



# Expleo Carbon Reduction Plan

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**(Further information):** This document provides Expleo Group's Carbon Reduction Plan in accordance with the UK Government Carbon Reduction Plan Template.

## Introduction

Supplier name: Expleo UK Limited

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## Commitment to achieving Net Zero

Expleo UK Limited is part of Expleo Group which is committed to achieving Net Zero emissions by 2030.

Expleo UK Ltd was formed in 2024 following an extensive optimisation and simplification programme of our business operations in the UK. This saw the former Expleo Engineering UK Ltd business renamed, then combined with the former Expleo Technology UK Ltd business, with all assets of both companies transferred to the new company. For further details, please follow the link: [EXPLEO UK LIMITED overview - Find and update company information - GOV.UK \(company-information.service.gov.uk\)](#)

Expleo UK Limited is a well-established business and already part of the Expleo Group of companies. All employees will also be transferred across as part of the novation. As a result of this, there will be no material impact on daily operations, existing business projects nor services and suppliers originally held with either of the former companies.

We aim to take a leading role in the energy transition to fight climate change. As an engineering, technology and consulting services company, we enable our customers to pursue their decarbonisation goals while also setting ambitious targets to reduce our own environmental impact and cut our greenhouse gas (GHG) emissions.

Expleo's internal transition plan and policies are informed by the most rigorous scientific standards.

*“Expleo is focused on acting now. We are executing our corporate social responsibility (CSR) strategy, Ambition 2025, and the commitments we have defined to meet these goals. To be part of the global effort to reduce businesses’ contribution to climate change, Expleo is developing its range of green service offerings and solutions and has taken an ambitious commitment for itself to reach net zero greenhouse gas emissions by 2030. Furthermore, as a company with 'integrity' in the conduct of its business, Expleo applies the principle of zero tolerance to any form of fraud, abuse or unfair practices. At the same time, we commit to provide good career opportunities to our candidates and employees.”*



**RAJESH KRISHNAMURTHY**  
Chief Executive Officer

*“As an engineering, technology and consulting company, we have an important role to play in fighting against climate change and helping our clients decarbonise their activities. We must firstly be exemplary internally, by reducing our own carbon emissions and onboarding our supply chain.”*

**Juan Manuel LOPEZ - Group CSR Director**

Our emissions reductions goals are:

- By 2025, reduce our global GHG emissions (scopes 1, 2 and 3) by 50%, as compared to 2019 levels
- By 2030, achieve net-zero GHG emissions across our entire value chain.

### Baseline Emissions Footprint

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

#### Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

Expleo Group have undertaken projects to reduce carbon emissions and other factors affecting the environment for many years. This has been undertaken by country operations which were combined into the group measurement by tCO<sub>2</sub>e in 2019.

Baseline emissions calculation was based on:

- Direct Greenhouse Emissions measurements: Emissions that occur in boilers or electric generators, emissions from combustion in company vehicles and emissions from refrigerant gas leaks in refrigeration and air conditioning systems owned or controlled by Expleo. Indirect Greenhouse Emissions measurements: Emissions resulting from the generation of electricity, steam, heating or cooling purchased by the Expleo.
- Other Indirect Greenhouse Emissions measurements: Emissions from sources not owned or directly controlled by Expleo but related to the company's activities, including business travel, employee commuting, Purchased IT services and equipment and waste generated in operations.

The above criteria of measurement have continued and throughout our energy transition and decarbonisation process, we will continue to work with third-party auditors and partners to validate our performance and targets. Additionally, as per the GHG protocol, Expleo will review its base year every 5 years or when there is a material change in the company structure. In 2022 several changes have occurred that warranted a review of our baseline emissions. Furthermore our 2022 and 2023 GHG emission inventories have been verified and validated by and external auditor.

Baseline year emissions for Expleo Group: 2019 (Market Based)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	2,848
Scope 2	3,329
Scope 3 (Included Sources)	27,291
Total Emissions	33,468

### Current Emissions Reporting

Reporting Year Emissions: 2023 (Market Based)		
EMISSIONS	TOTAL (tCO <sub>2</sub> e) for Expleo Group	TOTAL (tCO <sub>2</sub> e) Expleo UK
Scope 1	2,848	89
Scope 2	3,329	204
Scope 3 (Included Sources)	27,291	2,890
Total Emissions	33,468	3,183

### Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets at group level.

