

Concentrix UK Carbon Reduction Plan

Supplier name: CONCENTRIX UK

Publication date: April 4, 2025

Commitment to achieving Net Zero

CONCENTRIX UK is committed to achieving Net Zero emissions by 2050.

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.	
<i>Concentrix uses Operational Control for determining our greenhouse gas data inventory—therefore includes all sites where we operate across the globe. We report on all relevant categories from Scope 1 to Scope 3, using 2019 as our baseline year—December 2018 until November 2019, in line with our fiscal reporting. Our global emissions data are third-party verified under a limited assurance engagement.</i>	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	1,104.14
Scope 2	3,154.35
Scope 3 (Included Sources)	16,380.36 <u>Breakdown as follows:</u> Category 1: 6,871.74 Category 2: 308.78 Category 3: 992.59 Category 5: 203.66 Category 6: 186.14

	Category 7: 7,817.45 Category 13: 0
Total Emissions	20,638.85

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	215.64
Scope 2	685.01
Scope 3 (Included Sources)	8,102.20 Breakdown as follows: Category 1: 2,846.28 Category 2: 84.21 Category 3: 261.54 Category 5: 1,416.22 Category 6: 1,707.74 Category 7: 1,743.72 Category 13: 42.49
Total Emissions	9,002.85

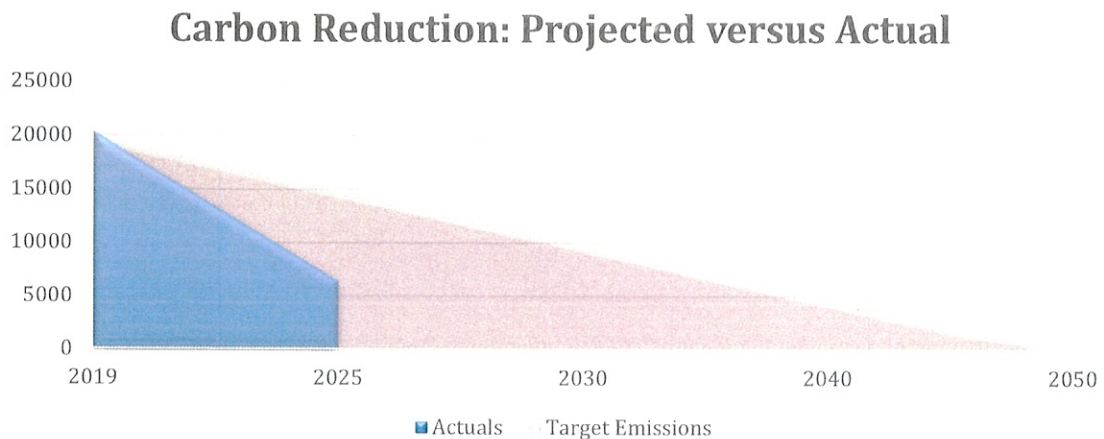
Emissions reduction targets :

SBTi Validated Target (November 2023)

Concentrix commits to reduce absolute Scope 1 and 2 greenhouse gas emissions by 50% by 2030 from a 2019 baseline year. Concentrix also commits to reduce absolute Scope 3 greenhouse gas emissions from purchased goods and services, capital goods, fuel and energy related activities and employee commuting by 50% within the same time frame.

Additional Note: Because of the Concentrix+Webhelp integration, our 2019 baseline year has been recalculated. New baseline numbers and targets are for submission to SBTi (ongoing)

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the **2019** baseline for Concentrix UK. The carbon emission reduction achieved by these schemes equate to **422.05 tCO₂e**, a **13%** reduction against the **2019** Scope 2 baseline and the measures will be in effect when performing the contract:

1. Solar Panels in Maysfield, Belfast site—this project has been completed last 2023 and has so far provided a total of 168.74 MT CO₂e reduction in Scope 2 emissions as of 2024.
2. Renewable Energy contracts in 13 UK sites—these are live contracts as of 2024 and has in total provided a total of 253.51 MT CO₂e reduction in Scope 2 emissions as of 2024.
3. ISO 14001 for UK Sites—Our Environmental Management System policy, which underpins our ISO 14001 certification, reinforces our commitment to transparency, accountability and continuous improvement in key environmental indicators. We prioritize monitoring, reporting and reduction of greenhouse gas emissions, energy consumption and waste, all of which are essential to achieving our Net Zero target by 2050.
4. ISO 50001 for UK sites—Our Energy Policy, which forms the foundation of our ISO 50001 certification, highlights our commitment to energy efficiency, optimization and continuous improvement of our energy systems. By reducing energy consumption and minimizing emissions, we actively contribute to our Net Zero target by 2050.

This is to note that for UK sites, we have already achieved **56.38% reduction** of our emissions from our 2019 baseline as of 2024.

Additional Note: Our 2024 Greenhouse gas inventory is presently undergoing Limited Assurance Verification in alignment with ISAE 3410.

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

Supply Chain Engagement—we've conducted an assessment of our top spend suppliers, focusing on their ESG risk and maturity. Our goal is to actively engage those suppliers who have not yet committed to greenhouse gas reduction. We're committed to helping them develop a plan and take meaningful steps toward making these essential commitments.

Supplier emissions form a significant part of our indirect Scope 3 emissions. Supporting suppliers in reducing their carbon footprint therefore directly contributes to our overall Net Zero strategy by 2050.

Supplier emissions will continue to be tracked through supplier emissions data provided by vendors or through available portals or ESG assessment systems.

Sustainable Commuting programs—employee commuting is one of the most significant sources of our Scope 3 emissions. To address this, we are actively developing sustainable commuting programs across our UK sites this 2025, with a roll out plan by the end of this year or early next year. The end goal is to minimize emissions and support our broader Net Zero 2050 strategy.

Year-over-year trends will be analysed, incorporating data from sustainable commuting programs—which includes employee participation, frequency, work type (onsite or work-from-home) and transportation type—into the emissions analysis to assess the impact over time. Additionally, an annual targeted employee commuting survey will be conducted for those not covered by these programs.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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

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

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

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

Signed on behalf of the Supplier:



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Date: 21 April 2025