Sopra Steria Group

2025 CDP Corporate Questionnaire 2025

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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, an 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 51,000 employees in 32 countries, the Group generated revenue of 5.8 billion in 2024. Sopra Steria has SBTi (Science Based Targets Initiative) Net-Zero validated targets to become a "Net Zero" company in 2040 across its value chain. Sopra Steria is also 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; SBF 120, CAC ALL-TRADABLE, CAC ALL SHARES, CAC MID & SMALL, CAC MID 60, CAC TECHNOLOGY, EURONEXT DEVELOPED MARKET, NEXT 150, CAC SBT 1.5, EURONEXT EUROZONE ESG LARGE 80 EURONEXT EUROZONE 300, EURONEXT VIGEO EUROPE 120, 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
	12/30/2024	*word_document.select_from* ☑ Yes	*word_document.select_from* ☑ No

[word_document.fixed_row]

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

5776800000

(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 ☑ 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

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 a client expenditure database that allows us to see every client of Sopra Steria, with its name and location. We are also using a supplier expenditure database, allowing us to see every Tier 1 supplier expense, with its name and the location. We are 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

☑ Direct operations

☑ 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 horizon is consistent with our strategic planning cycle. It covers the period over which we assess the evolution of environmental trends, including transition risks (e.g., regulatory changes, market shifts) and the implementation of medium-term sustainability goals. It supports investment planning and resource allocation aligned with our environmental roadmap.

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. This horizon considers the broader timeframes relevant to climate and environmental sustainability, including physical climate risks, long-term transition risks, and opportunities related to innovation, decarbonization, and resilience.
[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 ☑ Yes	*word_document.select_from* ☑ 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 ☑ Yes	*word_document.select_from* ☑ Both risks and opportunities	*word_document.select_from* ☑ 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

Databases

☑ Other databases, please specify **:**IBAT - https://www.ibat-alliance.org/datasets/world-database-of-key-biodiversity-areas

Other

☑ Scenario analysis

☑ Desk-based research

☑ Partner and stakeholder consultation/analysis

☑ External consultants
☑ Materiality assessment
☑ Internal company methods

(2.2.2.13) Risk types and criteria considered

Acute physical

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

Chronic physical

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

☑ 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

☑ No

(2.2.2.16) Further details of process

Our process are aligned with the Corporate Sustainability Reporting Directive (CSRD), and 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, the Nomination, Governance, Ethics and Corporate Responsibility Committee and ultimaltly to the Board of directors. 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 data across our operations, suppliers, and market environment (e.g. environmental metrics, supplier ESG data, stakeholder expectations). 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 have identified 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

CDP Materials sites.docx
[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

Sopra Steria had in 2024 an operating profit on business activity of 564.7 millions of euros. QUANTITATIVE INDICATORS: Sopra Steria grades its risk in categories of: - Minor: Less than 1% of the operating profit: < €5.65M - Moderate: 1% to 5% of the operating profit: €5.65M – €28.23M - Major: 5% to 10% of the operating profit: €28.23M – €56.47M - Severe: Greater than 10% of the operating profit: > €56.47M 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) and/or requiring a substantial communication effort to mitigate the impact - Severe: International media exposure with a negative impact on the Group's reputation and on the valuation of the share in the medium 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

Sopra Steria had in 2024 an operating profit on business activity of 564.7 millions of euros. QUANTITATIVE INDICATORS: Sopra Steria grades its opportunities in categories of: - Minor: Less than 1% of the operating profit: < €5.65M - Moderate: 1% to 5% of the operating profit: €5.65M – €28.23M - Major: 5% to 10% of the operating profit: €28.23M – €56.47M - Severe: Greater than 10% of the operating profit: > €56.47M The definition of 'substantive financial or strategic impact' covers the categories 'Major' and 'Severe'. 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) - Severe: International media exposure with a positive impact on the Group's reputation and on the valuation of the share in the medium 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 the environmental risks associated with plastics do not have a substantial effect on our organization. This has been confirmed by our double materiality analysis.
[word_document.fixed_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 2024, "Nature Climate Change" published a meta-analysis of 21 carbon-pricing schemes, confirming that these policies lead to substantial reductions in greenhouse-gas emissions. In May 2024, the World Bank reported that carbon pricing revenues reached a record $104 billion, with 75 carbon pricing instruments in operation worldwide. The report also noted that 24% of global emissions are now covered by carbon pricing. 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, 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. 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 2024 the Group had already reduced them by 52.7%. The target for Scope 3 emissions is a reduction of 37.5% by 2030; by December 2024 the Group had reduced them by 23.9%. 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	*word_document.select_from*

	Environmental opportunities identified
	☑ Yes, we have identified opportunities, and some/all are being realized

[word_document.fixed_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)

132100000

(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 2024, the company reported 132.1 million in Taxonomy-eligible revenue, representing 2.3% 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 132.1 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

As part of its general Human Resources policy, Sopra Steria reaffirms its commitment to diversity and equal opportunities, based on combatting discrimination. The Group strives to promote diversity in both recruitment and in employee experience, and to treat each person fairly. This approach is built around five goals linked to specific action plans that serve: -workplace gender equality, to prevent any form of gender-based discrimination and to increase the proportion of women at every level of the organisation; -equitable access to promotions and professional development opportunities, in particular through training and suitable compensation; -inclusion of people with disabilities to recruit and retain employees with disabilities of any kind; -intergenerational balance to attract talented young people while promoting the transmission of expertise between generations; -inclusion of LGBTQIA+ people to offer everyone the same opportunities regardless 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 23% of senior management positions (level 5 and 6 representing the 3% most senior positions) to be held by women by 2025.; •Increase the proportion of employees with disabilities to 3.30% (scope: France). This is from our 2024 public Sustainable report.

(4.1.6) Attach the policy (optional)

Board diversity and inclusion policy.pdf
[word_document.fixed_row]

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

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

word_document.select_from
☑ Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

word_document.select_from
☑ No, but we plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

word_document.select_from
☑ No standardized procedure

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

Following the double materiality assessment conducted as part of the CSRD requirements, biodiversity has not currently been identified as a material sustainability topic for Sopra Steria. However, this assessment is reviewed regularly, and biodiversity may emerge as a material issue in future reporting cycles, depending on evolving impacts, stakeholder expectations, and regulatory developments.
[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

☑ Reviewing and guiding annual budgets
☑ Overseeing and guiding scenario analysis
☑ Overseeing the setting of corporate targets
☑ Monitoring progress towards corporate targets
☑ Overseeing and guiding public policy engagement
☑ Overseeing and guiding the development of a climate transition plan
☑ Approving and/or overseeing employee incentives
☑ Overseeing and guiding major capital expenditures
☑ Monitoring the implementation of a climate transition plan
☑ Overseeing and guiding the development of a business strategy
☑ Overseeing and guiding acquisitions, mergers, and divestitures
☑ 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 & 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) per our policy. Each entity's environmental sustainability committee considers issues of climate change, notifying them to the Group Environmental Sustainability Committee (GESC) for evaluation every 2 months. The GESC 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 review of the presentation of risk exposure, with environmental issues). Among the main subjects discussed in 2024 were: CSRD presentation of the Group's approach; adapting the information system to the requirements of the sustainability report; monitoring of the double materiality matrix development process and review of the outcome, risk mappings (including environmental risks), review of the presentation of risk exposure (including environmental risks) for the draft URD. It comprises 3 independent directors and the vice-Chairman of the Board of Directors. It met 7 times in 2024 and reports to the Board. The Nomination, Governance & Corporate Responsibility Committee assesses the Company's policy on corporate responsibility and sustainable development and its objectives and achievements, reviews the draft URD, 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 4 independent directors. It met 6 times in 2024, reviewed multi-year strategic priorities, in particular environment. In 2024, the independence rate of the Audit Committee is 100% and that of the Nomination, Governance & Corporate Responsibility Committee is 60%. The Compensation Committee recommends compensation policies to the Board and met 6 times in 2024. 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?

Climate change

(4.3.1) Management-level responsibility for this environmental issue

word_document.select_from

☑ Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

word_document.select_from

☑ No, but we plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

word_document.select_from

☑ No standardized procedure

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

Following the double materiality assessment conducted as part of the CSRD requirements, biodiversity has not currently been identified as a material sustainability topic for Sopra Steria. However, this assessment is reviewed regularly, and biodiversity may emerge as a material issue in future reporting cycles, depending on evolving impacts, stakeholder expectations, and regulatory developments.
[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

☑ 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 Sustainability and Corporate Social Responsibility (S-CSR). This position fulfils the role of Group Chief Sustainability Officer (Group CSO). The role was created in 2020 and has been included in the Group Executive Committee (GEC). As a GEC member, the Group CSO briefs the GEC directly of any climate issue and opportunity that requires particularly prompt attention, including input and collective approval. The remit of the Group CSO also includes providing advice/guidance to the Group CEO and the GEC. The Group 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 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 beginning of 2025, Sopra Steria completed its acquisition of Aurexia, a management consulting firm specialising in financial services, that also support clients in their environmental initiatives. 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 chaired the Fédération Syntec (the Federation of all groups in Syntec, including Numeum) to guide the participation of companies into climate transition for axample. 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 6 times in 2024 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 (CFO) manages the Group Chief Procurement Officer (CPO), that has responsibilities in corporate responsibility and environmental sustainability, particularly identifying the sustainability of the Group's suppliers. In 2024, 50% of the CPO's variable remuneration was based on Group financial KPIs. His individual objectives have 5 sub-objectives, including the CSR objectives (Contribution to the Group's CSR policy, EcoVadis evaluation, supplier analysis & deployment of the Supplier Charter). All suppliers and every new supplier in the reporting year 2024 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

12

(4.5.3) Please explain

The Executive Committee has 16 members. The CEO and the CSO have both have incentives related to Climate Change topics. 2/16 equals to 12%. For the Group CEO: 5% of his Annual Variable Compensation was attributed to his meeting corporate social responsibility targets including progress towards meeting the target for reducing energy consumption, and reduction target of Scope 3 GHG emissions (linked to the SBTi Net-Zero target on Scope 3). For the Group CSO: Progress towards meeting the performance of the Group's Corporate Responsibility programme (largely based on environmental performance) determines 70% 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

☑ Reduction in absolute emissions in line with net-zero target

(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 2024, 5% of his Annual Variable Compensation was attributed to his meeting corporate social responsibility targets including progress towards meeting the target for reducing energy consumption, and reduction target of Scope 3 GHG emissions (linked to the SBTi Net-Zero target on Scope 3). The Sopra Steria Group has disclosed this component of the Group CEO's remuneration in its 2024 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

This incentive depends on our meeting our emissions reduction target linked to our Scope 3 SBTi Net-Zero targets, and on the implementation of sustainability strategies on energy consumption for example. The Near-Term targets are about reducing Scope 1 and 2 GHG emissions by 54% by 2030 and Scope 3 GHG emissions by 37.5% by 2030 (baseline: 2019). It is vital to our implementation of our climate transition plan, and to improving it. It is vital 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 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 Sustainability and Corporate Social Responsibility (S-CSR) fulfils the role of Group Chief Sustainability Officer (Group CSO). Her responsibilities include: -driving forward the Group's Corporate Responsibility policy, both internally and externally, -taking in charge CSRD issues and their impact on Sopra Steria, -strengthen the link with operations to put Corporate Responsibility at the service of our business and at the heart of our day-to-day operations with our Employees. 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. Progress towards meeting the performance of the Group's Corporate Responsibility programme (largely based on environmental performance) determines 70% of the CSO's Annual Variable Compensation (AVC), in 2024.

