gr **Softwire**

Year 2024

—

GHG emissions report
Softwire

greenly
2024
Silver
Climate Strategy Rating
TOP 15%

23/06/2025

Foreword

Congratulations on pursuing your climate journey. Greenly is proud to contribute to Softwire's climate strategy, and support you on a path towards Net Zero.

This report synthesizes the results of your greenhouse gas (GHG) emissions assessment. It is a first step toward identifying reduction actions and helping you plan for the energy transition.

While offering some benchmarks to compare with other companies, a GHG emissions assessment is mainly used to identify ways to improve your global impact and to help you define a reduction trajectory. Achieving your decarbonization targets involves engaging your ecosystem of employees, customers and suppliers who will need to align with your new targets.

The evaluation of your emissions is in line with carbon accounting international standards as standardized by the GHG Protocol.

We are happy to support you on your journey. The entire Greenly team would like to thank you for your outstanding commitment.

Alexis Normand

CEO of Greenly

Overview

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Why care about the energy transition

Regardless of our management of the environmental crisis, organizations and individuals are heading towards major upheavals that will affect entire ecosystems.

Carbon dioxide (GtCO2/yr)

Temperature change in 2100 relative to 1850-1900

Anthropic emissions, past and projected (GtCO2/y)

SSP5-8.5 ~ + 5°C
SSP3-7.0 ~ + 4°C
SSP2-4.5 ~ + 2.8°C
SSP1-2.6 ~ + 1.9°C
SSP1-1.9 ~ + 1.5°C

2015   2050   2100

Source: Carbone 4
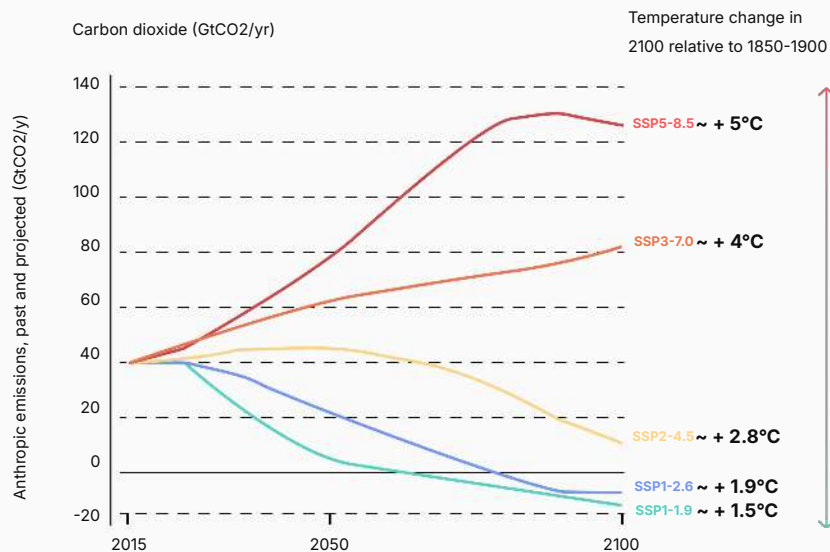
Two types of disruptions

Physical risks and constraints

Transition risks and opportunities

Impacted sectors

Production

Supply chain

Market

Infrastructure

HR

Legislation

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Physical risks...

Definition
Risks related to exposure to the physical consequences of global warming

- Average temperature increase and more extreme fluctuation

- Intensification of extreme weather events (rain, heat waves/droughts, etc.)

- Sea level rise

- Scarcity of resources (especially energy), food and water insecurity

- Biodiversity collapse

What are the consequences if I don't commit?

1 Deterioration of infrastructure, value chain losses

2 Direct economic consequences

3 Low resilience to future events and physical constraints (e.g. natural disaster)

4 Dependence on an increasingly fragile supply chain (availability and cost of resources, flexibility, fluctuation of fossil fuels)

5 Disruptions in living conditions (housing, food, health, transport, etc.)

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Transition risks (and opportunities)

Definition
Risks related to the transition to a low-carbon economy

Regulatory developments and mitigation policies

Markets and sectors migrating towards promoting low-carbon value creation:
Opportunities to seize
Associated market risks

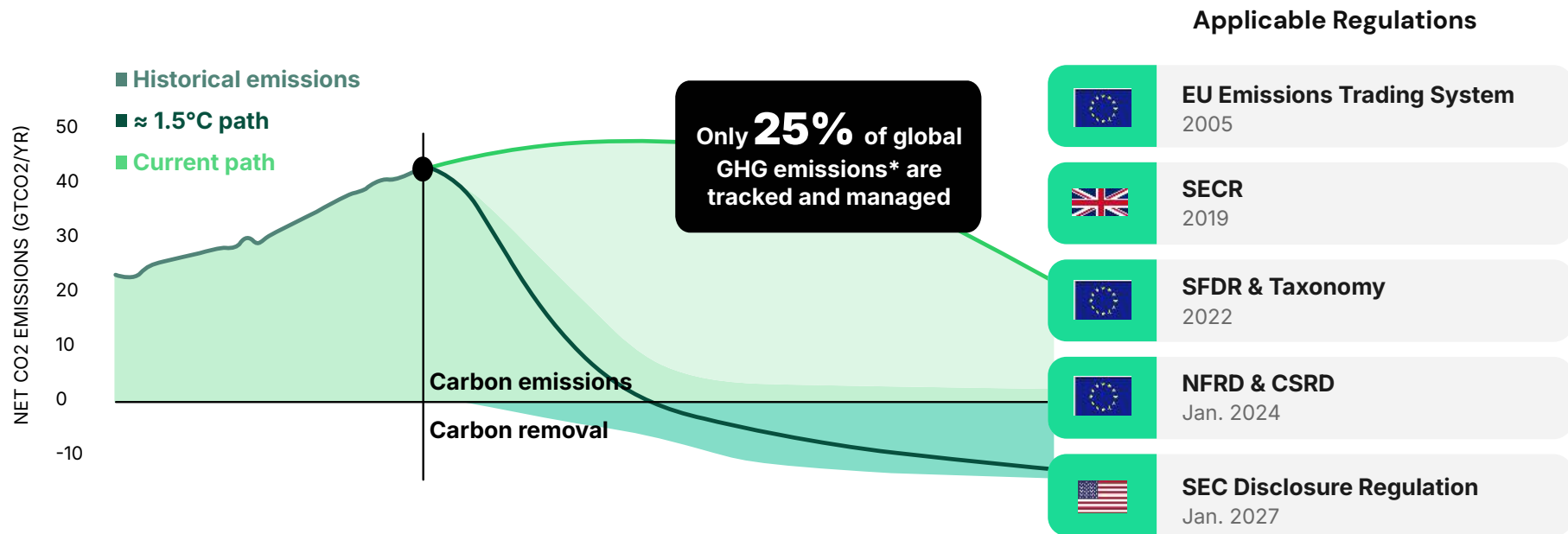Growing stakeholder demands on environmental commitments

Shifting employee mindsets and expectations regarding the environmental reputation of their employer

What are the opportunities if I commit?

1 Optimization of flows and costs

2 More sustainable business activity and corporate strategy

3 Increased competitiveness within my ecosystem

4 Resilience and autonomy of activities in the face of the new socio-economic paradigm

5 Lower exposure to legal and financial constraints and sanctions

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It is critical to set a course for Net Zero

**REACHING PLANETARY DECARBONIZATION GOALS IMPLIES THAT ALL BUSINESSES TRACK THEIR EMISSIONS, REGULATIONS ARE KICKING IN**

Applicable Regulations

- **Historical emissions**
- **≈ 1.5°C path**
- **Current path**

NET CO2 EMISSIONS (GTCO2/YR)

50
40
30
20
10
0
-10

Only **25%** of global GHG emissions* are tracked and managed

Carbon emissions

Carbon removal

EU Emissions Trading System
2005

SECR
2019

SFDR & Taxonomy
2022

NFRD & CSRD
Jan. 2024

SEC Disclosure Regulation
Jan. 2027

Source: *Carbon Pricing Leadership Report

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Solving the Climate Equation

