document.numeric_input</i>

[word_document.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

☒ Large hydropower (>25 MW)

(7.55.2.2) Estimated annual CO₂e savings (metric tonnes CO₂e)

2574.6

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*word_document.select_all_that_apply*☒ Scope 2 (market-based)**(7.55.2.4) Voluntary/Mandatory***word_document.select_from*☒ Voluntary**(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)**

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

44973

(7.55.2.7) Payback period*word_document.select_from*☒ No payback**(7.55.2.8) Estimated lifetime of the initiative***word_document.select_from*☒ 1-2 years**(7.55.2.9) Comment***The Guarantees of Origin (GOs) for our electricity supplies in Austria, Bulgaria, France, French Polynesia, Germany, Netherlands, Norway, Spain and Switzerland are based on hydroelectric (large capacity) generation.***Row 2**

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Small hydropower (<25 MW)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

189.32

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

word_document.select_all_that_apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

6647

(7.55.2.7) Payback period

word_document.select_from

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

word_document.select_from

☒ 1-2 years

(7.55.2.9) Comment

The Guarantees of Origin (GOs) for our electricity supplies in Denmark and France are based on hydroelectric (small capacity) generation.

Row 3

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Hydropower (capacity unknown)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

5435.7

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

word_document.select_all_that_apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

11744

(7.55.2.7) Payback period*word_document.select_from*☒ No payback**(7.55.2.8) Estimated lifetime of the initiative***word_document.select_from*☒ 1-2 years**(7.55.2.9) Comment***The International Renewable Energy Certificates (I-RECs) for our electricity suppliers in China, Hong Kong and India are based on hydroelectric generation.***Row 4****(7.55.2.1) Initiative category & Initiative type****Low-carbon energy consumption**☒ Wind**(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)**

1875.37

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*word_document.select_all_that_apply*☒ Scope 2 (market-based)**(7.55.2.4) Voluntary/Mandatory**

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

49538

(7.55.2.7) Payback period

word_document.select_from

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

word_document.select_from

☒ 1-2 years

(7.55.2.9) Comment

The Guarantees of Origin (GOs) for our electricity supplies in Belgium, France, Italy, Poland and Spain, and the Renewable Energy Certificates (US-RECs) for our electricity suppliers in Canada and United States of America, and the Renewable Energy Guarantees of Origin (REGO) for our electricity supplies in the United Kingdom are based on wind generation.

Row 5

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

422.51

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

word_document.select_all_that_apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

2257

(7.55.2.7) Payback period

word_document.select_from

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

word_document.select_from

☒ 1-2 years

(7.55.2.9) Comment

The Guarantees of Origin (GOs) for our electricity supplies in Belgium and the International Renewable Energy Certificates (I-RECs) for our electricity suppliers in Brazil, Cameroon, Côte d'Ivoire, Lebanon, Morocco, Senegal, Tunisia and United Arab Emirates are based on solar generation.

Row 6

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Biogas

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

43.28

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

word_document.select_all_that_apply

☒ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

728

(7.55.2.7) Payback period

word_document.select_from

☒ No payback

(7.55.2.8) Estimated lifetime of the initiative

word_document.select_from

☒ 1-2 years

(7.55.2.9) Comment

The Guarantees of Origin (GOs) for our electricity supplies in Belgium and Romania and the International Renewable Energy Certificates (I-RECs) for our electricity supplies in Singapore are based on generation using biogas.

Row 7

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

☒ Solar PV

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

56.3

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

word_document.select_all_that_apply

☒ Scope 3: Other (upstream)

(7.55.2.4) Voluntary/Mandatory

word_document.select_from

☒ Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

12184

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period*word_document.select_from*☒ 1-3 years**(7.55.2.8) Estimated lifetime of the initiative***word_document.select_from*☒ 21-30 years**(7.55.2.9) Comment**

Average unit cost of electricity in India is taken as 13.5 INR, which is equal to 0.15 euros. The location-based emission factor used for the generation of electricity in India is 693 gCO_{2e} per kWh.

