

Group Environmental Policy Statement

Expleo, is a global engineering, technology, and consulting service provider that partners with leading organisations to guide them through their business transformation, helping them achieve operational excellence and future-proof their businesses. By embedding environmental stewardship across the value chain, Expleo wants to make an impact for a greener, more resilient and safer tomorrow.

Expleo recognises that climate change and environmental protection are critical issues requiring urgent and important action through the collaborative efforts of governments, businesses and citizens. The Group’s strategy is focused on delivering innovative and sustainable solutions across its portfolio of service offerings, which include innovation research & technology, transformation consultancy, AI & digital transformation, product engineering, manufacturing & supply chain, quality & testing, customer support & maintenance.

Considering the significant environmental impacts, risks and opportunities of the Group’s activities throughout the value chain, Expleo has an active and leading role to play in:

- Helping clients to mitigate or adapt to climate change, by developing innovation and offering sustainable solutions and consulting services for decarbonisation, energy transition and climate resilience.
- Driving digital transformation while practicing digital sobriety and reducing the environmental impact of technologies such as AI and data centres.
- Helping clients to reduce resource use by integrating eco-design and circular economy principles in the solutions provided.
- Doing its own part to effect climate change mitigation by reducing the Group’s carbon emissions and cascading its environmental requirements and objectives to its supply chain.

Expleo will set up a continual improvement programme to manage environmental impacts of its actions, by implementing processes and controls in annual action plans and measuring progress against them on a Group or local level, as required, to ensure that it is on track to achieve the goals outlined in this Environmental Policy.

Expleo aims to apply best practices at all its sites by deploying a Group Environmental Management System (EMS) that complies with ISO 14001.

Expleo commits to:


- Support clients in accelerating their climate transition plan and achieving their environmental objectives through investment in value-driving R&D and innovation to develop environmentally sustainable engineering, digital solutions, and consulting services that will enable effective GHG emissions reduction and energy efficiency of processes and products, resilience to physical effects of climate change, resource use optimisation, circular economy through eco-design, refurbishment, extension of service life or recycling of products and systems, sustainable supply chains, and environmental performance governance and reporting.
- Achieve Net-Zero greenhouse gas emissions across the value chain by 2040 in accordance with the Science Based Targets initiative (SBTi) methodology, the United Nations Global Compact and the Paris Agreement for a 1.5°C-aligned pathway, by reaching the following science-based targets:
 - *Near-Term targets:*
 - Reduce absolute Scope 1 and 2 GHG emissions 85% by 2030 from a 2023 base year, through:
 - moving to 100 % zero emission company vehicles
 - applying energy efficiency measures at all our site and sourcing 100% of the energy used across its group-wide operations from renewable sources by 2030.
 - Reduce Scope 3 GHG emissions 55% per FTE within the same timeframe, including business travel, commuting, purchased goods services, digital technologies, and waste
 - *Long-Term targets:*
 - Reduce absolute Scope 1 and 2 GHG emissions 90% by 2040 from a 2023 base year.
 - Reduce absolute Scope 3 GHG emissions 90% within the same timeframe.
- Deploy sustainable digital technologies, including frugal AI, data analytics, digital sobriety and use of energy-efficient data centres to enhance operational performance while reducing environmental impact for both clients and own operations.
- Comply with all local and international applicable environmental obligations in the management of the Group’s operations globally, such as environmental permits and environmental reporting.
- Although to date no material risk of a physical climate hazard has been identified that could have a significant impact on the Group’s business based on current available scenarios up to 2050, Expleo will regularly monitor their evolution based on science and take them into account, when appropriate, in its operational processes and business continuity plans.
- Respect applicable local laws and regulations and monitor the Group’s impact on broader environmental concerns which are not currently identified as material for Expleo, such as responsible water consumption, waste reduction, chemical and waste management and disposal, industrial wastewater treatment and discharge, air emissions controls, noise emissions, and biodiversity. Expleo is committed to avoiding adverse effects and supporting responsible practices across its value chain.
- Require all suppliers to comply with Expleo’s Environmental Policy and cascade it in turn to their own suppliers. This includes embedding environmental requirements into supplier relationships, assessing their compliance and performance against them and engaging the value chain in an improvement process.
- Encourage Expleo’s managers at all levels to consider environmental issues in the decision-making process.
- Raise employee awareness and knowledge of environmental issues through education and guidance on specific environmental best practices relating to sustainable mobility, responsible use of resources, digital sobriety, and waste management.

Expleo will share its performance against the stated commitments and targets with its stakeholders as appropriate and annually publish its results in its Sustainability Report.

This policy applies to all Expleo entities globally, including subsidiaries, affiliates, and joint ventures where Expleo has operational control. This policy is communicated to all persons working for or on behalf of Expleo and is available publicly on the Group’s website. This policy will be reviewed at least every two years to ensure it remains appropriate and applicable.

27/08/2025

Date


Rajesh Krishnamurthy
CEO