MEASURING EMISSIONS IS THE FIRST STEP TO SETTING A PATH TOWARDS NET ZERO
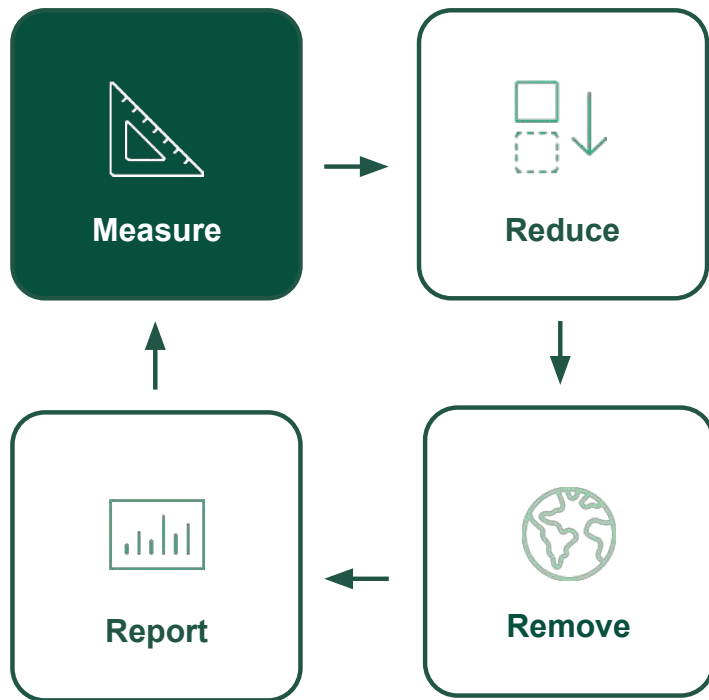
Carbon accounting methodology

Scope 1 | Direct emissions

GHG emissions generated directly by the organization and its activities.

Examples: combustion of fossil fuels, refrigerant leaks, etc.

Scope 2 | Indirect emissions related to energy consumption

Emissions related to the organization's consumption of electricity, heat or steam.

Example: electricity consumption, etc.

Scope 3 | Other indirect emissions

Emissions related to the organization's upstream and downstream operations and activities

Example: transportation, purchased goods and services, sold products, etc.

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How are emissions computed?

ANALYZING EMISSIONS, AUTOMATING TRACKING

28% of your emissions of 2024 are calculated using activity data

Activity metrics x Emissions factors = CO2 Eq. Emissions

Expense based

💲	**Total Expense** 80 £	**1.75 kgCO2e/£**	**140 kgCO2e**
🚕	**Total Distance** 600 miles	**0.2 kgCO2e/mile**	**120 kgCO2e**
⛽	**Total Fuel** 40 gallons	**2.8 kgCO2e/gallon**	**112 kgCO2e**

Increasing Accuracy*

Activity based

*depending on the availability of data

Emission Factor Sources

ADEME   CDP   iea International Energy Agency

eurostat   AGRI BA LYSE   defra

exiobase   Fraunhofer

European Commission JOINT RESEARCH CENTRE   Department for Business, Energy & Industrial Strategy

Methodological reference: ADEME note on the use of accounting data for the GHG Accounting

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GHG emissions assessment scopes

Entity
Softwire
From January 2024 to December 2024

–

Primary data
Accounting data
Employee survey
Buildings data
Activity data from the following modules: Business travel and vehicle fuel consumption, Azure Cloud, Consultants & Contractors, Outsourced & On-Premise Datacenters (Cloud excluded), IT Inventory

Methodology
Official and approved GHG Protocol methodology; GWP 100
Market-based approach

Emissions generated in and outside the country of operation are accounted for. The methodological details of the calculation of each carbon footprint source are available on the Greenly platform.

Measurement scope
All emissions under operational control

✔ Category included
○ Category excluded
✘ Category irrelevant

Scope 1
✔ 1.1 Generation of electricity, heat or steam
✘ 1.2 Transportation of materials, products, waste, and employees
✘ 1.3 Physical or chemical processing
✔ 1.4 Fugitive emissions

Scope 2
✔ 2.1 Electricity related indirect emissions
✘ 2.2 Steam, heat and cooling related indirect emissions

Scope 3
✔ 3.1 Purchased goods and services
✔ 3.2 Capital goods
✔ 3.3 Fuel- and energy- related activities not included in Scope 1 or Scope 2
✔ 3.4 Upstream transportation and distribution
✔ 3.5 Waste generated in operations
✔ 3.6 Business travel
✔ 3.7 Employee commuting
✔ 3.8 Upstream leased assets
✘ 3.9 Downstream transportation and distribution
✘ 3.10 Processing of sold products
✘ 3.11 Use of sold products
✘ 3.12 End-of-life treatment of sold products
✘ 3.13 Downstream leased assets
✘ 3.14 Franchises
✘ 3.15 Investments

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General overview

KEY RESULTS – 2024

Absolute	Per employee	Per revenue
1.3k tCO2e	**4.1** tCO2e	**35** tCO2e
	Employee number : 325	*Revenue : 38M€*

This report summarizes the results of Softwire's 2024 GHG emissions assessment based on the information collected and subject to its completeness, correct categorization and validation.
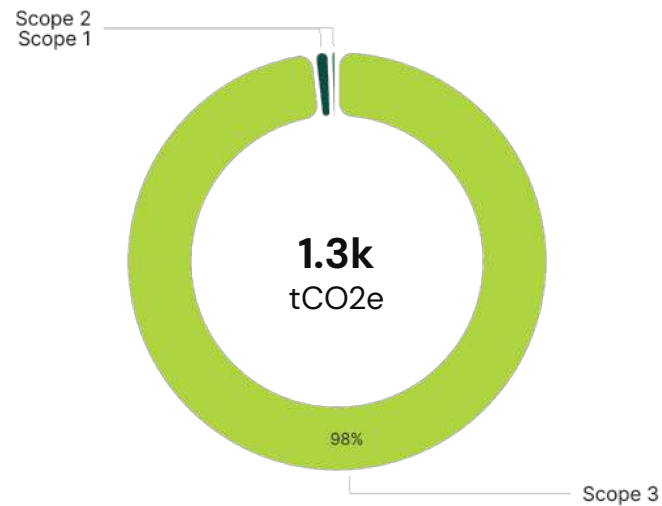
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Emissions Report

General overview

BREAKDOWN BY SCOPE – 2024

	Scope 1	Scope 2	Scope 3
Absolute tCO2e	17	7.3	1.3k
Employee tCO2e/employee	< 0.1	< 0.1	4
Revenue tCO2e/M£	0.4	0.2	34

Scope 2
Scope 1

1.3k
tCO2e

98%

Scope 3

Results subject to the correct categorization and validation of expenses of Softwire.

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General overview

RESULTS BY ACTIVITY

Total emissions of Softwire,

by activity (% tCO2e)

1.3k
tCO2e
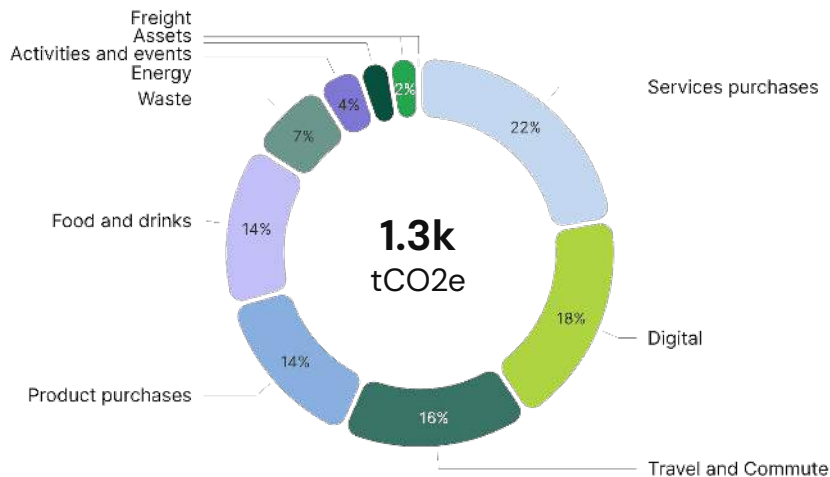
Is equivalent to:

The amount of CO2 sequestered annually by **120 hectares of growing forest***

The annual emissions of **109 British people***

770 London - New York round trips*

	Absolute tCO2e	Per employee tCO2e/employee
Services purchases	295	0.9
Digital	244	0.8
Travel and Commute	211	0.7
Product purchases	186	0.6
Food and drinks	179	0.6
Waste	92	0.3
Others**	118	0.4