Row 8**(7.55.2.1) Initiative category & Initiative type****Energy efficiency in buildings**☒ Other, please specify :Rationalising the Uninterruptable Power Supply (UPS) infrastructure**(7.55.2.2) Estimated annual CO_{2e} savings (metric tonnes CO_{2e})**

8.6

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur*word_document.select_all_that_apply*☒ Scope 2 (market-based)**(7.55.2.4) Voluntary/Mandatory***word_document.select_from*☒ Voluntary**(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)**

0

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

55

(7.55.2.7) Payback period*word_document.select_from*☒ No payback**(7.55.2.8) Estimated lifetime of the initiative***word_document.select_from*☒ Ongoing**(7.55.2.9) Comment**

Rationalising the Uninterruptable Power Supply (UPS) infrastructure was a project to reduce the capacity of the UPS in one of our offices in India so that it more closely matched the required load. As we converted Desktops to Laptops for India Employees, UPS load has declined since 2022. This has given us the opportunity to reduce the capacity of the UPS. This year the investment was 55 euros and the annual energy saving with this project was 12420 kWh, corresponding to annual emissions of 8.6 tCO₂e at a location-based emission factor of 693 gCO₂e per kWh.

[word_document.add_row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?**Row 1****(7.55.3.1) Method**

word_document.select_from

☒ Dedicated budget for other emissions reduction activities**(7.55.3.2) Comment**

Sopra Steria pursues long-term targets for GHG emissions reductions approved by the SBTi. Sopra Steria reflects the permanence and duration of this commitment by taking long-term (multi-year) contracts for Guarantees of Origin (GOs) for supplies of electricity in countries with markets for electricity products such as “green” supplies, and International Renewable Energy Certificates (I-RECs) for supplies of electricity in countries without them. It maintains dedicated central budgets for purchases under these contracts. Sopra Steria has been a pioneer in its pursuit of ways of reducing its emissions from energy consumption. In 2015 it became the first company to adopt PowerPlus, a means of procuring green electricity in India before I-RECs became available. It has also been an early adopter of “Green Gas” certificates in the UK.

Row 3**(7.55.3.1) Method**

word_document.select_from

☒ Financial optimization calculations**(7.55.3.2) Comment**

An investment may be necessary or elective. The failure of an essential component of the fabric of a building will make investment necessary, and the requirement is normally to choose between repairing the failed component and purchasing a new one. The company may elect to invest in a new asset or solution if it can deliver a saving in the running costs of its function. Recognising the need to minimise waste as well as to reduce running costs, Sopra Steria normally replaces components of a building only when they fail and repair is uneconomic or infeasible. This principle applies to lighting, for example; the company normally replaces fluorescent tubes with LED equivalents only when they fail. However, the rationalisation of infrastructure such as office space and data centres may be elective, driven by savings that a

new solution would deliver, insofar as the solution is in line with the company's strategy. Thus over the past few years it has migrated many of its on-site data centres to off-site ones or to the cloud, as these offer greater energy efficiency. In investing in building fabric or infrastructure on any scale, Sopra Steria seeks to maximize the return on its investment. The return comes from reduced running costs of the service that the component delivers, where these costs include those of maintenance and operation as well as those of energy or other resources. The company recognises the full cost of replacement – i.e. including removal and disposal of the existing component as well as purchase and installation of the new one. Amongst the options for the replacement, the company normally chooses the one that offers the greatest return.

Row 4

(7.55.3.1) Method

word_document.select_from

☒ Employee engagement

(7.55.3.2) Comment

Sopra Steria recognises that most people want to work for a responsible company, and that part of the value of the Sopra Steria's commitment to sustainability is in its power to attract talent and to motivate and retain existing employees. In 2023, 800 employees volunteered to help environmental causes through the Green Light (France) and Sustainability Champions (United Kingdom) networks. Green Light Network is a French network to promote the Group's environmental policy and share best practices in order to act together for the environment. Over 800 employees are connected via the Yammer dedicated group. 3,790 employees were trained on digital environmental sustainability in 2023. By actively engaging its employees in sustainability the Company both communicates that commitment and delivers it. Sopra Steria not only includes sustainability in its induction programme for new employees, but also runs a Group-wide networks of "sustainability champions", employees with a particular interest in sustainability. They promote sustainability amongst their colleagues and help to establish the habits and practices that deliver the company's sustainability objectives. For example, by being careful in their use of energy, its employees help Sopra Steria to reduce its GHG emissions and hence achieve its emissions reductions targets.

