

acolad.

Corporate Social Responsibility

Net Zero Commitment

Commitment to Achieving Net Zero

Acolad is resolutely committed to achieving Net Zero emissions by 2050 or sooner, in alignment with global efforts to mitigate climate change. As a leading provider of content and language solutions, we acknowledge our responsibility to minimize our environmental impact and have established clear targets to reduce greenhouse gas (GHG) emissions across our operations and value chain. In parallel, we are promoting sustainable practices throughout our service offerings and in our collaborations with stakeholders.

Emissions Footprint

Acolad has conducted a thorough assessment to establish our carbon footprint baseline, encompassing Scope 1, Scope 2, and Scope 3 emissions. This assessment includes GHG emissions from office operations, business travel, employee commuting, IT infrastructure, and activities across our value chain, including those involving suppliers. The year 2023 serves as both our baseline year and the inaugural year for a comprehensive, group-level carbon footprint assessment. This approach aligns with established carbon accounting practices, wherein the baseline year functions as the foundational reference point for measuring future emissions reductions. Our first group level carbon footprint assessment for the most recent reporting year, 2023, is as follows:

- **Scope 1** (Direct emissions from owned or controlled sources): 272 tCO₂e
- **Scope 2** (Indirect emissions from the generation of purchased energy): 520 tCO₂e
- **Scope 3** (Other indirect emissions, including business travel, commuting, IT infrastructure, and supplier-related activities): 4,538 tCO₂e

Total emissions for 2023: 5,330 tCO₂e

As a professional services provider, we recognize the prominence of Scope 3 emissions in our footprint, particularly those related to business travel, commuting, and outsourced services.

Emissions Reduction Targets

Acolad has set clear emissions reduction targets, aligned with the global climate objectives articulated in the Paris Agreement and the Science Based Targets initiative (SBTi).

Timeframe	Objective	Area	Target	How
Near-Term (2030)	Reduce Total GHG Emissions	Overall GHG Emissions	23% reduction	<ul style="list-style-type: none"> - Implement energy efficiency measures - Optimize office spaces - Prioritize sustainable commuting and low-carbon travel - Engage suppliers to reduce emissions - IT Infrastructure Optimization: -37% by 2030 - Ubiquis Badges: -30% by 2030
	Reduce Direct Emissions	Scope 1	75% reduction	<ul style="list-style-type: none"> - Corporate Vehicles: phase out emissions entirely by 2030 (-100%) - Office Rationalization & Energy Efficiency: -76% by 2030
	Reduce Indirect Emissions	Scope 2	61% reduction	<ul style="list-style-type: none"> - Energy policies & reduce carbon intensity of electricity: -66% by 2030
	Reduce Supply Chain & Operational Emissions	Scope 3	16% reduction	<ul style="list-style-type: none"> - Business Travel Reductions: -25% by 2030; prioritize train travel for distances <1,000 km or 5 hours - Supplier & Vendor Engagement: -10% by 2030 - Employee Commuting: -20% reduction by 2030
Long-Term (2050)	Achieve Significant Emissions Reduction	Overall GHG Emissions	80% reduction	<ul style="list-style-type: none"> - Continue emissions reduction practices
	Offset Remaining Emissions	Residual Emissions	Remaining 20% emissions	<ul style="list-style-type: none"> - Offset through carbon removal technologies and natural solutions

Declaration and Sign-off

Acolad's Carbon Reduction Plan has been prepared in accordance with EU and UK standards and guidance for Carbon Reduction Plans. As reported herein, our carbon emissions have been measured in accordance with published company reporting standards for Carbon Reduction Plans, including the UK's Procurement Policy Note (PPN) 06/21.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.


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.

We are committed to achieving Net Zero by 2050, aligning our efforts with the missions and objectives set forth in the Paris Agreement and the Science Based Targets initiative (SBTi). As part of our ESG strategy, an independent sustainability expert conducts an annual assurance review of our progress against our carbon reporting and other sustainability KPIs. Additionally, we are currently engaging a third-party auditor for our upcoming ESG/CSRD report.

This Carbon Reduction Plan has been reviewed and approved by the Acolad Executive Committee and is duly signed on behalf of Acolad by the Group Chief Executive Officer:

Bertrand Gstalder

14 November 2024

Signé par :

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