*Sources: Labos1Point5, ExioBase, French National Forests Office

**Energy, Activities and events, Assets, Freight

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Focus on Services purchases

Services purchases emissions by category
(% tCO2e)

Other
Intellectual services
Various services

Banks and insurance

Training

295
tCO2e

5%

7%

8%

7%

72%

Maintenance and upkeep

22% of total
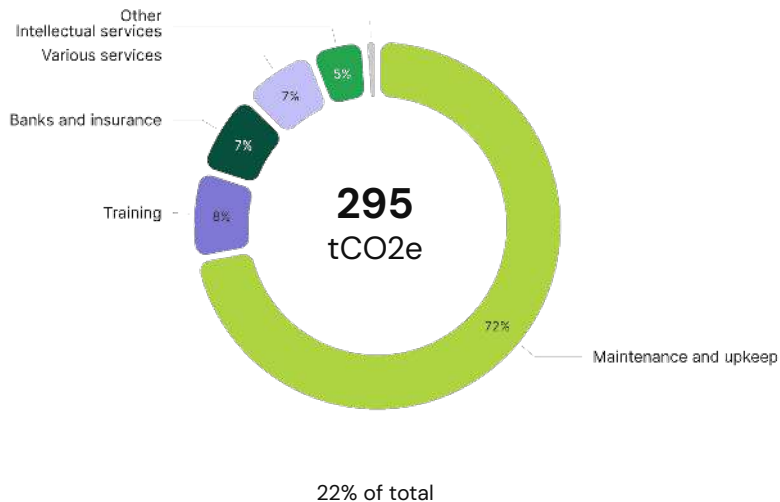
🔍 What is included in this category?

CO2 emissions from service purchases, covering professional services. Primarily from upstream energy/material use and energy consumed during service provision.

◎ How to reduce the impact of this category?

You can adopt the following measures:
• Implement carbon impact conditions in your purchase policy
• Evaluate your supplier's climate maturity
• Precise scope 3 emissions with supplier-specific emission factors
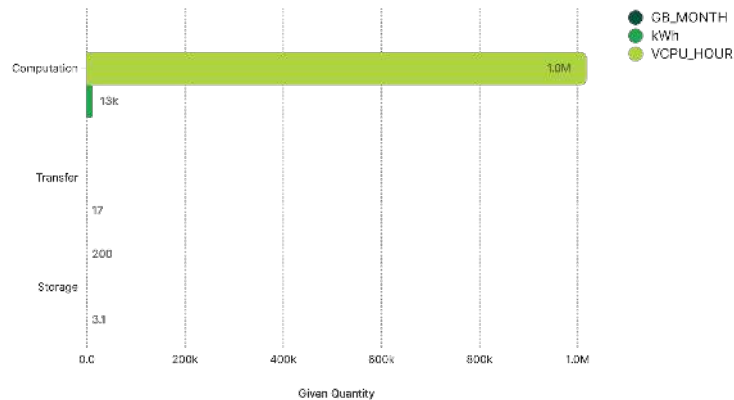
Methodology

1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.

2. The emission factors used for this category come from the following databases: Company Report 1.0, Exiobase 3.8.2, Greenly 1.0, IEA 2024, Uk GHG Conversion Factor 2025

3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

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Focus on Digital

Digital emissions by category
(% tCO2e)

Other
Advertising

4%

6%

244
tCO2e

52% — Software licenses

Physical servers

38%

18% of total
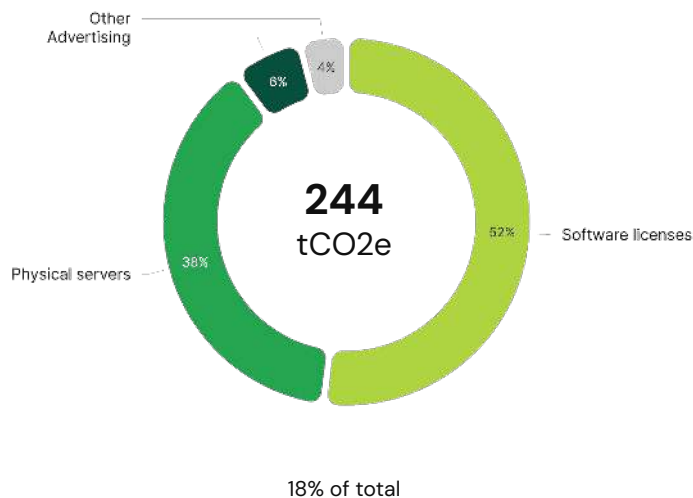
What is included in this category?

CO2 emissions from digital activities, covering internet use, data storage, and cloud computing. Includes emissions from data centers, servers, and network infrastructure.

How to reduce the impact of this category?

You can adopt the following measures:
• Improve the workload of the servers
• Optimize the cloud resources used

Methodology

1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.

2. The emission factors used for this category come from the following databases: Base Carbone Ademe 22.0, Company Report 1.0, Exiobase 3.8.2, Greenly 1.0, IEA 2023, IEA 2024

3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.
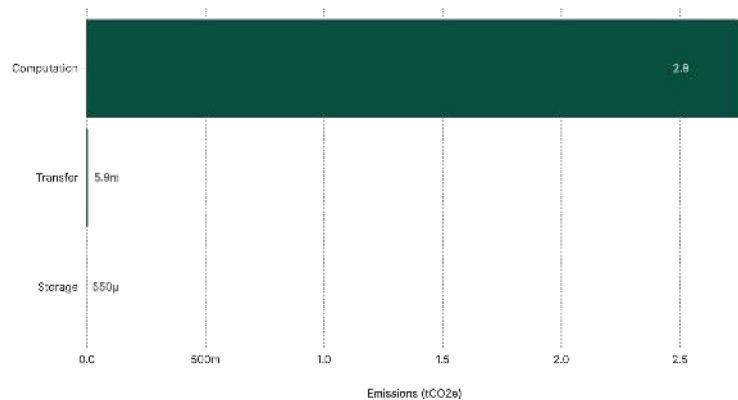
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Focus on Digital

Quantities

- ● GB_MONTH
- ● kWh
- ● VCPU_HOUR

Computation — 1.0M, 13k

Transfer — 17, 200

Storage — 3.1

Given Quantity

Emissions

Computation — 2.8

Transfer — 5.9m

Storage — 550μ

Emissions (tCO2e)

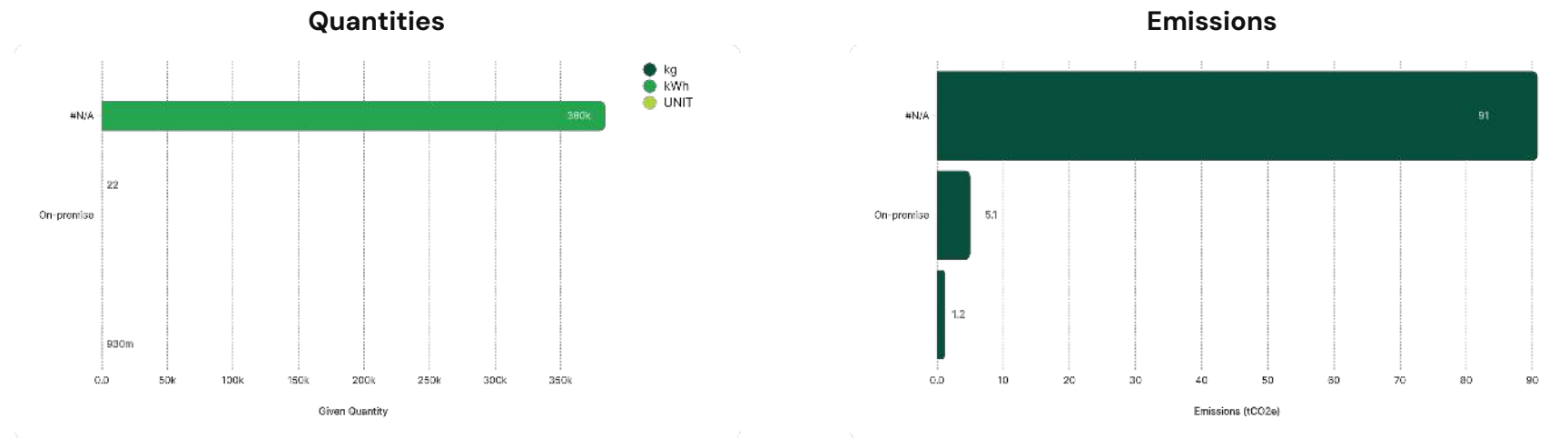**This module covers 0.2% of total emissions.**
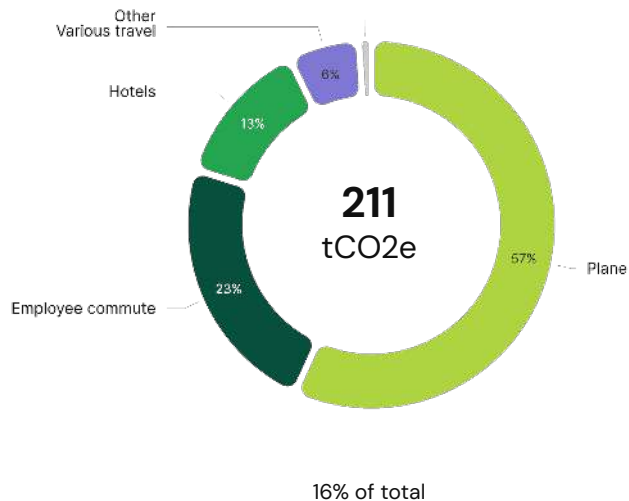This represents 2.8 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).