Row 5

(7.55.3.1) Method

word_document.select_from

☒ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Compliance with regulatory requirements such as the Energy Savings Opportunities Scheme (ESOS) and Streamlined Energy & Carbon Reporting (SECR) in the UK and Réglementation Thermique (RT) 2012 in France have driven investment in the energy efficiency of buildings. The Taxonomy Regulation is one of the key measures in the European Union's action plan set out in its Green Deal, the later consisting in a number of initiatives for going carbon-neutral by 2050. Our process for Taxonomy reporting in 2023 had the following three steps: - identifying the activities recognised under the Taxonomy as eligible inside our activities, - mobilising the stakeholder community and sharing interpretation of the Directive with Numeum and industry actors in France, - building 2023 reporting based on the results of the pilot entities and estimates, or calculation of alignment when data available. In 2023, KPIs have to be stated in terms of percentage of revenues, Capex and Opex of eligible activities. We then stated the alignment of each KPI. An aligned activity is a sustainable activity that helps deliver progress towards one or more of the following environmental objectives, and fulfils all technical and Do Not Significantly Harm (DNSH) criteria of the Taxonomy. In 2023 we continued with the following two objectives; - climate change mitigation, - climate change adaptation. Our business model and turnover partly reflect the following Taxonomy activities: 1. "Data processing, hosting and related activities": for example, we are investing more and more in data centres audits, 2. "Data-driven solutions for GHG emissions reductions": at Group level, we are paying more attention to environmental objectives before starting a project with clients. Furthermore, one of our seven priority areas of action is rolling out ISO 14001 certification of the Environmental Management System (EMS), which provides a framework for the our policy and environmental priorities. Our voluntary commitment to the environmental management standard ISO 14001 has both expressed and reinforced our commitment to climate action, and helped to deliver it by requiring continual improvement in our environmental impacts, including GHG emissions.

Row 6

(7.55.3.1) Method

`word_document.select_from`

☒ Internal finance mechanisms

(7.55.3.2) Comment

The need for economy, efficiency, flexibility and resilience drives the use and maintenance of remote working and teleconferencing tools and facilities that enable Sopra Steria staff to avoid business travel and its associated costs and GHG emissions without compromising their commitments to their clients.

`[word_document.add_row]`

(7.74) Do you classify any of your existing goods and/or services as low-carbon products?

`word_document.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*word_document.select_from*☒ Group of products or services**(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon***word_document.select_from*☒ Low-Carbon Investment (LCI) Registry Taxonomy**(7.74.1.3) Type of product(s) or service(s)****Power**☒ Other, please specify :Data-centre services use data-centres running on renewable electricity**(7.74.1.4) Description of product(s) or service(s)***Sopra Steria operates data centres on behalf of its clients. 98.5% of the electricity that they consume comes from renewable sources.***(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)***word_document.select_from*☒ Yes**(7.74.1.6) Methodology used to calculate avoided emissions***word_document.select_from*☒ Evaluating the carbon-reducing impacts of ICT**(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)**

word_document.select_from

☒ Use stage**(7.74.1.8) Functional unit used***Data centre services that use data centres running on non-renewable electricity vs. data centre services that use data centres running on renewable electricity.***(7.74.1.9) Reference product/service or baseline scenario used***Data centre services use data centres running on non-renewable electricity.***(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario**

word_document.select_from

☒ Use stage**(7.74.1.11) Estimated avoided emissions (metric tons CO₂e per functional unit) compared to reference product/service or baseline scenario**

6686.34

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions*98.5% of the electricity that our data centre services use is renewable electricity, making them low-carbon products. However, data centre services are normally part of bundles of services, and revenues from them are difficult to separate from revenues from those bundles. Hybrid cloud & technology services accounts for 10% of the Sopra Steria Group's revenues, and has been adopted as a proxy for the proportion of the Group's services that depend on data centre services.***(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year**

10

Row 3**(7.74.1.1) Level of aggregation**

word_document.select_from

☒ Product or service

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

word_document.select_from

☒ Low-Carbon Investment (LCI) Registry Taxonomy

(7.74.1.3) Type of product(s) or service(s)

Power

☒ Other, please specify :GreenBIM (Building Information Modelling) from Sopra Steria's subsidiary Active3D that manages energy consumption in buildings

(7.74.1.4) Description of product(s) or service(s)

Sopra Real Estate Software's solution Active3D uses Business Information Modelling (BIM) to manage 3D models of buildings and all their electrical and hydraulic infrastructure taking account of environmental, thermal and acoustic constraints. Its "Environmental Performance" module uses BIM models to improve energy management in buildings and thereby reduce their environmental impact. This module has so far been applied to 10-15M m² of building, but Active3D's solutions currently manage over 158 million m² of building space with more than 10,000 users and 10.000 energy meters.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

word_document.select_from

☒ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

word_document.select_from

☒ Evaluating the carbon-reducing impacts of ICT

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

word_document.select_from

☒ Use stage

(7.74.1.8) Functional unit used

Area occupied (158 million square metres) per year.