(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 SBTi Net-Zero targets, and to supporting the business in incorporating environmental sustainability. The Near-Term targets are about reducing Scope 1 and 2 GHG emissions by 54% by 2030 and Scope 3 GHG emissions by 37.5% by 2030 (baseline: 2019). It is vital to our implementation of our climate transition plan, and to improving it. It is vital 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

Policies and commitments

☑ Increased supplier compliance with environmental requirements

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 2024, 50% of his variable remuneration was based on Group financial KPIs. His individual objectives have 5 sub-objectives, including the CSR objectives (Contribution to the Group's CSR policy, EcoVadis evaluation, supplier analysis & deployment of the Supplier Charter). All suppliers and every new supplier in the reporting year 2024 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 85% 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 vital 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 2024, 50% of the Group 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 SBTi Net-Zero targets, and on the implementation of sustainability strategies. The Near-Term targets are about reducing Scope 1 and 2 GHG emissions by 54% by 2030 and Scope 3 GHG emissions by 37.5% by 2030 (baseline: 2019). It is vital 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 Buyers/purchasers as well) 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

This incentive rewards sustainability initiatives within the 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?
	word_document.select_from ☑ 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, on our material topics, Climate and Circulare Economy. 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. Here are some priority areas of action, on Climate: -Decarbonising the Group's entire value chain by reducing emissions from suppliers and partners, from offices, data centres, business travel and commuting, and from services the Group provides to its clients, -Continuously assessing the Group's exposure to climate risk and bolstering its adaptability to climate change, -Incorporating environment-related concerns (including climate-related concerns) into the value proposition, -Raising awareness throughout the value chain (suppliers, employees and clients), -Strengthening the Group's impact beyond its value chain. Here are some priority areas of action, on Circular Economy: -Optimising resource consumption across the value chain through choice of suppliers (responsible purchasing), efficient energy management and the development of Tools for measuring resource consumption (G4IT), -Managing the life cycle of equipment, -Managing waste, -Raising awareness throughout the value chain.

(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 environnemental 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

☑ Science-Based Targets Initiative (SBTi)

☑ UN Global Compact

☑ We Mean Business

☑ Other, please specify **:**Digital Europe, Entreprises Pour l'Environnement, Institut du Numérique Responsable (INR) France

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

Science-Based Targets Initiative (SBTi): Sopra Steria answered the SBTi consultation, which ran from March to June 2025. It received input from more than 855 stakeholders across business, academia, civil society, and other stakeholder groups. Sopra Steria also have SBTi Net-Zero validated targets. UN Global Compact: 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, before her retirement in July 2024. 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). We Mean Business: Sopra Steria Group is part of this worldwide coalition of 20,200+ companies taking action with a market capitalization of $53.6 Trillion aiming to catalyse business and policy action to halve global emissions by 2030 in line with a 1.5°C pathway and accelerate an inclusive transition to a global net-zero economy by 2050. Digital Europe: Sopra Steria contributed to several thematic workgroups of Digital Europe. The first one was centered on Data Centers and focused on infrastructure aspects such as air conditioning, electrical systems, networking, power, water, and energy stations optimisation. The second workgroup was on AI and Data and addressed topics like AI in the workplace, copyright issues, and digital packages for notebooks. The third one was related to Cybersecurity and participated in shaping cybersecurity-related discussions. The last one on Climate, Environment, and Sustainability contributed to sustainability-focused digital initiatives. The main deliverable of these workgroups was to provide input on the Omnibus regulation concerning data centers. Entreprises Pour l'Environnement (EPE): Sopra Steria's Head of Climate Change took part in 2024 and 2025 to the EPE's Climate Change Commission where topics like Eco-design of healthcare pathways, Sobriety in construction and concessions, Territorial consultation for Airport development, Links between climate change, environment, and health, Avoided Emissions Platform were addressed. One Environment manager of the S-CSR Department of Sopra Steria took part to the EPE Finance Commission, where topics covered lessons from initial CSRD reports, Risk modeling related to water resources, and Collaboration between ESG Finance and Risk teams on internal control and audit. In the Biodiversity Commission of EPE, another Environment manager analysed the new developments of the TNFD and Nature Transition Plans, and the Draft report on business impact on biodiversity. Last, in the Responsible Purchasing Committee, the Environment manager representing Sopra Steria received feedback on ADEME’s ACT Suppliers support program, the Carbon pricing in procurement, and the Mapping of responsible purchasing networks. Institut du Numérique Responsable (INR) France: in 2024, Sopra Steria participated to the Working Group on Frugal and Ethical AI from INR France, and tested the RIA31 frugal AI framework on a real-world case related to the CSRD (Corporate Sustainability Reporting Directive). From December 2023 to March 2025, Sopra Steria led the working group in INR “Guide on Stakeholder Maturity in Sustainable Digital”. It developed a guide to assess and influence the maturity of stakeholders in digital responsibility. The objective was to help organizations engage their value chains more effectively by integrating sustainability

requirements into RFPs and ensuring suppliers are mature enough to meet them. An English-language maturity guide and two webinars were produced by this workgroup.
[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

sopra_steria_urd_2024_en_opti.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

For the regulatory Decree on greenhouse gas emissions (BEGES in French) that has to be done every 4 years and valid for the same period, 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 2024 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 SBTi, the CDP, universities, and niche players in the climate agenda, -We train our employees on environmental sustainability subjects: 2,520 employees were trained on climate-related issues, and 135 workshop trainers were trained on climate-related issues 135, -We are open to engagement with international organisations: Sopra Steria answered the SBTi consultation, which ran from March to June 2025. It received input from more than 855 stakeholders across business, academia, civil society, and other stakeholder groups, -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, our resilience analysis covers its entire value chain (operations, top-tier suppliers and clients) and assesses transition risks (Political, Regulatory, Market, Technological and Reputational risk) and physical risks (both acute and chronic) under three climate scenarios: -Net-Zero Emissions by 2050, -a Sustainable Development Scenario, -and the IPCC RCP 8.5 scenario. This analysis is conducted yearly. Time horizons consist of short term (less than one year), medium term (one to five years) and long term (more than five years), in line with the Net-Zero 2040 target approved by SBTi. 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

☑ Ad-hoc meetings

☑ Participation in working groups organized by policy makers

☑ Participation in voluntary government programs

(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

We fully support 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. We are a strategic supplier to the UK Government. We engage the Government to provide full support, and to drive innovation. During 2024, we have engaged directly with the UK government in relation to the implementation of the Procurement Policy Note 01/24: Carbon Reduction Schedule. The PPN contains standard Terms and Conditions (related to the delivery of decarbonisation and wider environmental sustainability measures) which procuring departments, within the UK government, can insert into contract. These T&Cs then form commercial agreements which suppliers, such as Sopra Steria, have to deliver in its deliver of services across the duration of that particular contract. Our UK Head of Climate & Environmental Sustainability successfully negotiated with the UK government to remove the requirement for carbon offsets (to be used in the delivery of net zero contract) to be solely UK based and to permit International offsets based on their credibility as set out below: - Global Recognition & Compliance -ICVCM Integrity & Market Integration -Kyoto Protocol vs. WCC/Peatland Code In August 2024, we became members of the Government Digital Sustainability Alliance (GDSA). We actively participate in GDSA working groups to help raise awareness, inform and influence policy makers within UK government on how to embed environmental sustainability into the way UK government deploys digital technologies. Through participation within the GDSA AI Working Group, we are supporting the DEFRA to formulate a set of Sustainability Standards for AI alongside partners across government and industry, looking to provide detailed guidance on sustainability best practice for AI, key risks for AI (e.g. energy and water use, circular economy and supply chains) and mitigations for these, as well as structures of governance to manage AI sustainability risks. In addition, through participation in the GDSA Planetary Impact Working Group, we have contributed to the production of guidance outlining key considerations of broader environmental impacts (as well as carbon) for policy makers and through public sector procurement of ICT and digital products and services.

(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. Until 2024, 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 previous Sustainable Development Manager was president of the French GC Advanced Club and co-chaired its meetings. She was engaged in the GC France Network new "CSR Working Group" steering committee. She also contributed 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, before her departure. In beginning of 2024, a circle meeting focused on the new members about the decarbonation of Supply Chain. Our Sustainable Development Manager contributed 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

Europe
☑ Other trade association in Europe, 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 chaired the Fédération Syntec (the Federation of all groups in Syntec, including Numeum). Sopra Steria's Chief of Finance Consolidation and Regulation chaired 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 2024 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 2024, the GreenTech Forum held its fourth 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 2,389 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 the impact of AI. During the opening session, the comprehensive vision of progress was discussed, which involves considering environmental issues, engaging in social debates, and evaluating the impact of these actions.

(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. People can volunteer to take part in these cleaning operations together with local residents. They carry out projects with young children to raise awareness of the need to preserve water.

(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

We have been a member of Fleetenkieker e.V. for four years, and we publicly promoted their activities on our website.

(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 2024 (250 euros 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 overall climate more widely in our planet.

(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

Trees are essential to all life on earth. That's why, Trees for All, with over 25 years of experience, creates more forests globally, plants trees in the Netherlands and abroad, and raises awareness of their importance. They work with donors and partners to ensure a better climate, more biodiversity, and healthier living conditions. As a Public Benefit Organisation (ANBI) with a CBF certificate, they meet strict quality requirements, guaranteeing that the donations contribute to a better world.

(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

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)

30000

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

In 2024, we entered into a partnership with Trees For All to plant 15,000 trees in 3 years in the Benelux region. We made in 2024 a donation of 30,000 euros (for 5.000 trees per year). We started in February 2025 with the planting of 2,500 trees in Groene Woud in Schijndel (Brabant, the Netherlands). In this way, we contribute to solving part of the nitrogen problem and creating new nature at the same time.

(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

☑ 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 25 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 eight 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)

6850

(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 2024 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 ultimately 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 6

(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

We publicly promoted their activities on our website.

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

21500

(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 2024 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 1.5°C 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
☑ Value chain engagement
☑ Content of environmental policies

(4.12.1.6) Page/section reference

Section 4 Sustainability Report, pages 117-260.

(4.12.1.7) Attach the relevant publication

sopra_steria_urd_2024_en_opti.pdf

(4.12.1.8) Comment

Sopra Steria's 2024 Universal Registration Document (Annual Report) containing the Sustainability Report, covers environmental responsibility and how we are innovating to address climate change and protect the environment along our whole 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
☑ ESRS
☑ 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

☑ Governance

☑ Emission targets

☑ Emissions figures

☑ Risks & Opportunities

☑ Value chain engagement

☑ Content of environmental policies

(4.12.1.6) Page/section reference

Reported in the attached Sustainability Report, an extract of our Universal Registration Document (Annual Report) containing all the elements of our environmental performance. pages 117-121 (printed numbers) or pages 119-123 of the document page numbers show the ESRS/TCFD-CDSB cross-reference table.

(4.12.1.7) Attach the relevant publication

sopra_steria_extract_urd_2024_en_sustainabiliy_report_final_opti.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 2024, describing our major steps forward in corporate responsibility. It focuses on environmental responsibility, 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

☑ Value chain engagement

☑ Emission targets

(4.12.1.6) Page/section reference

Our environmental policy (page 1 and 2), containing our Climate policy and our Circular Economy policy. Following the double materiality assessment conducted as part of the CSRD requirements, these two topics have currently been identified as material sustainability topics for Sopra Steria.