2. Emission factors used for this category come from the following databases: Greenly 1.0, IEA 2023,

3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

4. To see more visualisations visit Greenly's platform

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Focus on Digital

Quantities

Emissions

This module covers 7.3% of total emissions.
This represents 97 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).

2. Emission factors used for this category come from the following databases: Base Carbone Ademe 22.0, Greenly 1.0, IEA 2024

3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

4. To see more visualisations visit Greenly's platform

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Focus on Travel and Commute

Travel and Commute emissions by category
(% tCO2e)

- Other Various travel
- Hotels — 13%
- Employee commute — 23%
- 6%
- Plane — 57%

211 tCO2e

16% of total

What is included in this category?

CO2 emissions from travel and commuting, covering various transportation modes. Includes direct fuel combustion and indirect fuel production emissions.

How to reduce the impact of this category?

You can adopt the following measures:
- Stop air travel when a 6 hours train alternative is available
- Favor direct flights
- Implement a mobility plan within your company
See additional best practices in the action plans section

Methodology

1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.

2. The emission factors used for this category come from the following databases: Cornell Hotel Sustainability Benchmarking Index 2024, Exiobase 3.8.2, Greenly 1.0, Uk GHG Conversion Factor 2025

3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

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Focus on Travel and Commute

ACTIVITY DATA ANALYSIS: BUSINESS TRAVEL AND VEHICLE FUEL CONSUMPTION
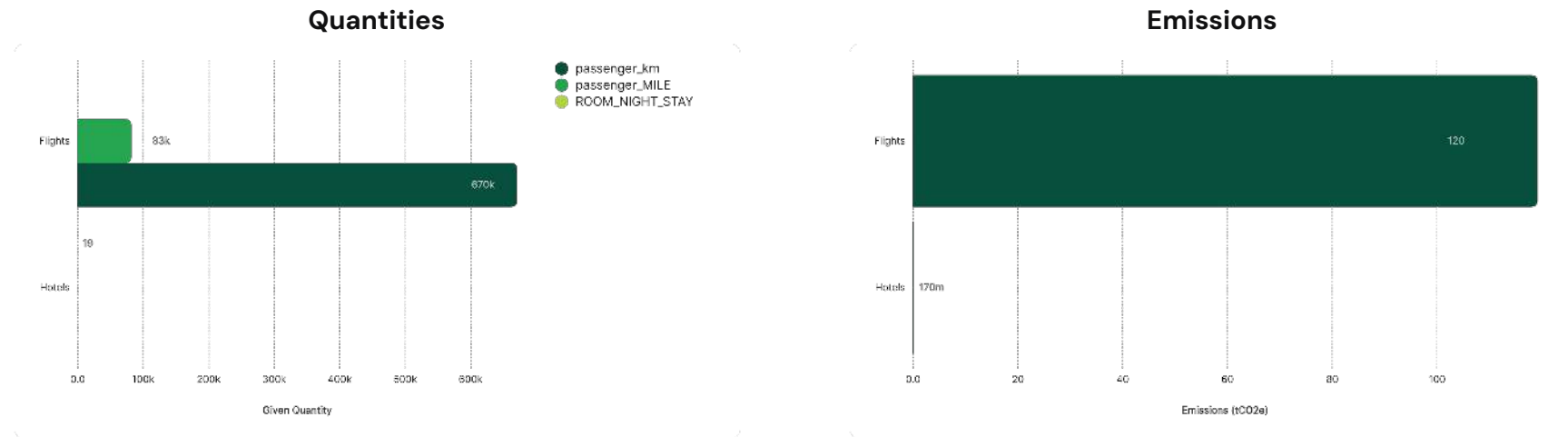
This module covers 9% of total emissions.
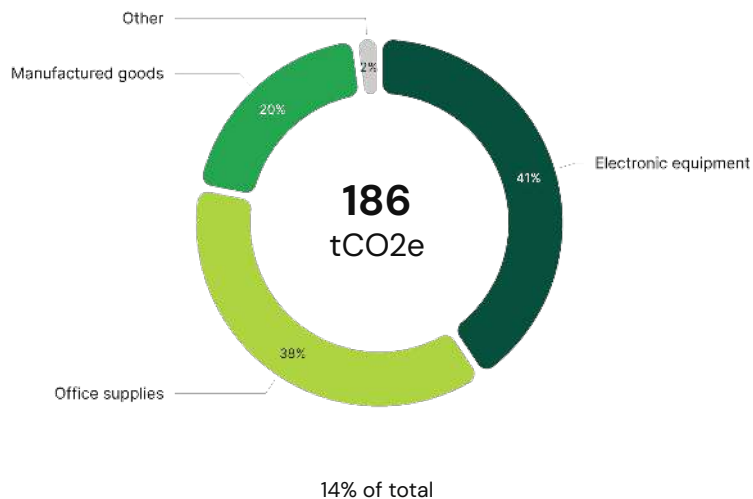
This represents 119 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).

2. Emission factors used for this category come from the following databases: Cornell Hotel Sustainability Benchmarking Index 2024, Uk GHG Conversion Factor 2025

3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.

4. To see more visualisations visit Greenly's platform

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Focus on Product purchases

Product purchases emissions by category
(% tCO2e)

- Other: 2%
- Manufactured goods: 20%
- Electronic equipment: 41%
- Office supplies: 39%

186 tCO2e

14% of total

🔍 What is included in this category?

CO2 emissions from purchased products, covering raw material extraction and manufacturing. Excludes transport and end-of-life emissions.

🎯 How to reduce the impact of this category?

You can adopt the following measures:
- Buy second-hand material

Methodology

1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Exiobase 3.8.2, Greenly 1.0
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

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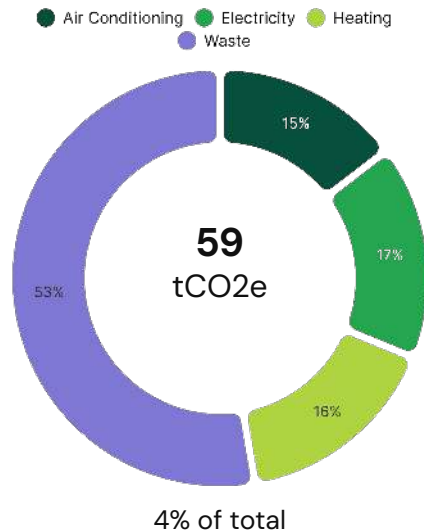
Focus on buildings

Focus on buildings

ACTIVITY ANALYSIS

Total emissions per category (tCO2e)

Legend: Air Conditioning, Electricity, Heating, Waste

59 tCO2e

15%, 17%, 16%, 53%

4% of total

Total emissions per building (tCO2e)