(7.74.1.9) Reference product/service or baseline scenario used

Unmanaged consumption of energy in the buildings in France that building management solutions from Sopra Steria's subsidiary Active3D currently manage.

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

word_document.select_from

☒ Use stage

(7.74.1.11) Estimated avoided emissions (metric tons CO₂e per functional unit) compared to reference product/service or baseline scenario

145000

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

*Sopra Steria's data suggest that the electricity consumption of an average office is about 115kWh/m² a year. If the “Environmental Performance” module can reduce this the first year by 15% on average, it could reduce the consumption of office by 17kWh/m². At a location-based emissions factor of 54gCO₂e/kWh for the generation of electricity in France, this reduction in energy consumption is equivalent to a reduction in emissions of 918gCO₂e/m² a year. Active3D has so far applied the module to 10-15M m² of office space; at the rate above it would have reduced emissions from the generation of electricity consumed in this space by 9-14ktCO₂e a year. Applied to the 158M m² of building space that Active3D's solutions currently manage, it would reduce emissions from the generation of electricity consumed by: $158 * 106m^2 * 918gCO_2e/m^2 / 106 t/g$ 145,000 tCO₂e year.*

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

1

[word_document.add_row]

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

word_document.select_from

☒ Yes**(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.****Row 1****(7.79.1.1) Project type**

word_document.select_from

☒ Afforestation**(7.79.1.2) Type of mitigation activity**

word_document.select_from

☒ Carbon removal**(7.79.1.3) Project description**

The ‘Guanaré’ Forest Plantations On Degraded Grasslands Under Extensive Grazing project located in eastern Uruguay is one of the carbon capture projects via afforestation. The project covers around 22,000 hectares of land, and its objective is converting the grasslands destroyed by a long history of cattle grazing into transformative forestry plantations that will help to restore the land, while improving soil quality through water retention and the delivery of micro-nutrients to the soil and preventing soil erosion. These well-managed forestry plantations produce long-life timber, while sequestering large quantities of carbon dioxide from the atmosphere. The greenhouse gas (GHG) emissions sequestered through afforestation under the project are checked by the Verified Carbon Standard (VCS) and have obtained Compliance Certification Board (CCB) certification.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

20907

(7.79.1.5) Purpose of cancelation

word_document.select_from

☒ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

word_document.select_from

☒ Yes

(7.79.1.7) Vintage of credits at cancelation

2009

(7.79.1.8) Were these credits issued to or purchased by your organization?

word_document.select_from

☒ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

word_document.select_from

☒ VCS (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

word_document.select_all_that_apply

☒ Investment analysis

☒ Barrier analysis

☒ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

word_document.select_all_that_apply

☒ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

`word_document.select_all_that_apply`

☒ Activity-shifting

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Here are details of the other issues addressed by the selected project: Environmental Impact Mitigation: The project employs strip tillage, oriented perpendicularly to slope direction, to minimize soil erosion. Forest Fire Prevention: Preventive measures include creating firebreaks, permanent surveillance, and prohibiting unauthorized access to project areas. Biodiversity Preservation: The project design avoids sensitive areas and preserves high biodiversity value regions, promoting the proliferation of wildlife. Social Impact Mitigation: By creating jobs and improving living standards, the project aims to counter rural-urban migration, reducing urban social problems. The Verified Carbon Standard (VCS) is one of the most widely used voluntary greenhouse gas (GHG) reduction programs globally. Below are some relevant details about the VCS that can be useful: •Purpose and Scope: The VCS aims to provide a robust framework for certifying GHG emission reduction projects, ensuring that these projects are real, measurable, permanent, and independently verified. •Project Validation and Verification: This involves periodic assessment of the project's actual GHG reductions or removals, ensuring the project is achieving the claimed benefits. Verification is also conducted by accredited independent third parties. Monitoring and Reporting: Each VCS project must have a detailed monitoring plan outlining how data on GHG reductions will be collected and managed. Projects must submit regular monitoring reports, which include data on GHG reductions, to be verified by an independent auditor. Additionality: Projects must demonstrate additionality, meaning the GHG reductions would not have occurred without the project Risk Mitigation: VCS projects must address the risk of non-permanence (e.g., forest fires or other events that could reverse carbon sequestration). Verified Carbon Units (VCUs): Each VCU represents one ton of CO₂ equivalent reduced or removed. VCUs are tracked in a transparent registry to prevent double counting and ensure integrity. Standard Governance: The VCS is governed by Verra, a non-profit organization that ensures the integrity and continuous improvement of the standard. Public Access: Documentation related to VCS projects, including methodologies, validation, verification reports, and project descriptions, are publicly accessible, promoting transparency.