(4.12.1.7) Attach the relevant publication

Our environnemental 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, containing our Climate policy and our Circular Economy policy. Following the double materiality assessment conducted as part of the CSRD requirements, only these two topics have currently been identified as material sustainability topics for Sopra Steria.
[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

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(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

☑ 1.6ºC - 1.9ºC

(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

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(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 2°C (to 3.2-5.4°C).
[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

Our resilience analysis covers its entire value chain (operations, top-tier suppliers and clients) and assesses transition risks (Political, Regulatory, Market, Technological and Reputational risk) and physical risks (both acute and chronic) under three climate scenarios: Net-Zero Emissions by 2050, a Sustainable Development Scenario and the IPCC RCP 8.5 scenario. This analysis is conducted yearly. Time horizons consist of short term (less than one year), medium term (one to five years) and long term (more than five years), in line with the Net-Zero 2040 target approved by SBTi. The results of the resilience analysis are described below. Physical risks of climate change to our business: Under all scenarios: more frequent and severe extreme weather events jeopardise access to and use of the Group's offices. Under the RCP 8.5 scenario, heat waves and drought impair the health and hinder the mobility of employees and their families. Extreme weather events may also disrupt the operations of the Group's suppliers and clients, particularly public services and data centres. 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. Market and Technology: Under the RCP 8.5 scenario, demand for low-carbon services and solutions falls in countries and regions where carbon is weakly regulated ("business as usual"); elsewhere, demand is growing (in the IEA NZE 2050 scenario and the SDS, demand for low-carbon services and solutions is increasing in the majority of countries where the Group operates – representing an opportunity). Our UK Head of Sustainability Consulting published in 2024 a paper on the threat to Net Zero from AI published. Called "Why AI poses a threat to Net Zero goals", it recognises the new pressures on Net Zero from within our own industry. Policy and Regulation: Under the IEA NZE 2050 scenario and the SDS, policies and regulations are consistent across countries and regions, broadening compliance and expanding markets and thereby reducing compliance costs and boosting demand for low-carbon solutions. However, increases in fossil fuel taxes and constraints and non-financial reporting requirements push up costs. Under the RCP 8.5 scenario, varying requirements across countries and regions affect compliance and markets, leading to increased costs. European countries have set carbon neutrality targets and put in place regulations to encourage transition. Sopra Steria's established emissions management and its validation of Net Zero targets by 2040 prepared it well for such a requirement, which is likely to remain in place until 2050. Sopra Steria also participated in 2024 to the Working Group on Frugal and Ethical AI from Institut du Numérique Responsable (INR) France, and tested the RIA31 frugal AI framework on a real-world case related to the CSRD (Corporate Sustainability Reporting Directive). From December 2023 to March 2025, Sopra Steria led the working group in INR "Guide on Stakeholder Maturity in Sustainable Digital". Reputation and brand value: Sopra Steria's market positioning reflects its leadership in managing the environmental impact of climate change and its preparedness for stricter policies and regulations. Under the IEA NZE 2050 scenario and the SDS, this positioning gives Sopra Steria a commercial edge and prepares it for increased stakeholder attention to climate change. Under the RCP 8.5 scenario, weak carbon regulations in some countries and regions reduce the commercial edge derived from Sopra Steria's positioning, while stricter carbon regulations elsewhere strengthen it. The younger generation entering the work market expect employers to be engaged in environmental matters. Sopra Steria, was a sponsor of ChangeNOW 2024, the largest event of solutions for the planet. Our Group CSO made an interview about "Digital technologies and Sustainability: friends or foes?" at the Conference « AI for Social and Environmental Impact », that allowed Sopra Steria to communicate our vision to all attendees.
[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

Sopra Steria does not generate any revenue directly from fossil fuels, chemicals production, controversial weapons or tobacco-growing and production.

(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

Net Zero 2040 targets validated. 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). Efficiency of buildings and data centres. ISO 14001 action plan: gradually increase of the scope of Group-wide certification. 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. Reduce business travel and promote low-emissions transport options. Gradually transition from a vehicle fleet with combustion engines to electric vehicles. Putting in place incentives to support the use of lower-carbon modes of transport Measurement of actual emissions data from our supply chain and engagement of suppliers (webinar, EcoVadis carbon module), taking into account sustainability criteria when selecting suppliers and making purchasing decisions

(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 reduced its Scope 1&2 GHG emissions by 52.7% and its Scope 3 GHG emissions by 23.9% compared to 2019. In 2024, 85% of Scope 3 emissions related to purchases. The Group succeeded in reducing its Scope 3 GHG emissions by 24% relative to 2019, and by 16% over the previous year. This reduction is mainly due to improved data quality and increased precision in the methodology, particularly in terms of changes in emission factors to include inflation and specific factors for the United Kingdom. Through its action plans, a more refined methodology and an enhanced collection of actual datapoints, the Group has succeeded in reducing emissions from business travel by 33% and those from commuting and remote working by 30% relative to 2023. The Group's Energy Savings Plan has reduced energy consumption in offices by 8% of its level in 2021 (all countries managed to reduce their consumption in 2024, except from Benelux and France). At the end of 2024, 19% of Sopra Steria's sites representing 45% of the Group's workforce had secured ISO 14001 certification. Sopra Steria was on the CDP Climate Change A List in 2024 for the eighth year running.

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

sopra_steria_urd_2024_en_opti.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 believes it is vital to take into account biodiversity and impact on economic and human activities in addressing climate-related issues. Indeed, the two topics are closely linked, and climate change is one of the main causes of pressure on biodiversity identified by the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES), along with the deterioration of natural habitats, pollution, overconsumption of natural resources and the introduction of invasive species. Against this backdrop, Sopra Steria has decided to increase its understanding of biodiversity – analysing sustainability within its overall monitoring, forward planning and continuous improvement process – even though as a consulting and digital services company, its business activities have a limited direct impact on biodiversity. To this end, the Group, as part of its double materiality assessment work, has voluntarily completed an assessment of the impact through its value chain. This showed that the impact on biodiversity sits mainly in the upstream value chain, with suppliers. Biodiversity must be given special consideration: It is currently approaching the impact materiality threshold and so may move past this threshold in the coming years. Hence, it is now included in this section of the company's sustainability report. In the future, a new phase will focus on a closer analysis of the impact that the Group's key suppliers have on biodiversity. Biodiversity criteria could then be included in the purchasing and supplier selection processes, and this approach could also be extended to the downstream value chain. Sopra Steria also monitors water consumption on its sites. In addition, Sopra Steria mapped its sites located in proximity to key biodiversity areas (zones called KBAs) by referring to the first step in the LEAP (Locate – Evaluate – Assess – Prepare) methodology drawn up by the Taskforce on Nature-related Financial Disclosures (TNFD). To date, an estimated 17 sites are potentially located near KBAs. Next steps of this investigation will be to assess the local impacts of the sites concerned (Evaluate) and analyse the risks and opportunities (Assess) to which the Group could be exposed. Over time, the goal is to use these analyses to define and implement initiatives that aim to prevent or limit these potential impacts and associated risks. It 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 minimizing 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 (Green for It) with an open-source licence, that estimate the environmental impact of a digital solution, and so model the effect of changes to the design of that solution. This solution complies with ISO 14040/44 and uses the NumEcoEval and Boavizta calculation tools, as well as the NegaOctet database impact factors. 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 made reducing GHG emissions from our operations one of the 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: 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 About Business travel, we promoted sustainable modes of transport and set policies that prioritise low-emission modes of transport; incorporated the sustainable mobility policy into our processes and systems; introduced shadow internal carbon pricing to raise awareness and elicit changes in behaviour. This is already rolled out in France and the UK and to be expanded to all countries from 2025 onwards. The shadow carbon price, set at €85/tCO_2 covers emissions generated by air, rail and road travel and hotel stays. It helps reduce emissions from business travel by giving each country a clearer picture of its carbon footprint. We set ourselves the target of being Net Zero under the SBTi Standard by 2040; our business travel, offices and data centres are already Net Zero. In 2015, we 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 100%. Electricity supplies to the Group's on-site operations are now all renewable. Under our Energy Savings Plan we have reduced consumption of energy in our offices by 8% since 2021. We stay 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 2024 made staff reluctant to travel, but more willing to work in the company's offices, where air conditioning was available. We 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's electricity consumption continues to come from renewable sources under green power purchase agreements sealed directly with suppliers or using Guarantee of Origin certificates (GOs and REGOs in Austria, Belgium, Bulgaria, Denmark, France, French Polynesia, Germany, Italy, Luxembourg, the Netherlands, Norway, Poland, Romania, Spain, Sweden, Switzerland and the United Kingdom) or International Renewable Energy Certificates (I-RECs in Brazil, Cameroon, Canada, China, Côte d'Ivoire, India, Lebanon, Morocco, Senegal, Singapore, the United Arab Emirates, the United States and Tunisia).; for these it incurred additional operating costs of about 210,000 euros (GOs/RECs and IRECs/REGO) in 2024. 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 2

(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 clients 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
	word_document.select_from ☑ Yes	*word_document.select_all_that_apply* ☑ A sustainable finance taxonomy	*word_document.select_from* ☑ 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 adaptation

(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)

14400000

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

0.3

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

0

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

0

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

0.3

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

99.7

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

For adaptation: 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: CCA 8.4: Software enabling physical climate risk management and adaptation. Due to its particular business model, only a very small proportion of the Group’s revenue is Taxonomy-eligible. For financial year 2024, eligibility and alignment analysis were performed. 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 under a quarter of eligible revenue. These activities do not meet all the “substantial contribution” criteria necessary to achieve alignment. Indeed, most of the Group’s data centre suppliers, despite beginning work to change coolants, are unable to prove a global warming potential (GWP) less than or equal to 675 on a full-year basis. The analysis has not been verified by an external third party other than the Sustainability Auditor, and for the time being, is not considered as satisfying the substantial contribution criteria. For financial year 2024, nearly a twelfth of eligible revenue is related to projects eligible to CCA 8.4, “Software and consultancy enabling physical climate risk management and adaptation,” and CE 4.1, “Provision of IT/OT data-driven solutions”. Projects were considered aligned, all of them meeting the substantial contribution criteria.

Row 3

(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)

48800000

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

34.4

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

0

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

0

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

58

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

42

(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 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. The percentage of the Group’s vehicle fleet that meets the substantial contribution criteria has increased significantly. It grew from 10.7% to 30.0% thanks to an increase in the number of electric vehicles and other vehicles emitting less than 50 gCO2/km. As regards individually eligible capital expenditure relating to real estate, the Group conducted surveys in the form of questionnaires sent out to suppliers. As such, since financial year 2022, the Group has taken the view that buildings achieving BREEAM “Excellent” and HQE “Exceptional” certification meet the substantial contribution criteria. A mapping of relationships between environmental certification criteria used in the real estate world and technical requirements under the Taxonomy is awaited. In 2024, five buildings achieved these quality labels; two in France (Paris-La Défense/BREEAM Excellent and HQE Exceptionnel and Rennes/BREEAM Very Good), one in Norway (BREEAM-Nor Outstanding), one in Belgium (BREEAM Excellent, Well Core Gold and Edge Advanced Preliminary), one in London (BREEAM Excellent).These five buildings meet the technical criteria for substantial contributions.
[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-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)

78000000

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

1.4

(5.4.2.27) Calculation methodology and supporting information

The activities under CCM 8.2: Data-driven solutions for GHG emissions reductions mainly involve client consulting and integration projects that have a measurable, direct or indirect, positive impact on greenhouse gas emissions reduction. These include developing solutions to determine and measure emissions, integrating solutions to reduce raw material or component consumption, and projects optimizing constraints or replacing physical flows with digital processes. For example, projects migrating to paperless processes or using digital twin simulations, which result in a proven net reduction in emissions. Two project types fall under Activity 8.2: 1. Taxonomy-enabling projects, which help clients make a significant contribution to climate change mitigation. The majority of projects in 2024 belong to this category. Examples include: o Sustainable transport: projects accelerating the transition to electric trains, optimizing railway availability, encouraging environmentally friendly transport choices based on air pollution alerts, coordinating local transport options, and optimizing routes. o Energy: projects introducing Environmental Management Systems, increasing renewable energy generation, extending nuclear power stations' lifespan, and monitoring client energy consumption. o Waste: projects improving logistics to reduce waste, particularly fresh products discarded past expiry. o Digital technology footprint: projects reducing emissions from IT production, distribution, decommissioning, and end-of-life stages (including terminals, infrastructure, and services). 2. Software solutions

contributing to GHG emissions reductions, either directly or indirectly. For example: o Software aimed at climate change mitigation supports the design, maintenance, and upgrading of aircraft with zero CO2 emissions from tailpipes. Several projects optimize propulsion systems and manage test flights for hybrid hydrogen engines. o Environmental performance monitoring tools developed by Sopra Real Estate Software. o Software solutions for setting emissions reduction targets and monitoring progress towards environmental goals. o The Sustainable IT platform, which evaluates and reduces environmental impacts of information systems using an automated assessment framework from ADEME and Sopra Steria. o Introduction of an IoT system for preventive maintenance, extending equipment life and reducing technician travel by enabling remote diagnostics.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☑ No