Legend: Air Conditioning, Electricity, Heating, Waste

London Office, Manchester Office, Bucharest, Cambridge Office
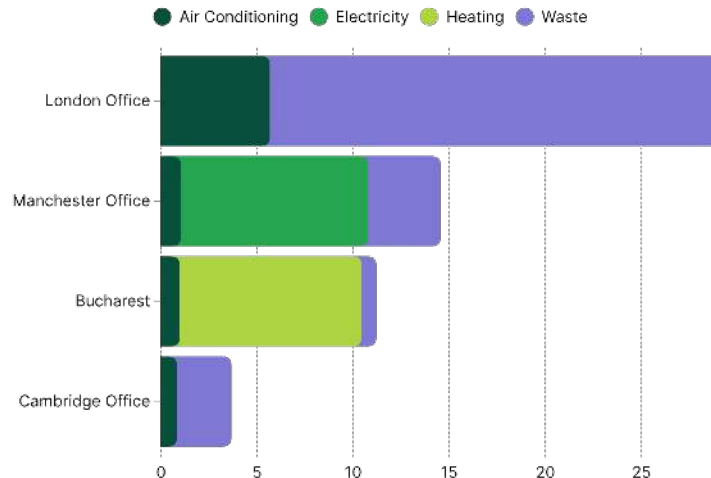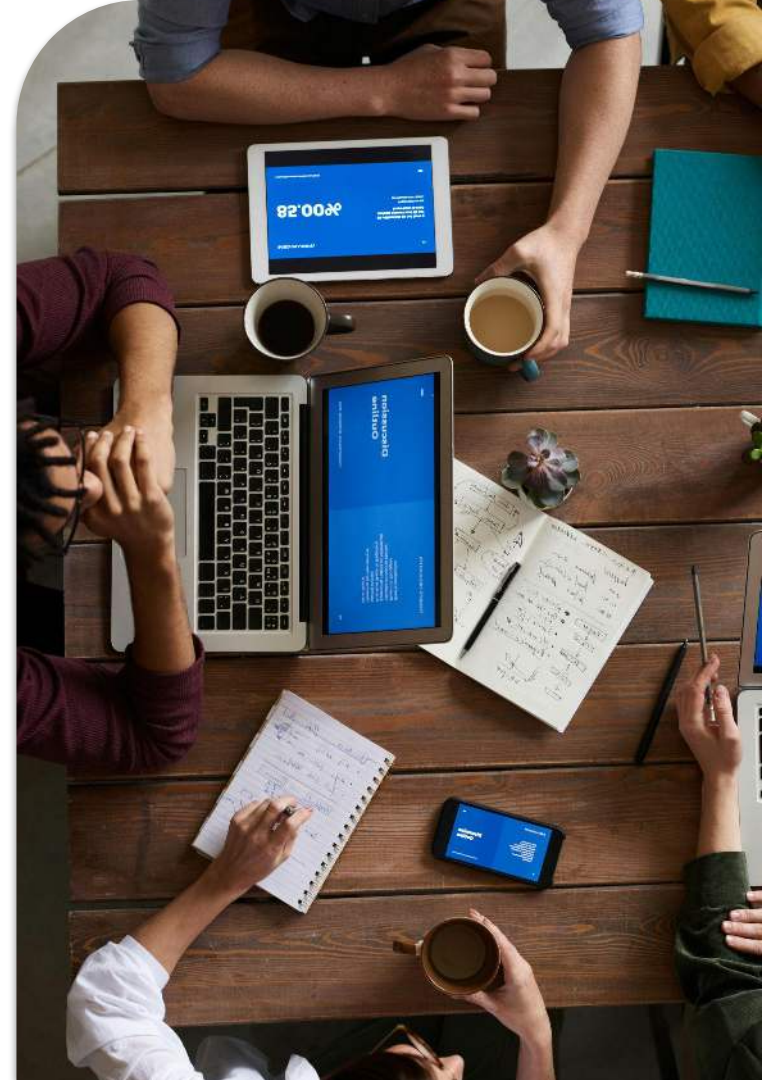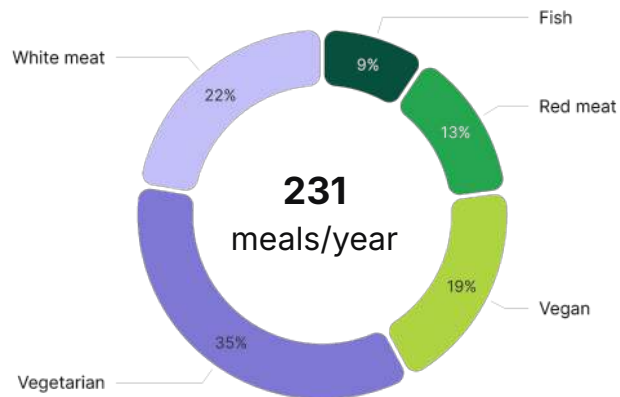
Methodology

1. Emissions linked to heating and energy use are calculated by multiplying (where available) the building's electricity or gas consumption by an emission factor. Failing this, an estimate is calculated on the basis of building surface area, or even the number of employees when surface area is not provided.

2. Waste-related emissions are estimated on the basis of the number of employees.

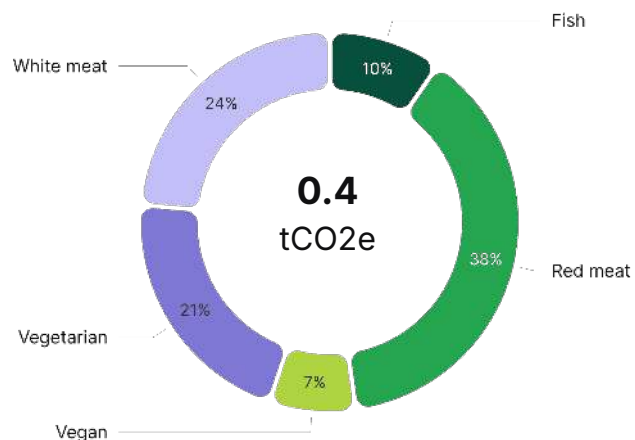3. Air-conditioning emissions correspond to refrigerant leaks (average estimate).

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Focus on employees

Focus on Employee Meals

Number of meals per employee per year
(per diet)

White meat — 22%
Fish 9%
Red meat 13%
231
meals/year
Vegan 19%
Vegetarian 35%

GHG emissions
(tCO2e / employee)

White meat — 24%
Fish 10%
0.4
tCO2e
Red meat 38%
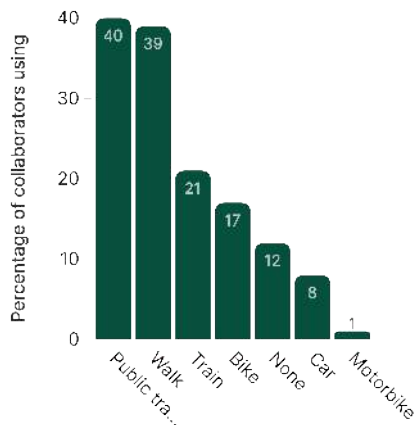Vegetarian 21%
Vegan 7%

Methodology

Analysis is based on the employee survey, which obtained a 96% response from your employees to whom the questionnaire was sent (190 responses).

The data used to calculate meals-related emissions are from the French Agency for Ecological Transition (ADEME).

Meal emissions are not accounted for, this slide is only an analysis of the responses to the employee survey.
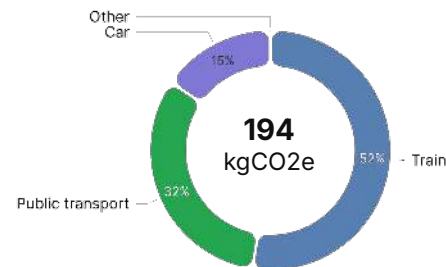
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Focus on Employee Commute

Usage of transport modes

Yearly mean distance distribution

GHG emissions
(kgCO2e / employee)

On average, your employees travel 3.2k mi each year, emitting 194 kgCO2e for home-work commuting.

Methodology

Analysis is based on the employee survey, which obtained a 96% response from your employees to whom the questionnaire was sent (190 responses).

The data used to calculate commute-related emissions are from the French Agency for Ecological Transition (ADEME).

More details on the employees page of Greenly

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Focus on Action Plans

How can I implement effective reduction actions?

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To meet global targets, emissions will have to fall by **3 to 7% per year***. It's a tough target, but a necessary one!

WHAT ARE THE BEST PRACTICES FOR ACHIEVING THESE OBJECTIVES?

| Communicate | Involve | Engage | Raise awareness |

COMMUNICATE the results of your GHG assessment to all your teams so that they are on board with the process of reducing emissions.