(7.79.1.14) Please explain

Here is the serial Number: 9346-82634218-82655124-VCS-VCU-261-VER-UY-14-959-01012009-31122009-0 The beneficial Owner was Sopra Steria Group, and the date of Retirement was 15 March 2024 The average price paid for credits from this project was 5.80 / carbon credit. The responsibility for carbon credit purchases lies with our Sustainability and Environmental Impact team. This team was selected based on their expertise in sustainability initiatives and their role in overseeing our corporate environmental strategy. The decision to engage in carbon credit purchases was preceded by thorough due diligence. This involved evaluating various carbon offset projects, assessing their validity, impact metrics, and alignment with our sustainability goals. Additionally, we considered factors such as project location, verification standards (e.g., Gold Standard, Verra), and the credibility of project developers.

`[word_document.add_row]`

C10. Environmental performance - Plastics

(10.1) Do you have plastics-related targets, and if so what type?

	Targets in place	Please explain
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No, but we plan to within the next two years	<i>We plan to have a target on the treatment of plastic waste.</i>

[word_document.fixed_row]

(10.2) Indicate whether your organization engages in the following activities.

Production/commercialization of plastic polymers (including plastic converters)

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not produce plastic polymers as part of its core business.

Production/commercialization of durable plastic goods and/or components (including mixed materials)

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not produce plastic goods as part of its core business.

Usage of durable plastics goods and/or components (including mixed materials)

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not use plastic goods as part of its core business.

Production/commercialization of plastic packaging

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not produce plastic packaging as part of its core business.

Production/commercialization of goods/products packaged in plastics

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not produce goods packaged in plastic as part of its core business.

Provision/commercialization of services that use plastic packaging (e.g., food services)

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not have services that use plastic packaging as part of its core business.

Provision of waste management and/or water management services

(10.2.1) Activity applies

word_document.select_from

☒ Yes

(10.2.2) Comment

We use plastic and thus monitor the treatment of the plastic waste.

Provision of financial products and/or services for plastics-related activities

(10.2.1) Activity applies

word_document.select_from

☒ No

(10.2.2) Comment

Sopra Steria does not have services for plastic-related activities as part of its core business.

Other activities not specified**(10.2.1) Activity applies**

word_document.select_from

☒ No

(10.2.2) Comment

All activities are specified.

[word_document.fixed_row]

(10.6) Provide the total weight of waste generated by the plastic you produce, commercialize, use and/or process and indicate the end-of-life management pathways.

Processing of plastic waste**(10.6.1) Total weight of waste generated during the reporting year (Metric tons)**

16835

(10.6.2) End-of-life management pathways available to report

word_document.select_all_that_apply

☒ Recycling

(10.6.4) % recycling

100

(10.6.12) Please explain

We use plastic and thus monitor the treatment of the plastic waste.
[word_document.fixed_row]

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

word_document.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

word_document.select_all_that_apply

☒ Other, please specify :We are currently working on a dedicated policy, aligned with regulations and international frameworks. We have located our sites in or near biodiversity-sensitive areas and the next step is to assess our impacts and implement mitigation measures.