(5.4.2.29) Details of substantial contribution criteria analysis

Eligible projects falling under CCM 8.2.“Data-driven solutions for GHG emissions reductions” account for 59.0% of eligible revenue.The substantial contribution criteria have been analysed, including an estimate of the reduction in the digital service emissions envisaged using the Green For IT (G4IT) tool developed under an open-source licence and complying with ISO 14040/44 standards. The analysis has not been verified by an external third party other than the Sustainability Auditor, and for the time being, is not considered as satisfying the substantial contribution 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, as set out in Section 2.1.1, “Presentation of the context, material impacts, risks and opportunities” of Sopra Steria’s 2024 URD. This policy is observed when selecting new buildings for use by the Group, with lessors carrying out an assessment of climate related risks and vulnerabilities. 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 action plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled. The DNSH criterion were met for the following categories: - Climate change adaptation - Circular economy. 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 (2024 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)

14400000

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

0.3

(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 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, several types of project were identified, such as: ● The Biodrone software solutions combining state-of-theart drone technology and AI to support modern, sustainable forestry through forest mapping and analysis, the surveillance of undesirable species such as the redberried 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. ● The software services operated by Copernicus, the European Union's Earth observation programme, offering information services based on observation via satellite and in situ (non-spatial) data. Climate risks are thus identified through the monitoring of the atmosphere, marine environments and climate change developments and managed using disaster risk management systems. ● Crimson solutions, such as Crimson Tactic, operated for various civil security stakeholders in mainland and overseas France and outside France, to run emergency, comprehensive oversight and crisis management operations (e.g. to combat forest fires or flooding) when climate risks materialise. ● The FloodDAM solution for reliably and automatically detecting, monitoring and assessing floods using multiple land- and satellite-based sensors.

(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 8.4, “Software and consultancy enabling physical climate risk management and adaptation,” and CE 4.1, “Provision of IT/OT data-driven solutions”, account for 17.2% of eligible revenue. Virtually all of them meet the substantial contribution 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, 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 (2024 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)

31400000

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

0.5

(5.4.2.27) Calculation methodology and supporting information

CCM 8.1 - Data processing, hosting and related activities: Eligible projects include hosting activities for clients using either the Group's own infrastructure or equipment owned by the Group installed in service providers' data centres where hosting revenue can be isolated from revenue from other services. It excludes all hosting activities carried out in third party infrastructures, such as those of data centre operators not owned by the Group or cloud providers, management infrastructure services provided outside of the Group's infrastructures, consulting services, and transformation and cloud deployment projects.

(5.4.2.28) Substantial contribution criteria met

word_document.select_from

☑ No

(5.4.2.29) Details of substantial contribution criteria analysis

“Data processing, hosting and related activities” (CCM 8.1) account for 23.8% of eligible revenue.These activities do not meet all the substantial contribution criteria necessary to achieve alignment.Indeed, most of the Group’s data centre suppliers, despite beginning work to change coolants, are unable to prove a global warming potential (GWP) less than or equal to 675 on a full-year basis.

(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, as set out in Section 2.1.1, “Presentation of the context, material impacts, risks and opportunities” of Sopra Steria’s 2024 URD. This policy is observed when selecting new buildings for use by the Group, with lessors carrying out an assessment of climate related risks and vulnerabilities. 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 action plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled. 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 its presence on sites located in potentially water-stressed areas or near sea water, see section 2.2.2..“Resource and waste management” and section 2.3. “Information beyond materiality” of Sopra Steria’s 2024 URD. 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 (2024 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)

27900000

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

19.7

(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. Capital expenditures also include new intangible assets resulting from business combinations, such as technologies, customer relationships and brands.

(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. The percentage of the Group’s vehicle fleet that meets the substantial contribution criteria has increased significantly. It grew from 10.7% to 30.0% thanks to an increase in the number of electric vehicles and other vehicles emitting less than 50 gCO2/km.

(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, as set out in Section 2.1.1, "Presentation of the context, material impacts, risks and opportunities" of Sopra Steria's 2024 URD. This policy is observed when selecting new buildings for use by the Group, with lessors carrying out an assessment of climate related risks and vulnerabilities. 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 action plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled. DNSH – Pollution prevention and control: In connection with projects identified for CE 4.1, the Group's policy relating to purchases of goods and services covers the requirements set forth in Directive 2009/125/EC and Annex II of Directive 2011/65/EU. It is described under "'Sustainable procurement' action plan" in Section 2.1.2.3, "Action plans in support of the Group's climate policy". Vehicles in the Group's European fleet comply with the Euro 6 emissions thresholds in accordance with Regulation (EC) 715/2007. 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 (2024 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)

20900000

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

14.7

(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. 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, the Group conducted surveys in the form of questionnaires sent out to suppliers. As such, since financial year 2022, the Group has taken the view that buildings achieving BREEAM "Excellent" and HQE "Exceptional" certification meet the substantial contribution criteria. A mapping of relationships between environmental certification criteria used in the real estate world and technical requirements under the Taxonomy is awaited. In 2024, five buildings achieved these quality labels; two in France (Paris-La Défense/BREEAM Excellent and HQE Exceptionnel and Rennes/BREEAM Very Good), one in Norway (BREEAM-Nor Outstanding), one in Belgium (BREEAM Excellent, Well Core Gold and Edge Advanced Preliminary), one in London (BREEAM Excellent).These five buildings meet the technical criteria for substantial contributions.

(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, as set out in Section 2.1.1, "Presentation of the context, material impacts, risks and opportunities" of Sopra Steria's 2024 URD. This policy is observed when selecting new buildings for use by the Group, with lessors carrying out an assessment of climate related risks and vulnerabilities. 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 action plan is in place, ensuring that end-of-life electrical and electronic equipment is recycled. DNSH – Pollution prevention and control: In connection with projects identified for CE 4.1, the Group's policy relating to purchases of goods and services covers the requirements set forth in Directive 2009/125/EC and Annex II of Directive 2011/65/EU. It is described

under "'Sustainable procurement' action plan" in Section 2.1.2.3, "Action plans in support of the Group's climate policy". Vehicles in the Group's European fleet comply with the Euro 6 emissions thresholds in accordance with Regulation (EC) 715/2007. 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 its presence on sites located in potentially water-stressed areas or near sea water, see section 2.2.2.."Resource and waste management" and section 2.3. "Information beyond materiality" of Sopra Steria's 2024 URD. The Group is aligned on requirements and chooses for example toilet tanks, showers and other hygiene equipments accordingly. 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 (2024 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

The content of the sustainability report and published information is prepared according to applicable standards, adopted pursuant to Article 29b of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022, and Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023. This sustainability information also conforms to the disclosure requirements provided for in Article 8 of Regulation (EU) 2020/852 on the EU taxonomy, which specifies the disclosure requirements for companies, and Article L. 233-28-4 of the French Commercial Code. Sustainability auditors concluded in page 228 of the Sopra Steria 2024 URD that their checks did not reveal any material errors, omissions or inconsistencies in respect of compliance with the requirements set out in Article 8 of Regulation (EU) 2020/852, thus assuring a moderate assurance of all Taxonomy data published in the URD and Sustainability Report.

(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
	word_document.select_from ☑ Yes	*word_document.select_all_that_apply* ☑ 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
☑ Reduce upstream value chain emissions

☑ Setting and/or achieving of climate-related policies and targets

(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 more than 90% of our business is in Europe. In end of 2024 this price reached about 85€/tCO_2 and at present stands at 70€/tCO_2. We then used the highest value of about 85€/tCO_2 in line with the recommended benchmarks for steering strategic climate transition. 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 3, Category 6 - Business travel

(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, biofuels and SAFs 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€/tCO_2, but, in its "Net Zero 2050" scenarios, the Network for Greening the Financial System (NGFS 2021) estimates prices of between 100-200€/tCO_2 in 2030, rising sharply until 2050, but prominent regulation can keep them below 250€/tCO_2 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 more than 90% of our business is in Europe. In end of 2024 this price reached about 85€/tCO_2 and at present stands at 70€/tCO_2. 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.

(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, 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 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. This enables us to reduce our Scope 3 GHG emissions and move closer to achieving our Net-Zero SBTi Scope 3 targets.
[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* ☑ Yes	*word_document.select_all_that_apply* ☑ Climate change
Customers	*word_document.select_from* ☑ Yes	*word_document.select_all_that_apply* ☑ Climate change
Investors and shareholders	*word_document.select_from* ☑ Yes	*word_document.select_all_that_apply* ☑ Climate change
Other value chain stakeholders	*word_document.select_from* ☑ Yes	*word_document.select_all_that_apply* ☑ 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): •Steering Committees have been implemented with two major suppliers/partners with the objective of contributing to our scope 3.1 decarbonization.

(5.11.1.5) % Tier 1 suppliers meeting the threshold 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

2
[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. The Code of Conduct, 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. As soon as an invitation to tender is issued and for the entire duration of the business relationship with suppliers, the Code of Conduct for Suppliers and partners, is part of Purchasing requirements, regardless of which Group entity orders. In addition,, Procurement Departments 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 suppliers and partners. The Code of Conduct for Suppliers and Partners, 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. As soon as an invitation to tender is issued and for the entire duration of the business relationship with suppliers, the Code of Conduct for Suppliers and partners, is part of Purchasing requirements, regardless of which Group entity orders For more details, 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 at least 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

☑ Supplier scorecard or rating

(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 used EcoVadis to assess targeted suppliers (with over €150K 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 (the synthesis of these informations are on the supplier scorecard). 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 during its assessment to put in place a corrective action plan as soon as possible. For suppliers with a score of 24/100 or less, an alert is triggered by EcoVadis. This alert threshold concerns both the overall score (containing the Environment score) and/or the score in the "Ethics" field. The supplier is then contacted by the Group Purchasing Department to put in place the necessary corrective actions and undergo a new EcoVadis assessment within a period of three months.
[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

☑ 76-99%

(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

Climate engagement strategy applies to the entire company and all sectors, as well as to all suppliers. Success is measured by the proportion of suppliers who take part in the assessment. Key suppliers are analyzed through EcoVadis evaluation. In 2024, over 900 million euros of supplier spending, representing 77% and 793 suppliers of eligible expenditure, were evaluated on the EcoVadis platform. They represented about 55% of our emissions. In addition, in 2025, the plan is to continue deploying EcoVadis CSR assessments to cover 85% of spending on the main supplier accounts (eligibility criterion of €150K). In terms of quantitative outcomes: ■The average score for Sopra Steria suppliers who completed the assessment was 60.5 out of 100, nearly 12.9 points higher than the average score for all suppliers assessed via the EcoVadis platform. ■The average improvement across all suppliers reassessed in 2024 was 4.3 points. ■Only one supplier scored less than the Group's alert threshold of 24/100, which triggered the implementation of an action plan to remedy the situation; ■87.3% of suppliers assessed or reassessed achieved a score of at least 45 out of 100 (compared with only 58% of all businesses assessed by EcoVadis achieving this score globally); ■70% of suppliers assessed by the Group were awarded a specific EcoVadis medal (compared with 44% of all suppliers assessed by EcoVadis achieving this score globally). We carried out a webinar to encourage the monitoring and reduction of GHG emissions with 120 suppliers in the building sector that are assessed by EcoVadis. Furthermore, Code Of Conduct for Suppliers and Partners, adopted by Tier 1 suppliers, requires to manage their supply chains (including Tier 2 suppliers) sustainably. Thus, the highest level of our suppliers is level 2, of which at least 5 are assessed by EcoVadis. We use an expenditure database with an ESG Dashboard, that allows us to see Tier 1 suppliers expenses, with its name and the location. We were 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.