INVOLVE management and find internal sponsors responsible for implementing reduction actions.

ENGAGE your ecosystem (suppliers and customers) and ask about their reduction strategy, in order to prioritise virtuous suppliers.

INCREASE your teams' awareness of climate change using our platform to alert and facilitate the implementation of your reduction actions.

These first steps will enable you to maximise your chances of success in implementing reduction actions.

WHAT REDUCTION MEASURES CAN MY COMPANY TAKE?

The reduction actions we recommend are selected with:

AMBITION

Some actions involve major changes, but they will bring you closer to achieving the global climate targets.

REALISM

The action plans are based on practical examples already implemented in other pioneering companies.

EFFICIENCY

Implementing them will have a real impact on your emissions in the short and long term.

*Source: IPCC

Services Purchases

Implement carbon impact conditions in your purchase policy

Services Purchases

Procuring products and services often contributes to a significant portion of a company's emissions, with supply chains accounting for over 80% in consumer companies. To effectively address this issue, incorporating eco-conditions criteria into your company's procurement policy offers a straightforward and efficient strategy. To ensure suppliers' climate maturity, engage them through the Greenly Feature, facilitating a comprehensive understanding of their Climate Maturity. These criteria can be implemented with current suppliers and incorporated into the supplier selection process for new contracts.

Benchmark

In 2020, several companies joined forces to launch the 1.5°C Supply Chain Leaders with the Exponential Roadmap initiative. It involves management commitment to work with suppliers to halve their GHG emissions before 2030, establishing public targets, and supply chain GHG mapping and prioritization.

Estimated Impact

Increased visibility into the carbon footprint of your suppliers and the ability to implement diverse eco-conditions within your purchasing policy can yield a significant impact on your scope 3 emissions in the long run.
Can serve as a catalyst to encourage other industries to embark on decarbonization efforts.

Estimated Cost

Variable depending on the resulting changes in the supply chain.

Recommended Service Providers

Map the climate maturity of your Service Providers: Understand your supplier climate actions and maturity with the Greenly Procurement module

Implementation

1 LAUNCH the Greenly Sustainable Survey to assess suppliers' climate maturity and align their practices with your sustainability goals

2 SET and TRACK KPIs with Greenly dashboards: monitor suppliers' GHG emissions, Paris Agreement 2030 alignment, and SBTi certification.

3 SUPPORT and recognize suppliers' efforts. Offer tools, training, and resources to help them meet goals. Track and report their progress.

Evaluate your supplier's climate maturity

Services Purchases

The first step to creating a sustainable purchase strategy is engaging suppliers, which is crucial for reducing Scope 3 emissions. This addresses significant environmental impacts throughout the supply chain. By collaborating to improve supplier sustainability practices, companies can effectively lower their overall carbon footprint. Aligning with global climate goals through supplier engagement enhances corporate reputation and prepares businesses for evolving regulatory landscapes. This proactive strategy ensures comprehensive emissions reduction and promotes sustainable business practices

Benchmark

In 2020, several companies joined forces to launch the 1.5°C Supply Chain Leaders with the Exponential Roadmap initiative. It involves management commitment to work with suppliers to halve their GHG emissions before 2030, establishing public targets, and supply chain GHG mapping and prioritization.

Estimated Impact

Enhancing visibility into the carbon footprint of your suppliers and integrating diverse eco-conditions into your purchasing policy can significantly reduce Scope 3 emissions over time. This approach can also serve as a catalyst, encouraging other industries to embark on their own decarbonization efforts.

Estimated Cost

Variable depending on the resulting changes in the supply chain.

Recommended Service Providers

Map the climate maturity of your supply chain: Understand your supplier climate actions and maturity with the Greenly Sustainable Procurement module

Implementation

1 LAUNCH the Greenly Sustainable Survey to assess suppliers' climate maturity and align their practices with your sustainability goals

2 USE Greenly dashboards to track KPIs like supplier carbon assessments, alignment with Paris 2030 goals, and SBTi certification.

3 SUPPORT suppliers with tools, training, and resources. Recognize efforts and report their progress toward achieving objectives.

Precise scope 3 emissions with supplier–specific emission factors

Services Purchases

Enhancing GHG emission precision is crucial. By adopting supplier-specific emission factors and GHG transaction-based approaches, companies can accurately measure and reduce Scope 3 emissions. This method ensures detailed emission data, supporting informed decision-making and environmental accountability. Benefits include fostering sustainable practices, enhancing supply chain resilience, and bolstering corporate reputation. Use the Greenly tool to engage suppliers and obtain data for tailored emission factors. Precise GHG data empowers ambitious reduction targets, aligning with global climate goals, and leading in sustainability practices.

Benchmark

Livent emphasizes the monitoring and reduction of GHG emissions by its suppliers. As part of the pre-qualification process, Livent assesses suppliers' willingness and ability to meet their requirements through a survey, and reviews answers periodically to ensure adherence.

Estimated Impact

Enhancing visibility into the carbon footprint of your suppliers and integrating diverse eco-conditions into your purchasing policy can significantly reduce Scope 3 emissions over time. This approach can also serve as a catalyst, encouraging other industries to embark on their own decarbonization efforts.

Estimated Cost

Variable depending on the resulting changes in the supply chain.

Recommended Service Providers

Map the climate maturity of your Service Providers: Understand your supplier climate actions and maturity with the Greenly procurement module

Implementation

1 USE Greenly's Sustainable Procurement Tool to IDENTIFY suppliers. Access our Supplier-Specific EF database for precise GHG Scope 3.

2 ENGAGE YOUR SUPPLIERS: If specific EFs aren't available, the tool helps request this crucial information (Exclusively for Service Providers).

3 VERIFICATION & AUDITABILITY: After obtaining supplier information, we conduct an audit to verify data. Approved audits integrate EF into the GHG

Digital

Improve the workload of the servers

Digital

The average cloud server has a workload of 40%. Improving this workload to 60% can reduce the number of "physical" servers needed, hence their emissions. This can be achieved by sharing the resources between clients, or by smoothing load peaks. Savings are directly linked to the amount of server's hour saved.

Benchmark

AWS, GCP, Azure: Cloud providers offer services on-demand, sharing hardware between several customers. This leads to a higher average workload per server, and lower the number of servers needed for the same computation power used. Platform.sh: Platform.sh optimize the on-demand servers by sharing their power between even more customers, achieving a workload close to 100% on some services.

Estimated Impact

Reduction potential: variable

Recommended Service Providers

Platform.sh, Microsoft AZURE, Amazon Web Services (AWS), Google Cloud Platform (GCP)

Estimated Cost

CAPEX: N/A
YEARLY OPEX: Variable
Time to ROI: N/A

Implementation

1 Assess cloud usage efficiency.

2 Compare reduction potential and incurred costs of workload optimization options.

3 Monitor and evaluate to ensure emissions reduction.

Optimize the cloud resources used
Digital

Idle resources are virtual machines (VMs) and instances being paid for by the hour, minute or second, that are not actually being used 24/7. Typically, these are non-production resources being used for development, staging, testing and QA. VMs consume electricity to power the CPU, memory, and other components, which generates emissions. The power consumption of a VM depends on factors like the instance type, CPU utilization, memory usage, etc. Idle or underutilized VMs can still consume significant power and contribute to emissions, even when not actively running workloads.

Benchmark

Google Cloud Platform (GCP): GCP offers features and best practices to help customers optimize their cloud workloads for sustainability. For batch workloads that are flexible in terms of when they run, GCP recommends running them at times that coincide with lower grid carbon intensity. GCP encourages minimizing idle cloud resources, as idle or over-provisioned resources create unnecessary emissions and costs.

Estimated Impact

Savings are directly linked to the amount of resources saved.

Estimated Cost

CAPEX: N/A
YEARLY OPEX: Variable
Time to ROI: N/A

Recommended Service Providers

Platform.sh, Microsoft AZURE, Amazon Web Services (AWS), Google Cloud Platform (GCP)

Implementation

1 Refer to your service provider to identify idle VMs.

2 Refer to your service provider to see how to configure idle VM recommendations.

3 Monitor and evaluate to ensure emissions reduction.

Travel and Commute

Favor direct flights

Travel

Direct flights emit less carbon than flights with stopovers because they don't require the plane to take off and land multiple times.