[word_document.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?
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No, we do not use indicators, but plan to within the next two years

[word_document.fixed_row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes	<i>Mapping of our sites considering the distance to the nearest KBAs and the type of activity/site (offices, Datacenters etc.).</i>
UNESCO World Heritage sites	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Not assessed	<i>We map our sites using IBAT and KBA database (recommended by the CSRD).</i>
UNESCO Man and the Biosphere Reserves	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Not assessed	<i>We map our sites using IBAT and KBA database (recommended by the CSRD).</i>
Ramsar sites	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Not assessed	<i>We map our sites using IBAT and KBA database (recommended by the CSRD).</i>
Key Biodiversity Areas	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes	<i>Mapping of our sites considering the distance to the nearest KBAs and the type of activity/site (offices, Datacenters etc.).</i>
Other areas important for biodiversity	<i>word_document.select_from</i> <input checked="" type="checkbox"/> No	<i>We map our sites using IBAT and KBA database (recommended by the CSRD).</i>

[word_document.fixed_row]

(11.4.1) Provide details of your organization's activities in the reporting year located in or near to areas important for biodiversity.

Row 1

(11.4.1.2) Types of area important for biodiversity

word_document.select_all_that_apply

☒ Key Biodiversity Areas

(11.4.1.4) Country/area

word_document.select_from

☒ Germany**(11.4.1.5) Name of the area important for biodiversity***Mühlenberger Loch***(11.4.1.6) Proximity**

word_document.select_from

☒ Overlap**(11.4.1.7) Area of overlap (hectares)**

0.01

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

word_document.select_from

☒ Not assessed**Row 4****(11.4.1.2) Types of area important for biodiversity**

word_document.select_all_that_apply

☒ Key Biodiversity Areas

(11.4.1.4) Country/area

word_document.select_from

☒ France

(11.4.1.5) Name of the area important for biodiversity

Moyenne Vallée de la Durance

(11.4.1.6) Proximity

word_document.select_from

☒ Overlap

(11.4.1.7) Area of overlap (hectares)

0.01

(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity

word_document.select_from

☒ Not assessed

Row 5

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Switzerland**(11.4.1.5) Name of the area important for biodiversity***Rhône: Genève - Barrage de Verbois***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 6

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Gave de Pau***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 7

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Golfe du Morbihan et Etier de Penerf***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 8

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(11.4.1.5) Name of the area important for biodiversity***Thames Basin Heaths***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 9

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(11.4.1.5) Name of the area important for biodiversity***Thames Basin Heaths***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's a data center. Sopra Steria has two owned data centers near areas important for biodiversity (KBA), with the rest managed by external providers. While these facilities are essential for IT services, their environmental impact, such as energy use and noise, remains limited. We have not engaged in any urbanization or construction activities that could affect these areas. Our focus is on implementing sustainable practices in our owned data centers and working with providers to minimize environmental impacts on local ecosystems. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 10

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Norway**(11.4.1.5) Name of the area important for biodiversity***Åkersvika***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 11

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Germany**(11.4.1.5) Name of the area important for biodiversity***Barnbruch***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 12

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Plateau de l'Arbois, garrigues de Lancon et chaîne des Côtes***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 13

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Germany**(11.4.1.5) Name of the area important for biodiversity***Leipziger Auwald***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 14

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Milieux alluviaux et aquatiques de la Loire***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 15

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Switzerland**(11.4.1.5) Name of the area important for biodiversity***Rhône: Genève - Barrage de Verbois***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 16

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ Tunisia**(11.4.1.5) Name of the area important for biodiversity***Lac de Tunis***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 17

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Marais de Brière***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 18

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ United Kingdom of Great Britain and Northern Ireland**(11.4.1.5) Name of the area important for biodiversity***Solent Marshes and Southampton Water***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed

Row 19

(11.4.1.2) Types of area important for biodiversity*word_document.select_all_that_apply*☒ Key Biodiversity Areas**(11.4.1.4) Country/area***word_document.select_from*☒ France**(11.4.1.5) Name of the area important for biodiversity***Haute Vallée De Chevreuse***(11.4.1.6) Proximity***word_document.select_from*☒ Adjacent**(11.4.1.8) Briefly describe your organization's activities in the reporting year located in or near to the selected area**

It's an office. Sopra Steria has 15 sites that operate near a Key Biodiversity Area (KBA) and focuses on office-based activities. Since all our sites are rented, we have not engaged in any urbanization or construction projects that could harm the environment. While potential impacts, such as air and water pollution or noise, are minimal, we manage these risks through strict environmental practices. Our proximity to the KBA drives us to maintain high standards to ensure our operations have a negligible effect on local biodiversity. In order to assess our impact, we used KBA and google earth to determine the proximity.