- 100% Zero-emission vehicles by 2030
- 100% renewable share in energy consumption by 2030
- Reducing Scope 3 indirect emissions by 50% by 2025 vs 2019

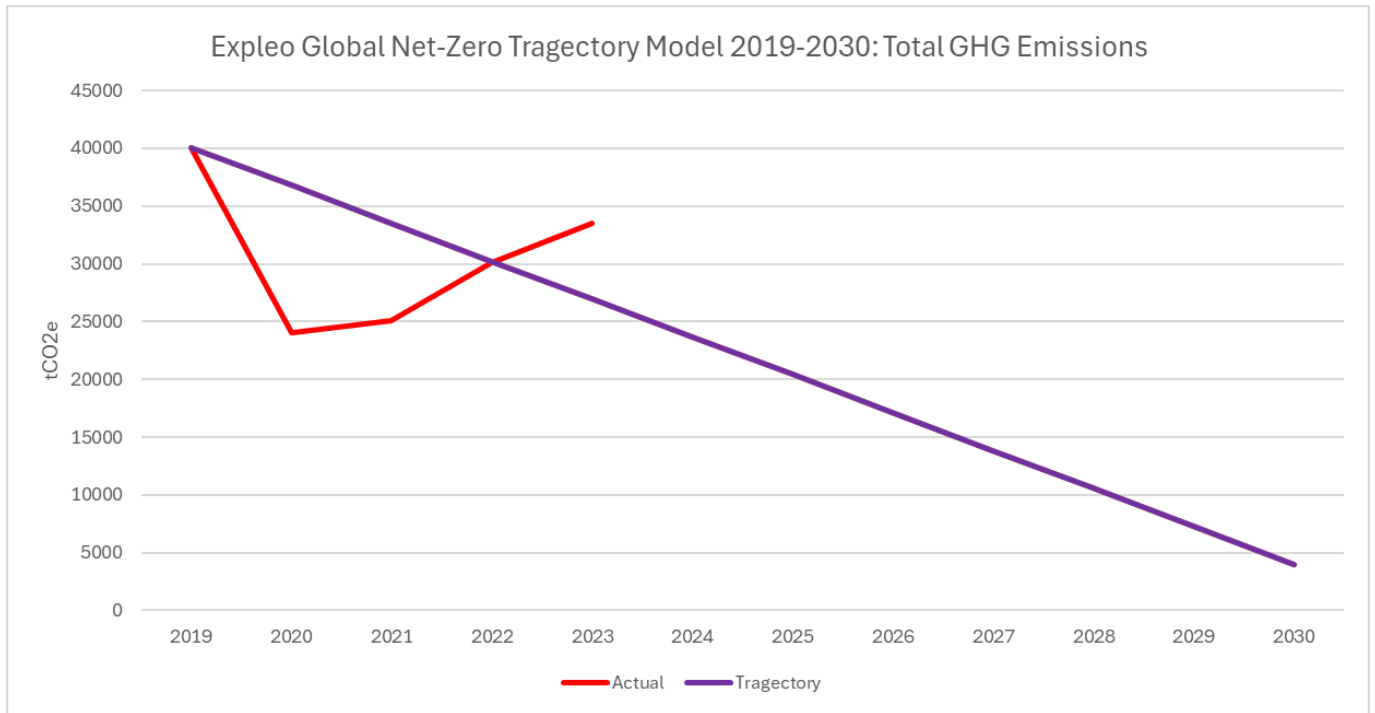
### Progress against these targets:

Expleo Group is on track with Scope 1 and 2 emissions reduction to meet its original 2030 net-zero target. Scope 1 and 2 emissions have reduced by 33.3% in 2023 vs 2019 levels.

Regarding total CO<sub>2</sub>e emission Expleo Group has lowered Scope 1, 2 and 3 emissions by 16% vs 2019 levels.

Contributing to the Group’s objectives, Expleo UK is reducing its emissions aligned to these objectives. Expleo UK now purchase 100% renewable electricity and with the last of the company car fleet coming to an end in 2025.

In 2023 Expleo UK total emissions decreased by 11.4% from previous year.



## Carbon Reduction Projects

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 6,604 tCO<sub>2</sub>e, a 16% reduction against the 2019 baseline and the measures will be in effect when performing the contract

### Towards net-zero emissions

Expleo maintains a Group Environmental Policy that defines GHG emissions reductions goals, including reaching net-zero emissions by 2030. Our targets align with the objectives of the UN Global Compact and the Paris Agreement, which aims to limit global heating to 1.5°C. In keeping with our commitment with the Science Based Targets initiative (SBTi), we plan to submit our near-term and net-zero decarbonisation targets for validation in 2024. Once validated by the SBTi, this carbon reduction plan will be updated accordingly.

As part of our transition plan, we are implementing energy-efficiency measures at all sites. We are also increasing the percentage of renewable sources in our energy supply mix for Group-wide operations. In France, Germany, the UK, Ireland and Austria, we now purchase 100% renewable electricity. As a result, over 50% of our global energy consumption came from renewable sources in 2023, ahead of our 2025 goal.