Benchmark

The sustainable travel policy of the United Nations outlines sustainable travel measures for their employees, including choosing the most direct route with no stop-over and systematically choosing economy class for employees for trips of less than 9 hours.

Estimated Impact

Reduction of emissions by roughly 10% when comparing flights with a stop-over and direct flights.

Estimated Cost

Some indirect flights may be cheaper than their direct alternatives, but these price increases are usually offset by the reduction in total travel time.

Implementation

1 DEVELOP a Sustainable Travel Policy in which you include guidelines and criteria for selecting direct flights.

2 PROMOTE awareness and employee engagement on the importance of sustainable travel and the rationale behind favoring direct flights.

3 ESTABLISH and monitor your KPIs (ex: % of flights booked as direct flights, GHG emissions per employee or per km traveled).

Favor flights in economy

Travel

The carbon footprint per passenger of a flight increases when the occupancy rate of the plane decreases. The larger the seat, the more space it takes up in the aircraft cabin, contributing to a decrease in the number of passengers allowed on a plane. Additionally, direct flights emit less carbon than flights with stopovers because they don't require the plane to take off and land multiple times.

Benchmark

The sustainable travel policy of the United Nations outlines sustainable travel measures for their employees, including choosing the most direct route with no stop-over and systematically choosing economy class for employees for trips of less than 9 hours.

Estimated Impact

Reduction of emissions by a factor of 3 when traveling in economy rather than business class, and by a factor of 6 when traveling in economy rather than in first class.

Estimated Cost

This action plan only results in cost savings as economy class tickets are less expensive.

Implementation

1 DEVELOP a Sustainable Travel Policy in which you include guidelines and criteria for employees to travel in economy class.

2 PROMOTE awareness and employee engagement on the importance of sustainable travel and the rationale behind favoring economy class travel.

3 ESTABLISH and monitor your KPIs (example: Economy class travel rate, GHG emissions per employee or per kilometer traveled).

Stop air travel when a 6 hours train alternative is available

Travel

Opting for train travel instead of air and car travel for short-distance trips (e.g., within a 6-hour train journey) can substantially reduce the carbon footprint of your business travel. Trains have significantly lower carbon emissions per passenger-kilometer compared to airplanes and cars. Apart from being environmentally friendly, train travel offers efficient boarding, minimal waiting times, spacious seating, and direct access to city centers, enhancing the overall travel experience.

Benchmark

Mama Loves Ya has set a goal to select train travel for 50% of its trips below 750 km by 2025 (versus 10% today). This commitment is projected to result in a 45% reduction in emissions from flights, equating to over 2t of CO2eq emissions avoided annually. Additionally, it will contribute to an 8% reduction in the company's total carbon footprint.

Estimated Impact

Taking a train instead of a car for medium-length distances would cut your emissions by ~80%. Using a train instead of a domestic flight would reduce your emissions by ~84%. From that, you can estimate the total impact of the action plan by assessing which share of your total flight emissions would be impacted.

Recommended Service Providers

Rome2Rio
Travel Perk
Offres entreprise SNCF
Suppertripper

Estimated Cost

Variable, train tickets may be more or less expensive than plane tickets or car travel depending on various factors.

Implementation

1 CONDUCT an assessment of all existing air travel routes within your organization, identify those that have a train alternative of less than 6 hours, and evaluate the feasibility of replacing air travel with train.

2 DEVELOP and enforce a clear travel policy that mandates the use of train travel instead of air travel for these routes.

3 ESTABLISH and start monitoring your KPIs (ex. total percentage reduction in air travel, percentage reduction in air travel on eligible routes, etc.).

Implement a mobility plan within your company

Travel

The aim of setting up a Mobility Plan (MP) within your company is to optimise business travel. This involves analysing home-to-work journeys, promoting public transport, car-pooling, using less impactful modes of travel, etc.
All these measures help to reduce travel-related greenhouse gas emissions.

Benchmark

Schneider Electric has implemented a complete MP, significantly reducing its CO2 emissions linked to travel.

Estimated Impact

Depending on the habits of employees, implementing a PDM can considerably reduce a company's CO2 emissions.

Estimated Cost

The initial cost will vary depending on the size of the business and the external services required, but the long-term savings can outweigh the initial costs.

Recommended Service Providers

Worklife
1kmapied

Implementation

1 STUDY employee travel habits, identify car-pooling opportunities and the use of less impactful transport.

2 CREATE a detailed plan including incentives to encourage environmentally-friendly travel (mobility package, electric bike, car-sharing, etc.).

3 SET up tools to monitor journeys, collect data, and regularly adjust your PDM according to the results.

Replace part of your business travel with video conferencing

Travel

By promoting the use of video conferencing instead of direct travel, your business travel CO2 emissions will be significantly reduced. This is the main reason why overall emissions were particularly low during the COVID period!

Benchmark

Microsoft has been actively promoting the use of video conferencing and reducing business travel. In a blog post, they shared that they have saved millions of dollars in travel expenses and reduced carbon emissions by using Microsoft Teams for meetings and collaborations instead of traveling to different locations.
Accenture, a global professional services company, has recognized the environmental impact of business travel and actively encourages the use of virtual meetings.

Estimated Impact

While the costs of these meeting forms depend on many factors such as distance traveled, meeting duration, and the technologies used, we find that video conferencing takes at most 7% of the energy/carbon of an in-person meeting. Emissions are thus reduced by more than 90%.

Estimated Cost

Given online meeting solutions are already in place for most companies, no additional cost comes from this measure.

Recommended Service Providers

Your current video conferencing provider

Implementation

1 IDENTIFY the routes that can be avoided and agree with the different actors of the meetings on a video conferencing solution.

2 ESTIMATE the carbon and monetary savings from avoiding transportation.

3 AGREE with partners/colleagues who usually meet in person to schedule the video conference meeting.

Promote teleworking and carpooling

Travel

Private transportation is a significant contributor to global GHG emissions. Promoting teleworking and carpooling are valuable strategies for mitigating the carbon emissions associated with daily commuting, particularly in cases where the office is not easily accessible via active modes of transportation like walking and cycling, or public transportation. In addition, teleworking can improve employee productivity by minimizing distractions, reducing commuting stress, and increasing work-life balance.

Benchmark

Richemont achieved a 73% reduction in commuting emissions in a year by implementing a teleworking policy. This achievement was determined through a survey conducted among employees, comparing commuting emissions before and after the policy implementation.

Estimated Impact

Carpooling reduces emissions by sharing the emissions associated with the commuting journey among multiple passengers in a single vehicle, replacing individual cars. By increasing average car occupancy from the average 1.2 passenger up to 4, emissions can be divided by 4. Teleworking limits the emissions associated with commuting per employee on the days they telework.

Estimated Cost

Potential reduction in operational costs (reduced office space, utilities, office supplies, maintenance expenses).
Additional spending on IT and digital tools are usually negligible compared to the cost savings.

Recommended Service Providers

Carployee
Comovee
Poola

Implementation

1 EVALUATE the organization's readiness for teleworking and carpooling initiatives, and there is a necessary technological infrastructure to support remote work.

2 ESTABLISH and start monitoring your KPIs (ex. percentage reduction in commuting emissions, percentage increase in teleworking adoption rates, percentage increase in carpooling).

3 DEVELOP teleworking and carpooling policies that outline guidelines, eligibility criteria, and data security measures. Provide training and resources to employees to enhance their remote work capabilities, including best practices for teleworking and carpooling.

Product purchases

Buy second-hand material

Product purchases

Buying recycled or second-hand material allows you to give those a second life. By doing that, you prevent the extraction/production of new raw materials which is usually a significant part of the impact throughout the value chain.

Benchmark

Dell : The computer technology company, has launched a program called 'Closed Loop Recycling' to recover plastics from recycled electronics. These plastics are then used to make new computers and other electronic products.
Patagonia : This outdoor clothing and gear company is known for its commitment to sustainability. They use recycled materials, such as recycled polyester, in their products.

Estimated Impact

Up to 90% depending on the materials and the maturity of their current recycling chain (loss rates, energy inputs).

Estimated Cost

The cost of recycled materials compared to raw ones can be higher due to a limited supply. Price differences is dropping as the markets develop and recycling processes mature.

Recommended Service Providers

Get in touch with your current material providers or other local providers to scout for options.

Implementation

1 EVALUATE the raw materials used in your products. Take into account their volume, the associated emissions and the market sensitivity.