(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 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 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 o Mobility work package proposal to our employees o Our Energy working plan deployement 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 caried out by external bodies, as ECOVADIS (Top 1% classification, global result of 93/100 and 95/100 in environment) or CDP (A List for the eighth year in a row), - 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 also included during RFI/RFP (Request for Information/ Request for Proposal), -Sustainability questionnaire results are part of supplier' evaluation and are accompted 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

☑ 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 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 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: -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 disabled 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 them 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 FlyingGreen: a digital platform co-developed with EUROCONTROL to support the decarbonization of aviation. It focuses on four strategic pillars: emissions reduction towards net-zero 2050, sustainable fuels, climate

adaptation, and green financing 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 Responsible), 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, which 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 90% of our clients businesses area 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 40 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.

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, EcoVadis 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 that 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, we have an Investor Relations website featuring all relevant information for shareholders and investors. Here are our measures of success, 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 2024: 716 individuals met, 37 roadshows, 15 talks and meetings with 310 institutions covering 15 countries and 27 cities, -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, EcoVadis 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 in France (UN GC France)

(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. She was engaged in the GC France Network new "CSR Working Group" steering committee. She also contributed 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, before her departure. 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).

(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, before her retirement in July 2024. In beginning of 2024, she assisted to a circle meeting focused on the new members about the decarbonation of Supply Chain.
[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 2024, this included the joint ventures NHS SBS and SSCL in the UK, and SFT in Germany. This also includes Sopra Banking Software, for the eight first months (divestment on 2nd of September 2024) It did not include 74SOFTWARE, of which Sopra Steria owns nearly 11.07% 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 2024, this included the joint ventures NHS SBS and SSCL in the UK, and SFT in Germany. This also includes Sopra Banking Software, for the eight first months (divestment on 2nd of September 2024) It did not include 74SOFTWARE, of which Sopra Steria owns nearly 11.07% 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 2024, this included the joint ventures NHS SBS and SSCL in the UK, and SFT in Germany. This also includes Sopra Banking Software, for the eight first months (divestment on 2nd of September 2024) It did not include 74SOFTWARE, of which Sopra Steria owns nearly 11.07% 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, a divestment

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

Sopra Banking Software

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

In 2024, Sopra Steria finalised the sale of the activities of Sopra Banking Software, marking a strategic shift towards consulting and digital services. This divestment reflects the Group's ambition to strengthen its positioning as a key player in Europe's digital transformation. As of 2 September 2024, the divested activities are no longer included in the Group's scope of consolidation. The environmental indicators disclosed in this report have been adjusted accordingly to reflect this change in perimeter.
[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)
	word_document.select_all_that_apply ☑ Yes, a change in boundary	*On 2nd of September 2024, the sale of the activities of Sopra Steria Banking has led to our withdrawal from several countries.*

[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 and divestments that Sopra Steria Group has made since the base year of 2019 have resulted in a perimeter variation of about 5%. While we have included the acquired companies in the perimeter for our annual GHG emissions calculations, we have also excluded divested activities (such as Sopra Banking Software after the 2nd of September 2024) from the current reporting scope. We have therefore maintained the 2019 baseline, making the integration of new entities and the exit of others an additional challenge in our pursuit of emissions reduction targets. Should a future acquisition or divestment significantly alter the Group's emissions profile, a re-baselining exercise will be conducted. Our auditors have verified our annual performance against the current 2019 baseline, which was validated by SBTi in June 2023 for our net-zero targets, as disclosed in our Universal Registration Document.

(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 (URD) 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)

296

(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". 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	*2746*	*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)

9644

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

366

(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 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)

248879

(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

4

(7.8.5) Please explain

We calculated supply chain emissions for all countries in the Group in 2024 to be 248,879 tCO_2e, 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 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 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 Cabinet de Saint Front 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 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)

4670

(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

(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)

33

(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

58

(7.8.5) Please explain

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. Most emissions from waste disposal are due to the treatment of waste water; we estimate 46% of our water consumption. Thus, for our total Scope 3-5, 58% 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)

12267

(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

76

(7.8.5) Please explain

24% 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. Thus, for our total Scope 3-6, 76% of emissions are from real data.

Employee commuting

(7.8.1) Evaluation status

word_document.select_from

☑ Relevant, calculated

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

23051

(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

80

(7.8.5) Please explain

We surveyed our employees' patterns of movement in France, UK, Germany, Norway, Sweden, Denmark, India, Belgium, Luxembourg and Spain 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)

111

(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

61

(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 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

As 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)

164

(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

74

(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 11.07% of one of the tenants on its sites, 74SOFTWARE, 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)

7375

(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 2024 the Sopra Steria Group owned 11.07 per cent of the company 74SOFTWARE. Scope 3 Category 13 Downstream Leased Assets accounts for 74SOFTWARE's emissions as a tenant in Sopra Steria's offices; Sopra Steria's share of 74SOFTWARE's other emissions is reported here. The figure above is 11.07 per cent of 74SOFTWARE's reported Scopes 1, 2 and 3 emissions for 2024. The following value differs from that in our 2024 Universal Registration Document (URD); 74SOFTWARE's audit had not been completed and its URD not published when we compiled our 2024 URD, and so we had to estimate 74SOFTWARE's Scopes 1, 2 and 3 emissions in 2024 to be 17,000 tCO_2e. The audited figure for 74SOFTWARE's Scope 1, 2 and 3 emissions in 2024 published in its 2024 URD amounted to 66 619 tCO_2e. Proportion of emissions due to the Sopra Steria Group: 11.07% x 66 619 tCO_2e = 7,375 tCO_2e

Other (upstream)

(7.8.1) Evaluation status

word_document.select_from

☑ Not relevant, explanation provided

(7.8.5) Please explain

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

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	*word_document.select_from* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*word_document.select_from* ☑ Third-party verification or assurance process in place
Scope 3	*word_document.select_from* ☑ 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

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(7.9.1.5) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 3 - Section 2 Scope 1 ENERGY, the combustion of primary energy, 1,585 tCO_2e and also on page 3 - Section heading Scope 1 FUGITIVE EMISSIONS, the figure for emissions from leakages of refrigerant gas, 1,161 tCO_2e. Page 4 - Section 2 end of page Scope 1 Total 2,746 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.2.6) Page/ section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 3 - Section 2 Scope 2 ENERGY, market-based emissions from the generation of purchased electricity and emissions from the generation of purchased District Heating, 366 tCO_2e. Page 4 - Section 2 end of page Scope 2 Total 366 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 3 - Scope 3-1 PURCHASED GOODS & SERVICES, 248,879 tCO_2e. Page 5- Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 3 - Scope 3-3 FUEL & ENERGY RELATED ACTIVITIES, 4,670 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 4 - Scope 3-5 WASTE GENERATED IN OPERATIONS, 33 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 4 - Scope 3-6 BUSINESS TRAVEL, emissions from Air, Road and Rail travels and hotel stays, 12,267 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 4 - Scope 3-7 EMPLOYEE COMMUTING & WORKING FROM HOME, 23,051 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

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(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 4 - Scope 3-8 UPSTREAM LEASED ASSETS, market based emission of data centre offsite, 111 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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 FY2024 Verification signed.pdf

(7.9.3.6) Page/section reference

Page 6 - Sopra Steria FY2024 Verification signed by Cabinet de Saint Front. Page 4 - Scope 3-13 DOWNSTREAM LEASED ASSETS, from tenants, 164 tCO_2e. Page 5 - Section 4 on ISAE3000 standard used. Page 5 - 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

☑ Increased

(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)

11

(7.10.1.2) Direction of change in emissions

word_document.select_from

☑ Decreased

(7.10.1.3) Emissions value (percentage)

0.46

(7.10.1.4) Please explain calculation

*Using Guarantee of Origin certificates, the proportion of "green" electricity in France increased from 98.5% to 100%. In all other countries the proportion of "green" electricity remained at 100%. The Residual Mixed Emission Factor for France (source Association of Issuing Bodies, or AIB) decreased from 40.74 gCO_2 per kWh (or 0.04074 tCO_2 per MWh) in 2023 to 23.52 gCO_2 per kWh (or 0.02352 tCO_2 per MWh) in 2024. As a result emissions from this source decreased from 11 tCO_2e in 2023 to 0 tCO_2e in 2024, a difference of 11 tCO_2e. Indeed, for 2023: 17,625MWh * (100%-98.5%) * 0.04074 tCO_2 per MWh equals to 11 tCO_2e. And for 2024: 20,010 MWh * (100%-100%) * 0.02352 tCO_2 per MWh equals to 0 tCO_2e. As a proportion of Scope 1 & 2 emissions last year (2023) 2,392 tCO_2e, the change amounted to 11/2,392 equals to 0.46%.*

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

731

(7.10.1.2) Direction of change in emissions

word_document.select_from

☑ Increased

(7.10.1.3) Emissions value (percentage)

30.56

(7.10.1.4) Please explain calculation

We had some leakages in 2024, especially in United Kingdom and India. Our fugitive emissions increased by 237 tCO_2e in 2024 compared to 2023. Energy consumption was higher in 2024 than in 2023. All countries managed to reduce their consumption in 2024, except from Benelux and France that hugely inflated the total consumption. Indeed in the total, we had a 20,6% increase between 2024 and 2023), that caused an increase of 494 tCO_2e. As a proportion of Scope 1 & 2 emissions last year (2023), 2,392 tCO_2e, the change amounted to 731/2,392 equals to 30.56%.