In 2023, we continued to transition our fleet with the aim of reaching 100% zero-emission company vehicles. Moreover, we seek to work as much as possible with suppliers, in particular for digital, cloud-based solutions, who share our dedication to sustainability.

### Reliable emissions tracking and reporting

As we work towards our targets, we gauge our progress by measuring our annual scope 1, 2 and 3 emissions from across our value chain, according to the GHG Protocol Corporate Accounting and Reporting Standard.

In 2023, we worked with LRQA, a third-party auditor, on assurance of our GHG emissions reporting. Going forward, we are investigating digital solutions for carbon footprint monitoring and reporting, aiming to deploy them organisation-wide to enhance efficiency.

### Renewable electricity

With the UK now purchasing 100% renewable electricity, over 50% of our global energy consumption came from renewable sources in 2023, ahead of our 2025 goal. We are also able to support our customers in the reduction of their own environmental impacts.

### Digital footprint

Our organisation has partnered with a leading digital supplier to reduce our carbon footprint through optimised use of SaaS services and cloud-based solutions. By leveraging energy-efficient data centres, streamlined digital processes, and scalable cloud technologies, we aim to minimize Scope 3 emissions associated with IT operations. Reducing waste through the circular economy

To reduce waste production, Expleo participates where possible in the circular economy and decreases the volume of waste wherever it cannot be put back into circulation.

In 2023, the Group improved its processes for monitoring waste, to identify areas where it can be recycled or reduced. We expanded our electronic waste recycling procedures.

Also, where possible, we rent electronic office equipment from suppliers who guarantee to give it a second life.

Expleo's sites' local initiatives continue to make an impact. For example, different countries have implemented recycling efforts as well as sorting cartridges and toners. Some sites have replaced single-use items, such as our headquarters in Montigny le-Bretonneux, France, which has eliminated all paper and plastic cups. Still other teams have repurposed computers and electronic equipment.

### Protecting water and wildlife

Though as a services company, we have a limited impact on the environments in which we work, we still aim to preserve them. Water is a precious and scarce natural resource, which is why we have implemented monitoring. In 2023, we collected water consumption data in every country where we operate, with the goal of developing a water management plan.

We also used the World Wildlife Fund's (WWF's) Risk Filter tools to identify water and biodiversity risks at each of Expleo's sites. These results will enable our teams to address risks with tailored actions.

### Raising employee awareness

To boost employee awareness, we conduct regular communications campaigns on environmental preservation and eco-friendly habits. Expleo also provides a global sustainability module to all new hires as part of onboarding.

### Reducing emissions from employee commuting and business travels

Expleo has authorised and implemented in country "work from home" policies and continually engage with our customers to facilitate this mode of working. Additionally, travel policies are in place to guide employees to make informed decisions on the need for business travel and making better decisions on the mode of travel (train trips instead of short haul flights as one example).



### Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. These measures will be in effect when performing the contract.

- Embedded the carbon reduction plan into the Expleo Group strategic objectives.
- Expleo UK Limited is certified to ISO 14001 certified,
- In, the UK, we now purchase 100% renewable electricity. As a result, over 50% of our global energy consumption came from renewable sources in 2023, ahead of our 2025 goal. Support customers in the reduction of their own environmental impacts
- Raised employee awareness and knowledge of environmental issues
- Require all suppliers to comply with Expleo's environmental commitments and cascade it in turn to their own supplier

We will continue to implement projects and initiatives against the above factors and will continue to develop solutions and services to our customers to enable them to also achieve their carbon emissions targets. These include:

- Contributing to the transition towards zero emission mobility in the automotive, aerospace, rail and all transportation sectors
- Providing environmental services for a sustainable industry
- Supporting clients in implementing successful decarbonisation strategies

To further develop and promote our green offers to clients, we have mapped green activities and nominated dedicated internal leaders. Production of marketing material on sustainability services was started in 2021 and will be communicated to clients in the future according to their needs.

Through our actions we aim to:

- Become a leader in sustainability services
- Systematically identify how our projects align with megatrends and with new EU taxonomy regulation
- Set up growth targets for our sustainable innovation and sustainability services
- Increase the share of turnover of activities aligned with EU Taxonomy. In 2023 Expleo achieved 23% alignment,

## Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard<sup>3</sup>.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

A handwritten signature in black ink, appearing to be 'J. H. Pe.', is located below the main text.

*Signed on behalf of Expleo UK Limited*

Date: 06/02/2025

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<sup>1</sup><https://ghgprotocol.org/corporate-standard>

<sup>2</sup><https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

<sup>3</sup><https://ghgprotocol.org/standards/scope-3-standard>