

Carbon Reduction Plan

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Xebia Climate Action – GHG Emissions and Decarbonization

In 2024, we've made significant strides toward becoming a more sustainable and socially responsible organization. We've gone beyond intent and invested in rigorous measurement, regulatory readiness, and meaningful actions across several areas, including decarbonization measures and progress towards our Net Zero goals. Below we outline our progress and GHG emission reduction plan.

Emission Report and Progress

Sustainability begins with measurement. And we're proud to report that our absolute 2024 GHG emissions (scope 1, 2 and 3) are down by ~14% year over year across the group, thanks to smarter procurement and a more optimized business travel strategy.

Find our detailed group emissions for years 2023 (baseline) and 2024 (all emissions figures in tCO₂e)

Emissions	2023 (baseline)	2024	Delta (reduction)%
Scope 1 total (tCO ₂ e)	342.6	362.0	-6%
Scope 2 (location-based) (tCO ₂ e)	1638.0	1681.8	-3%
Scope 2 (market-based) (tCO ₂ e)	1637.0	1679.4	-3%
Scope 3 Category 1 (tCO ₂ e) – purchased goods and services	6978.8	5426.5	22%
Scope 3 Category 6 (tCO ₂ e) – business travel	3353.0	3088.4	8%
Total emissions (w/market-based scope 2) (tCO ₂ e)	12311.3	10556.2	14%
Total Scope 1+2 (market-based) (tCO ₂ e)	1979.6	2041.4	-3%
Total Scope 3 (tCO ₂ e)	10331.7	8514.9	18%
Total scope 3 intensity (tco ₂ e/M Euros)	29.0	24.8	14%
Total emission intensity	34.6	30.8	11%

Note:

- 1) Emissions have been calculated using GHG Protocol guidelines. These figures have not been audited by a 3rd party yet. Audited emission figures will be published starting 2027-2028 cycle, along with our consolidated ESG report, as per the guidance issued by CSRD (and EU Omnibus Act)
- 2) Scope 3 emission inventory includes the most relevant/significant scope 3 categories for our company, which are purchased goods and services, and

business travel emissions. These 2 categories collectively account for more than 80-85% of our scope 3 emissions

- 3) Other Scope 3 categories have been assessed and are either not relevant to the nature of our business or are expected to have a very limited climate impact due to their immaterial magnitude. Accordingly, these categories are currently considered out of scope for detailed accounting*
- 4) Emission intensity here measures the amount of greenhouse gas (GHG) emissions (tCO₂e) produced per million revenues (in EUROS) generated*

Here is the progress in numbers:

- Reduced absolute scope 3 emissions (business travel + purchased goods/services) by **~18%**
- Reduced scope 3 emission intensity by **~14%**
- Reduced total (scope 1+2+3) emission intensity by **~11%**
- Scope 1+2 emissions increased marginally in part due to hotter than usual summer and higher leased vehicle emissions. These are being monitored actively and higher adoption of renewable energy in current cycle will likely bring this down as well

GHG Reduction Targets:

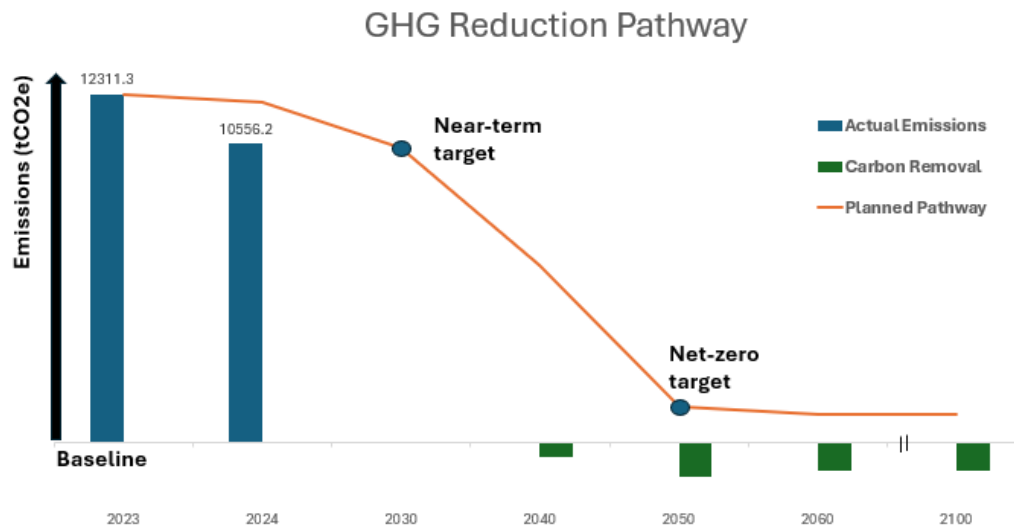
We've set ambitious emissions reduction targets for 2030 (near-term target) against a 2023 baseline, and will make every effort to achieve:

- **42% reduction** on Scope 1 + 2 (absolute emissions)
- **51.6% reduction** on Scope 3 (intensity-based emissions)

For our near-term scope 1+2 target, we consider market-based scope 2 emissions. And, for our near-term scope 3 target, we consider purchased goods and services and business travel emissions, which are the 2 most significant emission drivers and account for well above 80% of our value chain emissions.

In the long term, we plan to become a Net Zero company latest by 2050. A Net Zero company means we strive to achieve at least 90% reduction of our scope 1+2+3 emissions by or before 2050, with rest of the emissions being neutralized using high quality carbon removal offsets (as prescribed by the SBTi).

A schematic of our proposed reduction pathway:



These targets are aligned with the SBTi Corporate Net Zero standard and Paris Agreement's goal of limiting global warming to well below 2°C above pre-industrial levels. To get there, we're focusing on key decarbonization levers such as

- Adopting renewable energy across offices, including through instruments such as RECs/GOs
- Team-level travel budgets, smarter travel planning and more remote collaboration
- Leased vehicle fleet electrification

While we are committed to our targets, we recognize that achieving them depends on several external factors such as effective public policy execution, technology readiness and adoption, and the broader uptake of sustainability initiatives at a global scale. Any substantial delay or disruption in these areas, or in other associated drivers, could have an adverse impact on our progress. We therefore continue to closely monitor the macro environment and may reassess and revise interim milestones, including the targets mentioned above, to ensure that they remain both ambitious and operationally viable.

At the same time, we remain deeply optimistic about the journey ahead. With the strong decarbonization levers we have already put in place, the progress we have achieved so far, and the momentum building globally around climate action, we are confident in our ability to make a lasting impact. We believe that by working together with our partners, clients, and communities, we can not only reach our targets but also contribute meaningfully to a more sustainable and resilient future.