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)

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 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)

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

Unidentified

(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

Other

(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
[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)

1579.8

(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)

2.16

(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)

2.97

(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)

1160.77

(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)

0.89

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

5.24

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

3.51

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

212.49

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

230.84

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

0

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.14

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

0.47

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

0

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.71

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

41.41

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

10.73

Cameroon

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.1

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

10.96

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

0

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

13.5

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

12.05

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

0

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.32

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

7.19

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

0

Côte d'Ivoire

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.18

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

1.32

(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)

1.35

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

0.36

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

125.68

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

1133

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

90.18

French Polynesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.02

(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)

127.08

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

986.34

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

105.3

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.1

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

2.15

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

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

859

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

4449.5

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

0

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

2.52

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

2.8

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

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

59.54

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

96.97

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

0

Lebanon

(7.16.1) Scope 1 emissions (metric tons CO2e)

44.64

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

20.53

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

0

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

48.18

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

12.6

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

0

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

7.73

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

53.73

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

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

390.7

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

584.89

(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)

132.78

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

110

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.12

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

262.86

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

45.5

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.03

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

21.8

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

0

Senegal

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.07

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

0.86

(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)

12.04

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

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

216.5

(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)

3.85

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

1.56

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

15.67

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

3.81

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

0.28

Tunisia

(7.16.1) Scope 1 emissions (metric tons CO2e)

22.67

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

231.68

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

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.49

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

6.06

(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)

795

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

1083.53

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

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.23

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

14.92

(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	*Activities in offices of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)*	*2353.2*
Row 2	*Activities in on-site data centres of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)*	*19.3*
Row 3	*All activities in the UK Joint Ventures NHS SBS and SSCL*	*330.6*
Row 4	*All activities in the German Joint Venture SFT*	*40.6*

[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	*Activities in offices of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)*	*7814.7*	*367.4*
Row 2	*Activities in on-site data centres of the Sopra Steria Group (i.e. excluding Joint Ventures NHS SBS, SSCL and SFT)*	*919.5*	*0*

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 3	*All activities in the UK Joint Ventures NHS SBS and SSCL*	*360.1*	*0*
Row 4	*All activities in the German Joint Venture SFT*	*629.4*	*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)

2372.5

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

8734.2

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

367.4

(7.22.4) Please explain

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

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

371.2

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

989.5

(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 Germany 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 :SIREN Number

(7.23.1.11) Other unique identifier

519319651

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

92

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

324

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

12

(7.23.1.15) Comment

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

Row 2

(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)

195

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

685

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

26

(7.23.1.15) Comment

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

Row 3

(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)

2245

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

7884

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

299

(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 4

(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)

81

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

286

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

11

(7.23.1.15) Comment

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

Row 5

(7.23.1.1) Subsidiary name

CS Group

(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

885318519

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

132

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

464

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

18

(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* ☑ Yes
Consumption of purchased or acquired electricity	*word_document.select_from* ☑ Yes
Consumption of purchased or acquired heat	*word_document.select_from* ☑ Yes
Consumption of purchased or acquired steam	*word_document.select_from* ☑ No
Consumption of purchased or acquired cooling	*word_document.select_from* ☑ No
Generation of electricity, heat, steam, or cooling	*word_document.select_from* ☑ 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

8157.48

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

8157.48

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

45640.08

(7.30.1.3) MWh from non-renewable sources

0

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

45640.08

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

4094.88

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

4094.88

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 + non-renewable) MWh

0.00

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

45640.08

(7.30.1.3) MWh from non-renewable sources

12252.36

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

57892.44
[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	*word_document.select_from* ☑ Yes
Consumption of fuel for the generation of heat	*word_document.select_from* ☑ Yes
Consumption of fuel for the generation of steam	*word_document.select_from* ☑ No
Consumption of fuel for the generation of cooling	*word_document.select_from* ☑ No
Consumption of fuel for co-generation or tri-generation	*word_document.select_from* ☑ 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 2024.

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 2024.

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 2024.

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 2024.

Oil

(7.30.7.1) Heating value

word_document.select_from
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

6.57

(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

6.57

(7.30.7.8) Comment

Fuel Oil (Light) Emission factor 2.6814 gCO_2e 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

7652.79

(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

7652.79

(7.30.7.8) Comment

Natural Gas Emission factor 1.829 gCO_2e 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

498.12

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

498.12

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

0

(7.30.7.8) Comment

Diesel for India: -Consumption 479.64 MWh -Emission factor 2.5197 gCO_2e per kWh; Diesel for the rest of the countries (Cameroon and Lebanon): -Consumption 18.48 MWh -Emission factor 2.5197 gCO_2e 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

8157.48

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

498.12

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

7659.36

(7.30.7.8) Comment

Total fuel consumption in 2024 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)

592.83

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

498.11

(7.30.9.3) Gross generation from renewable sources (MWh)

94.72

(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

☑ Low-carbon energy mix, please specify :Renewable waste-to-energy

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

15

(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
☑ Portugal

(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)

1999

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Central de Valorizacao Energética (capacity: 26.5 MW, year: 1999).

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
☑ Wind

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

1163

(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 2024.

Row 3

(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)

6

(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: UFV Apodi II Technology: PV Ground mounted

Row 4

(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
☑ Renewable energy mix, please specify :CHP from Renewables

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

82

(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
☑ Portugal

(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)

2004

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Cogeração Renovável Pulp (capacity: 11.4 MW, year: 2004).

Row 5

(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)

40

(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 6

(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
☑ Low-carbon energy mix, please specify :Waste heat recovery

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

101

(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: Granite City Works - GCW Cogeneration TG#1 Location: IL

Row 7

(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
☑ Large hydropower (>25 MW)

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

12

(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)

2012

(7.30.14.10) Comment

Device Name: Hutousi Hydro Power Station Energy source: Hydro-electric

Row 8

(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)

5

(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 9

(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
☑ Renewable energy mix, please specify :Cogeneration from Renewables

(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
☑ Portugal

(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)

2004

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Cogeração Renovável Pasta Setubal AP (capacity: 53.9MW, year: 2004).

Row 10

(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)

1233

(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)

2012

(7.30.14.10) Comment

The energy under this certificate comes from 15 different plants, including 803255132001182272 Società elettrica (capacity: 1.728 MW, year: 2012) which has the largest capacity. The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case 803255132001182272 Società elettrica.

Row 11

(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)

2466

(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)

1963

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Leppikoski (capacity: 21 MW, year: 1963).

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
☑ Small hydropower (<25 MW)

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

3433

(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)

1999

(7.30.14.10) Comment

The energy under this certificate comes from 19 different plants, including SHFB which has the largest capacity (capacity: 3.88 MW, year: 1999). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case SHFB.

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

☑ Large hydropower (>25 MW)

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

3303

(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)

1957

(7.30.14.10) Comment

The energy under this certificate comes from 3 different plants: Chateauneuf-du-Rhone (capacity: 285 MW, year: 1957), Quartier des Combeaux (capacity: 180 MW, year 1968) and Péage Roussillon (capacity: 160 MW, year: 1977) The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case Chateauneuf-du-Rhone.

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)

6165

(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
☑ 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)

1981

(7.30.14.10) Comment

The energy under this certificate comes from 5 different plants: Alta (Alta) (capacity: 150 MW, year: 1987), Lang Sima (Eidfjord) (capacity: 500 MW, year: 1980), Brattset (Rennebu)(capacity: 80 MW, year: 1982), Sy-Sima (Eidfjord) (capacity: 620 MW, year: 1981) and Kvilldal (Suldal) (capacity: 1240 MW, year: 1981). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case Kvilldal (Suldal)

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

☑ Large hydropower (>25 MW)

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

2466

(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

☑ Portugal

(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)

2007

(7.30.14.10) Comment

The energy under this certificate comes from 3 different plants: Centro Electroproductor de Bemposta (capacity: 240 MW, year: 2007), Central Hidroeléctrica de Carrapatelo (capacity: 201 MW, year 1971) and Central Hidroelétrica da Régua (capacity: 180 MW, year: 1973). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case Centro Electroproductor de Bemposta.

Row 17

(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)

1227

(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)

1953

(7.30.14.10) Comment

The energy under this certificate comes from the plant called Donje (capacity: 72MW, year: 1953).

Row 18

(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
☑ Low-carbon energy mix, please specify :CHP Plant

(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
☑ Portugal

(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)

1992

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Central de Cogeração CAIMA (capacity: 7 MW, year: 1992).

Row 19

(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
☑ Wind

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

2286

(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)

2015

(7.30.14.10) Comment

The energy under this certificate comes from 9 different plants which are: PARC EOLIEN DE PEZILLA (capacity: 88 MW, year:2015), PLAINE DE L'ETANTOT (capacity: 21.6MW, year: 1900), CEPE DU HAUT LANGUEDOC_ 1 (capacity: 10.272MW, year: 2006), HAUT CABARDES_ 2 (capacity: 10.4 MW, year: 2015), Ferme Eolienne Du Briou (capacity: 8.8 MW, year: 2023), FERME EOLIENNE DE VRITZ (capacity: 6.78MW, year: 2023), Les Eoliennes de Bel Air- Plestan (capacity: 7 MW, year: 2006), PARC EOLIEN DE L'ESPINETTE (capacity: 13.8 MW, year: 2024), PARC EOLIEN SOURCE DE SEVES (capacity: 10 MW, year: 1900). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case PARC EOLIEN DE PEZILLA.

Row 20

(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

☑ Large hydropower (>25 MW)

(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)

2012

(7.30.14.10) Comment

Device name: Hutousi Hydro Power Station Technology: Hydroelectric

Row 21

(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
☑ Wind

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

6425

(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)

2005

(7.30.14.10) Comment

The energy under this certificate comes from 3 different plants which are: PARC EOLIEN DE PEZILLA (capacity: 88 MW, year:2015), PLAINE DE L'ETANTOT (capacity: 21.6MW, year: 1900), CEPE DU HAUT LANGUEDOC_ 1 (capacity: 10.272MW, year: 2006). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case 1.65 MW Wind Power Project in Vadakkankulam.

Row 22

(7.30.14.1) Country/area

word_document.select_from

☑ 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

☑ Renewable energy mix, please specify :CHP from Renewables

(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
☑ Portugal

(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)

2004

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Cogeração Renovável Pasta Setubal AP (capacity: 53.9 MW, year: 2004).

Row 23

(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

☑ Low-carbon energy mix, please specify :CHP

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

151

(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

☑ Portugal

(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)

1992

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Central de Cogeração CAIMA (capacity: 7 MW, year: 1992).

Row 24

(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)

29

(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)

2018

(7.30.14.10) Comment

Device name: GIVOLIM Technology: Solar

Row 25

(7.30.14.1) Country/area

word_document.select_from
☑ Luxembourg

(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)

86

(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)

2021

(7.30.14.10) Comment

Plant name: PARC EOLIEN DE FALVIEUX Technology code and name: T020001 - Wind/Onshore

Row 26

(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)

75

(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 27

(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
☑ Wind

(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
☑ Netherlands

(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 Netherlands in 2024.

Row 28

(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
☑ Sustainable biomass

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

3351

(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
☑ Portugal

(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 4 different plants which are: CHP Celulose Beira Industrial (capacity: 70.96 MW, year:2010), CHP Central de Cogeração CAIMA (capacity: 7 MW, year: 1992), CHP Cogeração Renovável Pasta Setubal AP (capacity: 53.9MW, year: 2004) and CHP Cogeração Renovável Pulp (capacity: 11.4 MW, year: 2004). The year of commissioning indicated above corresponds to the plant with the largest capacity, in this case CHP Celulose Beira Industrial.

Row 29

(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)

93

(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)

2012

(7.30.14.10) Comment

The energy under this certificate comes from PL00065946/GP_WIL/02/18663/2024 (capacity: 12.5MW, year: 2012)

Row 30

(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
☑ Renewable energy mix, please specify :CHP using renewable fuel

(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
☑ GO

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

word_document.select_from
☑ Portugal

(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)

2004

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Cogeração Renovável Pasta Setubal AP (capacity: 53.9MW, year: 2004)

Row 31

(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)

2

(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 32

(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

☑ Sustainable 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)

2016

(7.30.14.10) Comment

Device Name 1: CGE Adela Technology 1: Internal combustion engine: Non CHP Device name 2: GLT Global Resources Technology 2: Internal combustion engine: Non CHP The year of commissioning indicated above corresponds to the plant with the largest number of certificates, in this case GLT Global Resources.

Row 33

(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)

1287

(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

☑ Spain

(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 Spain in 2024.

Row 34

(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
☑ Renewable energy mix, please specify :CHP using renewable fuels

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

119

(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

☑ Portugal

(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)

2004

(7.30.14.10) Comment

The energy under this certificate comes from the plant called CHP Cogeração Renovável Pasta Setubal AP (capacity: 53.9MW, year: 2004)

Row 35

(7.30.14.1) Country/area

word_document.select_from

☑ Sweden

(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)

25

(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)

2021

(7.30.14.10) Comment

Plant name: PARC EOLIEN D'ALLENAY Technology code and name: T020001 - Wind/Onshore

Row 36

(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

☑ Large hydropower (>25 MW)

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

10

(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

☑ Yes

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

1962

(7.30.14.10) Comment

The energy under this certificate comes from the plant called 764011376000001048.

