

# Group Emissions Report and Decarbonization Plan

15 June 2026



## Introduction

At Xebia, we recognize climate change as a material global challenge and are committed to understanding and reducing the environmental impact of our operations and value chain. This Group Emissions Report and Decarbonization Plan present an overview of our greenhouse gas (GHG) emissions, recent performance, and the actions we are taking to decouple emissions from business growth.

This report is published on a voluntary basis to enhance transparency and share Xebia's progress on climate action. It is not prepared to meet mandatory regulatory disclosure requirements. The information presented reflects our current methodologies, assumptions, and best available data, and will continue to evolve as our climate reporting maturity progresses.

## Emission Report and Progress (CY'25)

CY'25 was a strong year with measurable progress against our climate commitments. Continued reductions in global emissions were driven by renewable energy adoption, disciplined travel governance, and sustained cost and procurement controls.

Together, these levers have kept us aligned with expectations and well-positioned to meet our near-term targets and our long-term ambition to become a Net Zero company by 2050. As a result of our continued resilient efforts, total (scope 1, 2 and 3) emissions decreased by ~22% against the CY'23 baseline.

Find our detailed group emissions for years 2023 (baseline) and 2025 in the table below (all emission figures in tCO<sub>2</sub>e). Emissions have been calculated using the GHG Protocol guidelines. Scope 2 reported on a market-based basis. Scope 3 currently includes the most material categories for our business.

Emissions	CY'2023 (baseline)	CY'2025	Delta %
Scope 1 total (tCO <sub>2</sub> e)	342.6	593.8	73.3%
Scope 2 (market-based) (tCO <sub>2</sub> e)	1637.0	710.0	-56.6%
Scope 3 Category 1 (tCO <sub>2</sub> e) – purchased goods and services	6978.8	5382.0	-22.9%
Scope 3 Category 6 (tCO <sub>2</sub> e) – business travel	3353.0	2894.0	-13.7%
Total emissions (w/market-based scope 2) (tCO <sub>2</sub> e)	12311.3	9579.8	-22.2%
Total Scope 1+2 (market-based) (tCO <sub>2</sub> e)	1979.6	1303.8	-34.1%
Total Scope 3 (tCO <sub>2</sub> e)	10331.7	8276.0	-19.9%
Total scope 3 emissions intensity (tCO <sub>2</sub> e per €m gross profit)	70.8	54.9	-22.5%
Total emissions intensity (tCO <sub>2</sub> e per €m gross profit)	84.3	63.5	-24.7%

Note:

1. These figures have not been audited by a 3rd party yet. Audited emission figures will be published along with our consolidated ESG report as per evolving CSRD guidance when we reach applicable disclosure thresholds.
2. Scope 3 emissions 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 around 80% of our scope 3 emissions.
3. Based on the current evaluation, the other Scope 3 categories are either not relevant due to the nature of our business or are expected to have a limited climate impact due to their small magnitude. Accordingly, these categories are considered out of scope for detailed accounting as of now. We will continue to assess our footprint and add more categories as and when they become relevant. We are also following the evolution of the GHG protocol guidelines and plan to expand the coverage as per the upcoming GHG protocol guidance as and when it's published.
4. Emission intensity measures the amount of greenhouse gas (GHG) emissions (tCO<sub>2</sub>e) produced per million gross profits (in EUROS) generated in a year (tCO<sub>2</sub>e per €m gross profit).

## Overall Performance Highlights (CY'2025)

- Total emissions (relevant scopes 1-3): Reduced to ~9,580 tCO<sub>2</sub>e, a ~22% reduction vs. 2023 baseline and a ~9% decline vs. 2024.
- Scope 1+2 (market-based): Achieved a ~34% absolute reduction vs. baseline, outperforming our internal 2025 target, largely due to increased adoption of renewable energy across our offices through PPAs and iRECs. However, scope 1 emissions saw an increase – primarily attributable to the expansion of leased vehicles and usage across certain regions; this does not offset the overall emissions reduction achieved at a group level. We plan to target this area going forward, along with increasing our renewable energy mix.
- Scope 3 emissions: Reduced ~20% on absolute basis and ~23% on intensity basis (emissions per gross profit) against the baseline, demonstrating sustained decoupling of emissions from growth/value-add to business.

## 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% absolute emissions reduction on Scope 1 + 2
- 51.6% emissions intensity reduction on Scope 3 (intensity defined as tCO<sub>2</sub>e per €m gross profit)

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 ~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-integrity carbon removal offsets, where required, after achieving deep emissions reductions (as prescribed by the SBTi).

These targets are in line with the Paris Agreement's goal of limiting global warming to well below 2 degrees Celsius above pre-industrial levels. While we have not yet formally committed to SBTi validation, our targets are internally aligned with SBTi's Corporate Net Zero Standards and may be submitted for validation in the future. To get there, we're focused on key decarbonization levers such as:

- 
- Adopting renewable energy across offices, including through instruments such as iRECs/GOs
  - Strengthening travel governance, including a rail-first policy for shorter distances, reduced non-essential travel, and more rigorous approval thresholds
  - Leased vehicle fleet electrification
  - More disciplined spending

## Next steps

- Continue refining emissions data quality and internal controls as part of our broader ESG maturity journey.
- Periodically reassess Scope 3 coverage and methodologies to reflect business evolution and emerging best practices.
- Monitor regulatory developments and stakeholder expectations to inform future disclosure and reporting decisions.

## Looking Forward

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 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.

If you require more information, please [contact us](#). Thank you!