(11.4.1.9) Indicate whether any of your organization's activities located in or near to the selected area could negatively affect biodiversity*word_document.select_from*☒ Not assessed*[word_document.add_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
	<i>word_document.select_from</i> <input checked="" type="checkbox"/> Yes

[word_document.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

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Year on year change in absolute emissions (Scope 1 and 2)

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified our performance emission reduction: Scope 1, Scope 2 for 2023 compared to 2019 baseline absolute targets on page 138 Section TARGETS of our 2023 Universal Registration Document (URD, Annual Report), which is attached.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Year on year change in absolute emissions (Scope 3)

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified our performance emission reduction: Scope 3 for 2023 compared to 2019 baseline absolute targets on page 138 Section TARGETS of our 2023 Universal Registration Document (URD, Annual Report), which is attached.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Year on year change in emissions intensity (Scope 1 and 2)

☒ Year on year change in emissions intensity (Scope 3)

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified our performance intensity: Scope 1, Scope 2, Scope 3-6&8 (Business Travel and Off-site Data centres) for 2023, 2022, 2021, 2020, 2019 compared

to 2015 baseline intensity targets on page 147 Section REDUCING GHG EMISSIONS – DIRECT ACTIVITIES of our 2023 Universal Registration Document (URD, Annual Report), which is attached.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 5

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Energy attribute certificates (EACs)

☒ Renewable Electricity/Steam/Heat/Cooling consumption

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified the Renewable energy use in the attached 2023 Universal Registration Document (URD, Annual Report) on pages 146 under the section RESOURCE CONSUMPTION - DIRECT ACTIVITIES.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 6

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.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

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified the statement Energy consumption (offices, on- and off-site data centres) per employee for publication in the attached 2023 Universal Registration Document (URD, Annual Report) on page 146 under the section RESOURCE CONSUMPTION - DIRECT ACTIVITIES.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 7

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Emissions breakdown by country/area

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified the breakdown of energy consumption and emission by country (or region) in the attached 2023 Universal Registration Document (URD, Annual Report) on pages 200 to 204 under the section 'Summary of Environmental Indicators'.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 8

(13.1.1.1) Environmental issue for which data has been verified and/or assured

word_document.select_all_that_apply

☒ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☒ Waste data

(13.1.1.3) Verification/assurance standard**General standards**

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified the WEEE data in the attached 2023 Universal Registration Document (URD, Annual Report) on pages 149 under the section 'RESOURCE CONSUMPTION – INDIRECT ACTIVITIES

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf

Row 9**(13.1.1.1) Environmental issue for which data has been verified and/or assured**

word_document.select_all_that_apply

☒ Plastics

(13.1.1.2) Disclosure module and data verified and/or assured**Environmental performance – Plastics**

☒ End-of-life management pathways

☒ Waste generated

(13.1.1.3) Verification/assurance standard

General standards

☒ ISAE 3000

(13.1.1.4) Further details of the third-party verification/assurance process

ISAE3000 by statutory auditor on page 184 and 206 of our 2023 Universal Registration Document (URD, Annual Report), which is attached. Our statutory auditors Mazars verified the Plastic waste and end of life in the attached 2023 Universal Registration Document (URD, Annual Report) on pages 149 under the section

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria 2023 Universal Registration Document.pdf
[word_document.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.

(13.2.1) Additional information

Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive sustainable future for all. The company is Carbon Neutral for Business Travel, Offices and Data Centres as part of the UN Climate Neutral Now programme. The company has SBTi validated target of Net Zero by 2040. It is a member of the EU supported The European Green Digital Coalition (EGDC). EGDC is a group of companies committed to supporting the Green and Digital Transformation of the EU and focusing in the following areas: 1. Investing in the development and deployment of green digital solutions with significant energy and material efficiency that achieve a net positive impact in a wide range of sectors 2. Developing methods and tools to measure the net impact of green digital technologies on the environment and climate by joining forces with NGOs and relevant expert organisations 3. Co-creating, with representatives of others sectors, recommendations and guidelines for green digital transformation of these sectors that benefits environment, society and economy

(13.2.2) Attachment (optional)

Our environmental policy.pdf
[word_document.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 Sustainability Officer (CSO) and Director on board

(13.3.2) Corresponding job category

word_document.select_from

☒ Director on board

[word_document.fixed_row]