Row 37

(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)

547

(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 38

(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)

12

(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)

2018

(7.30.14.10) Comment

Device Name: Mohammed bin Rashid Al Maktoum Solar Park Phase 3 Technology: PV Ground mounted

Row 39

(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)

820

(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 "Kilgallioch”

Row 40

(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
☑ Solar

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

155

(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

Project name: Carn Nicholas Solar Limited

Row 41

(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
☑ Low-carbon energy mix, please specify :Waste heat recovery

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

43

(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: Granite City Works - GCW Cogeneration TG #1

Row 47

(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
☑ Solar

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

236

(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 49

(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)

532

(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 50

(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

☑ Renewable energy mix, please specify **:**Supplier with GO mix of hydro (water), solar, wind, geothermal, and biomass energy

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

214

(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 51

(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)

29

(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, low-carbon energy type only used from last submission.

Row 52

(7.30.14.1) Country/area

word_document.select_from

☑ Netherlands

(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)

1920

(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
☑ Netherlands

(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 53

(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)

153

(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, low-carbon energy type only used from last submission.

Row 54

(7.30.14.1) Country/area

word_document.select_from
☑ Poland

(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 **:**Supplier with GO mix of hydro (water), solar, wind, geothermal, and biomass energy

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

254

(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
☑ 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
☑ No

(7.30.14.10) Comment

This line indicates the renewable electricity purchased through the electricity contract.

Row 55

(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)

219

(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, low-carbon energy type only used from last submission.

Row 56

(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

☑ Renewable energy mix, please specify **:**Supplier with GO mix of hydro (water), solar, wind, geothermal, and biomass energy

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

132

(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 57

(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 **:**Supplier with GO mix of hydro (water), solar, wind, geothermal, and biomass energy

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

4571

(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, low-carbon energy type only used from last submission.
[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)

14.46

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

19.53

(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)

33.99

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

1399.26

(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)

1399.26

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

5.07

(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)

5.07

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

81.86

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

59.72

(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)

141.58

Cameroon

(7.30.16.1) Consumption of purchased electricity (MWh)

39.79

(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)

39.79

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

100.36

(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)

100.36

China

(7.30.16.1) Consumption of purchased electricity (MWh)

11.65

(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)

11.65

Côte d'Ivoire

(7.30.16.1) Consumption of purchased electricity (MWh)

4.18

(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)

4.18

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

10.44

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

7.75

(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)

18.19

France

(7.30.16.1) Consumption of purchased electricity (MWh)

20292.61

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

496.74

(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)

20789.35

French Polynesia

(7.30.16.1) Consumption of purchased electricity (MWh)

0.97

(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)

0.97

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

2818.6

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1827.73

(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)

4646.33

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

3.48

(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)

3.48

India

(7.30.16.1) Consumption of purchased electricity (MWh)

6424.64

(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)

6424.64

Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

10.49

(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)

10.49

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

365.02

(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)

365.02

Lebanon

(7.30.16.1) Consumption of purchased electricity (MWh)

28.95

(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)

28.95

Luxembourg

(7.30.16.1) Consumption of purchased electricity (MWh)

115.56

(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)

115.56

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

74.73

(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)

74.73

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

1931.87

(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)

1931.87

Norway

(7.30.16.1) Consumption of purchased electricity (MWh)

3504.75

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1275.57

(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)

4780.32

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

347.43

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

127.61

(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)

475.04

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

79.56

(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)

79.56

Senegal

(7.30.16.1) Consumption of purchased electricity (MWh)

1.55

(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)

1.55

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

31.24

(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)

31.24

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

1405.11

(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)

1405.11

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

244.66

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

278.66

(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)

523.32

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

142.23

(7.30.16.2) Consumption of self-generated electricity (MWh)

0

(7.30.16.4) Consumption of purchased heat, steam, and cooling (MWh)

1.56

(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)

143.79

Tunisia

(7.30.16.1) Consumption of purchased electricity (MWh)

546.68

(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)

546.68

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

11.47

(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)

11.47

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

5549.38

(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)

5549.38

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

42.06

(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)

42.06
[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

5.387e-7

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

3112

(7.45.3) Metric denominator

word_document.select_from
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

5776800000

(7.45.5) Scope 2 figure used

word_document.select_from
☑ Market-based

(7.45.6) % change from previous year

30.7

(7.45.7) Direction of change

word_document.select_from

☑ Increased

(7.45.8) Reasons for change

word_document.select_all_that_apply

☑ Divestment

☑ Change in revenue

(7.45.9) Please explain

On 2nd of September 2024, Sopra Steria finalized the sale of the activities of Sopra Banking Software, reflecting a strategic refocusing on consulting and digital services. This pivot has strengthened our commitment to the Group's goal of playing a leading role in Europe's digital transformation.

Row 2

(7.45.1) Intensity figure

0.000004995

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

3112

(7.45.3) Metric denominator

word_document.select_from

☑ Other, please specify **:**Pro forma EBITDA

(7.45.4) Metric denominator: Unit total

623000000

(7.45.5) Scope 2 figure used

word_document.select_from
☑ Market-based

(7.45.6) % change from previous year

31.9

(7.45.7) Direction of change

word_document.select_from
☑ Increased

(7.45.8) Reasons for change

word_document.select_all_that_apply
☑ Divestment
☑ Change in revenue

(7.45.9) Please explain

On 2nd of September 2024, Sopra Steria finalized the sale of the activities of Sopra Banking Software, reflecting a strategic refocusing on consulting and digital services. This pivot has strengthened our commitment to the Group's goal of playing a leading role in Europe's digital transformation.
[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 valorised

(7.52.4) Metric denominator (intensity metric only)

Amount of paper and cardboard disposed of

(7.52.5) % change from previous year

0.4

(7.52.6) Direction of change

word_document.select_from

☑ Increased

(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. In 2024, over 99.9% of paper cardboard waste was valorised, up 0.4% from the previous year. We indeed had fewer paper and cardboard sent to landfill in some African countries, which led to a increase of the percentage. Sopra Steria has published this metric (as a percentage) in its Universal Registration Document (Annual Report) for 2024, and had it and figures on which it is based verified to ISAE3000.

Row 2

(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 valorised

(7.52.4) Metric denominator (intensity metric only)

Amount (weight) of WEEE generated

(7.52.5) % change from previous year

0.4

(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 2024, over 99.6% of waste electrical and electronic equipment (WEEE) was valorised, up 0.4% from the previous year. This rise was mainly due to the change of a supplier in France that didn't have excellent waste treatment processes in 2023. Sopra Steria has published this metric (as a percentage) in its Universal Registration Document (Annual Report) for 2024, and had it and the figures on which it is based verified to ISAE3000.

Row 3

(7.52.1) Description

word_document.select_from

☑ Energy usage

(7.52.2) Metric value

1

(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

0.6

(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 all of its consumption of grid electricity. Sopra Steria has published this metric (as a percentage, 100%) in its Universal Registration Document (Annual Report) for 2024, 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)

2746

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

366

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

3112.000

(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

58.53

(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 1.5°C 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, regular maintenance for example. • Raising Awareness of employees (Energy Savings 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. We already achieved 58% of the required emission reduction.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from

☑ Yes

Row 2

(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

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 8 - Upstream leased assets

☑ Scope 3, Category 13 – Downstream leased assets

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(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)

248879

(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)

4670

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

33

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

12267

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

23051

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

111

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

164

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

1916

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

291091.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

291091.000

(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

26.60

(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 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 1.5°C 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): •Steering Committees have been implemented with two major suppliers/partners with the objective of contributing to our scope 3.1 decarbonization. • 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. We already achieved 26% of the required emission reduction.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from

☑ Yes

Row 3

(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

☑ 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

☑ Scope 3, Category 15 – Investments

☑ Scope 3, Category 6 – Business travel

☑ Scope 3, Category 7 – Employee commuting

☑ Scope 3, Category 8 - Upstream leased assets

☑ Scope 3, Category 13 – Downstream leased assets

☑ Scope 3, Category 1 – Purchased goods and services

☑ Scope 3, Category 5 – Waste generated in operations

☑ Scope 3, Category 3 – Fuel- and energy- related activities (not included in Scope 1 or 2)

(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)

248879

(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)

4670

(7.53.1.63) Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)

33

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

12267

(7.53.1.65) Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)

23051

(7.53.1.66) Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)

111

(7.53.1.71) Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)

164

(7.53.1.73) Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)

1916

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

291091.000

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

291091.000

(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

63.83

(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 1.5°C 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): •Steering Committees have been implemented with two major suppliers/partners with the objective of contributing to our scope 3.1 decarbonization. • 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. We already achieved 63% of the required emission reduction.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from
☑ Yes

Row 4

(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)

2746

(7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

366

(7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

3112.000

(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

97.55

(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 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 1.5°C 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, regular maintenance for example. • Raising Awareness of employees (Energy Savings 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. We already achieved 97% of the required emission reduction.

(7.53.1.85) Target derived using a sectoral decarbonization approach

word_document.select_from

☑ Yes

[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

(7.54.3) 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

06/28/2023

(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

☑ Abs7

☑ Abs8

☑ 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 1

☑ Scope 2

☑ 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 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. This target also 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 also been approved by the SBTI. The NZ5 is applicable for Scope 1 and 2, and Scope 3.

(7.54.3.11) Target objective

The European Union has responded to the United Nations appeal aimed at keeping global warming below 1.5°C 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
☑ Yes, and we have already acted on this in the reporting year

(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.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

Explore and continue to work with partners at the cutting edge of carbon offsetting. Since 2020, Sopra Steria has invested in carbon capture projects via afforestation under the banner of the UN Climate Neutral Now programme. By using carbon offsets from these projects, the Company was able to meet its target of achieving Climate Neutral Now certification across all direct activities in 2021. The GHG emissions sequestered under these projects are checked by the Verified Carbon Standard (VCS) and have obtained Compliance Certification Board (CCB) certification.

(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 targets no longer meet SBTi criteria, then the targets 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 CO2e savings in metric tonnes CO2e
Under investigation	*0*	*word_document.numeric_input*
To be implemented	*0*	*0*
Implementation commenced	*0*	*0*
Implemented	*6*	*6990.9*
Not to be implemented	*0*	*word_document.numeric_input*

[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)

291.5

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

125208

(7.55.2.7) Payback period

word_document.select_from
☑ <1 year

(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 (GO) for our electricity supplies in France, Switzerland are based on hydroelectric (large capacity) generation and the International Renewable Energy Certificates (I-RECs) for our electricity supplies in China and Hong Kong.

Row 2

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy generation

☑ Small hydropower (<25 MW)

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

84.3

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

17422

(7.55.2.7) Payback period

word_document.select_from

☑ <1 year

(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 (GO) for our electricity supplies in France are based on hydroelectric (small capacity) generation.

Row 3

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption
☑ Wind

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

6014.8

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

58894

(7.55.2.7) Payback period

word_document.select_from

☑ <1 year

(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 (GO) for our electricity supplies in Belgium, Germany, Luxembourg, Netherlands, Poland, Spain, Sweden, and the Indian Renewable Energy Certificates (Indian REC) for our electricity supplies in India, and the Renewable Energy Guarantees of Origin (REGO) for our electricity supplies in the United Kingdom are based on wind generation.

Row 4

(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)

374.6

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

3090

(7.55.2.7) Payback period

word_document.select_from

☑ <1 year

(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-REC) for our electricity suppliers in Brazil, Cameroon, Côte d'Ivoire, Lebanon, Morocco, Senegal, Tunisia and United Arab Emirates, 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

☑ Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

157.9

(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 1.2)

0

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

12192

(7.55.2.7) Payback period

word_document.select_from
☑ <1 year

(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 (GO) for our electricity supplies in Austria, Bulgaria, Denmark, French Polynesia, Ireland, Italy, Norway, Romania, Spain, and the Renewable Energy Certificates (US-REC) for our electricity suppliers in Canada and United States of America, and the International Renewable Energy Certificates (I-REC) for our electricity suppliers in Singapore, are based on low-carbon electricity mix generation.

Row 6

(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)

67.8

(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 1.2)

14208

(7.55.2.6) Investment required (unit currency – as specified in 1.2)

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

94,725 kWh was the Solar Generation in India for 2024. Average unit cost of electricity in India for our sites is taken as 14 Indian rupees (INR), or equals to 0.15 euros per kWh. The location-based emission factor used for the generation of electricity in India is 716 gCO_2e per kWh (or 0.000716 tCO_2e 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.

Row 2

(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 (and thus reduces GHG emissions). 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 3

(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 2024, 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 Viva Engage dedicated group. 2,520 employees were trained on climate-related issues in 2024. 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, employees help Sopra Steria to reduce its GHG emissions and hence achieve its emissions reductions targets.

Row 4

(7.55.3.1) Method

word_document.select_from

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

The EU implemented several frameworks which we apply. Compliance with regulatory requirements such as the Energy Efficiency Directive (EED), and the CSRD, mandates us to disclose environmental impacts. The Réglementation Thermique 2012, followed by the Décret Tertiaire in France, which targets a 40% energy reduction in tertiary buildings by 2030, has driven investment in the energy efficiency of buildings. In the UK, compliance with regulatory requirements such as the Energy Savings Opportunities Scheme (ESOS), Streamlined Energy & Carbon Reporting (SECR), and Minimum Energy Efficiency Standards (MEES) also favored investment in energy efficiency. In France, to comply with the REEN Law (Réduire l'Empreinte Environnementale du Numérique) aimed at reducing the environmental footprint of digital technology, we implemented actions to comply with the REEN law by launching and steering an Energy Sobriety Plan, optimizing heating and lighting in offices, reducing GHG emissions. The Taxonomy Regulation is a key measure in the EU's action plan set out in its Green Deal, initiatives for going carbon-neutral by 2050. Here is our process for Taxonomy reporting: identifying the activities recognized under the Taxonomy as eligible within our activities, mobilizing the stakeholder community and sharing interpretation of the Directive with Numeum and industry actors in France, and building the reporting. In 2024, we stated KPIs in terms of the percentage of revenues, Capex, and Opex of eligible activities and alignment. In 2024, we added the third objective of transitioning to a circular economy to the two objectives already identified in 2023: climate change mitigation and climate change adaptation. Our business model and turnover partly reflect the following Taxonomy activities: "Data processing, hosting and related activities" (e.g., investing in data center audits), "Data-driven solutions for GHG emissions reductions" (e.g., raising awareness on estimating the environmental footprint of a digital service using our tool G4IT), and "Software enabling the management of physical climate risks" (e.g., identifying climate risks through monitoring and managing them using disaster risk management systems). Furthermore, our voluntary commitment to the environmental management standard ISO 14001 reinforced our commitment to climate action, reducing GHG emissions.

Row 5

(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]

(7.73) Are you providing product level data for your organization’s goods or services?

word_document.select_from
☑ No, I am not providing data

(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
☑ 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 25-30M m² of building but Active3D's solutions currently manage over 165 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 (165 million square meters) 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

151000

(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 54gCO_2e/kWh for the generation of electricity in France, this reduction in energy consumption is equivalent to a reduction in emissions of 918gCO_2e/m² a year. Active3D has so far applied the module to 25-30M m² of office space; at the rate above if would have reduced emissions from the generation of electricity consumed in this space by 22-27ktCO_2e a year. Applied to the 165M m² of building space that Active3D's solutions currently manage, it would reduce emissions from the generation of electricity consumed by 165 * 10^6m² * 918gCO_2e/m² / 10^6 t/g = 151,000 tCO_2e per 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 retired 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 retired 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 retired by your organization from this project in the reporting year (metric tons CO2e)

15490

(7.79.1.5) Purpose of retirement

word_document.select_from

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at retirement?

word_document.select_from

☑ Yes

(7.79.1.7) Vintage of credits at retirement

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/Verra (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 9346-82655125-82670614-VCS-VCU-261-VER-UY-14-959-01012009-31122009-0 The beneficial Owner was Sopra Steria Group, and the date of Retirement was 8th April 2025. 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
	word_document.select_from ☑ No, but we plan to within the next two years	*We plan to have a target, on the treatment of plastic waste.*

[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 activies 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)

20713

(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 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?
	word_document.select_from ☑ 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	*word_document.select_from* ☑ Yes	*Mapping of our sites considering the distance to the nearest KBAs and the type of activity/site (offices, Datacenters, etc.).*
UNESCO World Heritage sites	*word_document.select_from* ☑ Not assessed	*We map our sites using IBAT and KBA database (recommended by the CSRD).*
UNESCO Man and the Biosphere Reserves	*word_document.select_from* ☑ Not assessed	*We map our sites using IBAT and KBA database (recommended by the CSRD).*
Ramsar sites	*word_document.select_from* ☑ Not assessed	*We map our sites using IBAT and KBA database (recommended by the CSRD).*
Key Biodiversity Areas	*word_document.select_from* ☑ Yes	*Mapping of our sites considering the distance to the nearest KBAs and the type of activity/site (offices, Datacenters, etc.).*
Other areas important for biodiversity	*word_document.select_from* ☑ No	*We map our sites using IBAT and KBA database (recommended by the CSRD).*

[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 offices 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 2

(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 offices 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 3

(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 offices 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

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 offices 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

☑ 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 offices 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

☑ 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 offices 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

☑ 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 2 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 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
☑ 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 offices 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

☑ 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 offices 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 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

☑ 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 offices 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

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 offices 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

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 offices 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

☑ 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 offices 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

☑ 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 offices 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

☑ 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 offices 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

☑ 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 offices 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

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 a data center. Sopra Steria has 2 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

[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
	word_document.select_from ☑ 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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front, verified our performance emission reduction: Scope 1, Scope 2 for 2024 compared to 2019 baseline absolute targets on page 4 Section Climate Targets of our 2024 Universal Registration Document (URD, Annual Report).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified our performance emission reduction: Scope 3 for 2024 compared to 2019 baseline absolute targets on page 4 Section Climate Targets of our 2024 Universal Registration Document (URD, Annual Report).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified our performance intensity: Scope 1, Scope 2, Scope 3-6&8 (Business Travel and Off-site

Data centres) for 2024, 2023, 2022, 2021, 2020, 2019 compared to 2015 baseline intensity targets on pages 260 Section REDUCING GHG EMISSIONS of our 2024 Universal Registration Document (URD, Annual Report).

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.pdf

Row 4

(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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified the Renewable energy use in the attached 2024 Universal Registration Document (URD, Annual Report) on pages 254 under the section ENERGY CONSUMPTION AND THE PROPORTION OF RENEWABLE ENERGIES.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.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

☑ 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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified the statement Energy consumption (offices, on- and off-site data centres) per employee for publication in the attached 2024 Universal Registration Document (URD, Annual Report) on page 254 under the section RESOURCE CONSUMPTION.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.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

☑ 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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified the breakdown of energy consumption and emission by country (or region) in the attached 2024 Universal Registration Document (URD, Annual Report) on pages 258 to 260 under the section Reducing GHG Emissions

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.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

☑ 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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified the WEEE, paper and cardboard, and metal waste data in the attached 2024 Universal Registration Document (URD, Annual Report) on pages 255 to 257 under the section Resource Consumption.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.pdf

Row 8

(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

Report on the verification work on page 1, and ISAE3000 by statutory auditor on page 5 of the Sopra Steria FY2024 Verification signed by Cabinet de Saint Front, which is attached. Our statutory auditors Cabinet de Saint Front verified the Plastic waste and end of life in the attached 2024 Universal Registration Document (URD, Annual Report) on pages 159-160 under the section "Resource and Waste Management".

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Sopra Steria FY2024 Verification signed.pdf

Row 9

(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

Business strategy

☑ Sustainable finance taxonomy aligned spending/revenue

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify :CSRD requirements set out in Article 8 of Regulation (EU) 2020/852.

(13.1.1.4) Further details of the third-party verification/assurance process

The content of the sustainability report and published information is prepared according to applicable standards, adopted pursuant to Article 29b of Directive (EU) 2013/34 of the European Parliament and of the Council of 14 December 2022, and Commission Delegated Regulation (EU) 2023/2772 of 31 July 2023. This sustainability information also conforms to the disclosure requirements provided for in Article 8 of Regulation (EU) 2020/852 on the EU taxonomy, which specifies the disclosure requirements for companies, and Article L. 233-28-4 of the French Commercial Code. Sustainability auditors concluded that their checks did not reveal any material errors, omissions or inconsistencies in respect of compliance with the requirements set out in Article 8 of Regulation (EU) 2020/852, thus assuring a moderate assurance of all Taxonomy data published in the URD and Sustainability Report. In page 5 of the verification work, the auditors mentionned that "Regarding monitoring the transition plan for climate change mitigation, our work consisted primarily of (...) Assessing the consistency between the main information provided in respect of the Transition Plan, in particular as regards the financial information provided regarding investments (Capex and Opex) and decarbonisation levers".

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Certification report on sustainability information (containing sustainable finance taxonomy).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. Sopra Steria also participated in 2024 to projects from several organizations: -Digital Europe: Sopra Steria contributed to several thematic workgroups of Digital Europe. The first one was centered on Data Centers and focused on infrastructure aspects such as air conditioning, electrical systems, networking, power, water, and energy stations optimisation. The second workgroup was on AI and Data and addressed topics like AI in the workplace, copyright issues, and digital packages for notebooks. The third one was related to Cybersecurity and participated in shaping cybersecurity-related discussions. The last one on Climate, Environment, and Sustainability contributed to sustainability-focused digital initiatives. The main deliverable of these workgroups was to provide input on the Omnibus regulation concerning data centers. - Entreprises Pour l'Environnement (EPE): Sopra Steria's Head of Climate Change took part in 2024 and 2025 to the EPE's Climate Change Commission where topics like Eco-design of healthcare pathways, Sobriety in construction and concessions, Territorial consultation for Airport development, Links between climate change, environment, and health, Avoided Emissions Platform were addressed. One Environment manager of the S-CSR Department of Sopra Steria took part to the EPE Finance Commission, where topics covered lessons from initial CSRD reports, Risk modeling related to water resources, and Collaboration between ESG Finance and Risk teams on internal control and audit. In the Biodiversity Commission of EPE, another Environment manager analysed the new developments of the TNFD and Nature Transition Plans, and the Draft report on business impact on biodiversity. Last, in the Responsible Purchasing Committee, the Environment manager representing Sopra Steria received feedback on ADEME's ACT Suppliers support program, the Carbon pricing in

procurement, and the Mapping of responsible purchasing networks. - Institut du Numérique Responsable (INR) France: in 2024, Sopra Steria participated to the Working Group on Frugal and Ethical AI from INR France, and tested the RIA31 frugal AI framework on a real-world case related to the CSRD (Corporate Sustainability Reporting Directive). From December 2023 to March 2025, Sopra Steria led the working group in INR "Guide on Stakeholder Maturity in Sustainable Digital". It developed a guide to assess and influence the maturity of stakeholders in digital responsibility. The objective was to help organizations engage their value chains more effectively by integrating sustainability requirements into RFPs and ensuring suppliers are mature enough to meet them. An English-language maturity guide and two webinars were produced by this workgroup.

(13.2.2) Attachment (optional)

Our environnemental 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]