2 CONDUCT a study to see which materials you can replace according to your current operational constraints.

3 LOOK for sustainable suppliers that could supply you with the corresponding raw materials and meet your needs.

Assets
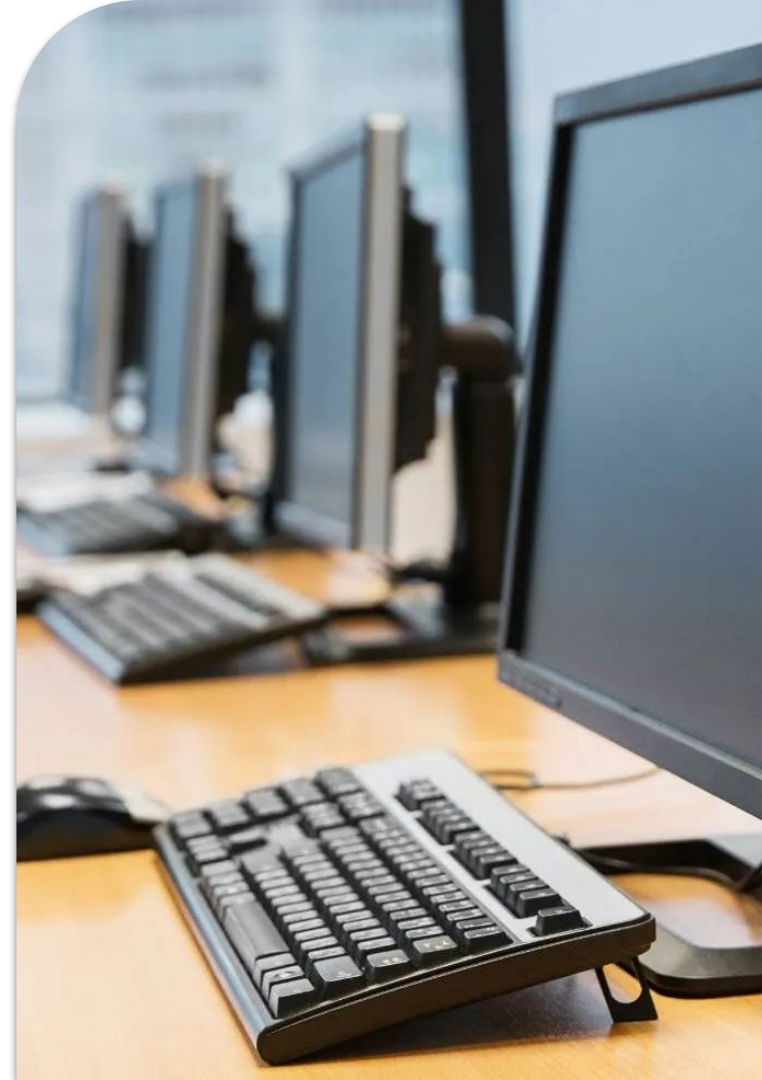
Limit the renewal of your IT equipment

Asset

While it's important to regularly update this equipment to ensure functionality, companies should also consider the environmental impact of device renewal policies. Renewing devices solely for image or standardization purposes, rather than necessity, contributes to e-waste and increases carbon emissions. Additionally, some companies provide employees with more equipment than necessary for completing their tasks, or equipment that's redundant with personal equipment that could be used in a professional setting (headphones, mouses, screens, etc.).

Benchmark

Evernex took measures to eradicate ephemeral hardware and unnecessary equipment and replace them with long-lasting, trusted systems that maximize resources and reduce carbon footprint.

Estimated Impact

Emission reduction in both assets (fewer purchases of IT equipment) and energy (fewer appliances in the offices). Depending on companies, between 10% and 25% of total IT purchases could be avoided.

Estimated Cost

Only cost savings thanks to lower IT expenditure.

Implementation

1 ESTABLISH and start monitoring your KPIs (ex. percentage decrease in new equipment acquisition per employee).

2 DEVELOP a device management policy that outlines guidelines for the management of digital devices, with purchase, maintenance, and replacement.

3 PROMOTE the concept of sufficiency among employees by highlighting its importance in minimizing waste and reducing environmental impact.

Prefer refurbished/second hand IT Equipment

Asset

Preferring refurbished equipment allows extending products lifespan, and resource consumption required to produce new items can be avoided. It has a significant positive impact on indicators such as the depletion of fossil and mineral resources, CO_2 emissions and the production of wastes (especially waste electrical and electronic equipment (WEE) for IT equipment).

Benchmark

Around 52% of IKEA's climate footprint comes from furniture materials. Aiming for a fully circular value chain by 2030, IKEA has taken key actions, including furniture reuse. In 2020, it opened its first second-hand store at ReTuna, Sweden, cutting emissions by an estimated 41–46% over the product lifecycle.

Estimated Impact

A refurbished mobile phone reduces 91 to 77% of its annual impact
A refurbished tablet reduces 46 to 80% of its annual impact
A refurbished computer reduces 43 to 97% of its annual impact
A refurbished furniture reduces about 40% of its entire lifecycle impact
The exact impact depends on the organisation of the refurbishment process (logistics, energy) and of the number of items to replace.

Estimated Cost

Refurbished equipments are cheaper and can have similar life spans with proper commercial guarantees.

Recommended Service Providers

Recommerce Group
Bureau Move
Reseau.b
Your bureau
Conventional It manufacturers also start offering refurbished equipment.

Implementation

1 ASSESS asset needs and refurbishment options (evaluate needs, identify refurbishable assets.

2 RESEARCH reputable suppliers for refurbished assets, ensuring alignment with sustainability criteria.

3 ESTABLISH and monitor KPIs (e.g., refurbished asset rate, cost savings, emission reduction). Communicate to engage employees.

Rent IT equipment instead of owning it

Asset

Digital equipment is among the most complex to produce and the least durable. For example, the average life of a smartphone is between 23 and 37 months, while its production requires more than 50 different materials and the extraction of more than 200 kg of materials. Renting equipment allows to access equipment when required, improving overall efficiency. This is especially interesting if there is a tendency within your company to store much unused equipment. In addition, location services optimize repair and end-of -life of the devices (notably the refurbishing for the material).

Benchmark

In Finland, Newsec and 3stepIT collaborated to address the challenges posed by rapid staff growth. Newsec, experiencing a significant increase in employee headcount from 120 to nearly 600, sought a more suitable IT procurement and management strategy. They leased devices on a three-year basis, and once the devices reached the end of their lease period, they were securely wiped and refurbished for use by other businesses.

Estimated Impact

Up to a 50% reduction in emissions, depending on the current average lifetime of your equipment. The longer the current the lifetime, the lower the impact of this action. For reference, current IT equipment typically lasts between 3 and 4 years within a company.

Estimated Cost

Cost difference between renting and owning equipment is variable, notably depending on usage frequency and your location. Renting is, nonetheless, usually cost-effective.

Recommended Service Providers

Recommerce Group
Bureau Move
Reseau.b
Your bureau

Implementation

1 ASSESS your IT equipment (Evaluate current IT equipment inventory and identify the ones become obsolete quickly, Research rental providers).

2 COMMUNICATE actions to employees, provide training to employees on how to effectively utilize and maintain rented IT equipment.

3 ESTABLISH and monitor your KPIs (example: percentage change in cost, ...). Communicate on it to maintain employees engagement and enthusiasm.

Conclusion

Conclusion

The GHG assessment made it possible to identify Softwire's main GHG emission sources so as to frame the company's carbon strategy and identify the items that need to be studied in greater depth with the aim of continuously improving the company's environmental impact.
It has been established that direct emissions (Scope 1) and energy-related indirect emissions (Scope 2) represent a small part of a company's impact. It is therefore essential to mobilize our company's suppliers and employees.

To meet the 2015 Paris Agreement target of a 50% reduction in GHG emissions between 2020 and 2030, we need to achieve a 6.3% reduction in emissions within one year (-83 tCO2e).

The recommended next steps in Softwire's carbon strategy are:

1 **Study key emission sources in greater depth,** if you opt for that. Your Climate Expert can help you decide between the different options available!

2 **Establish GHG emission reduction targets and implement an action plan** in order to achieve these targets.

3 **Engage your suppliers** using the Greenly supplier engagement tool.

4 **Engage your employees** using the interactive Greenly training quizzes.

5 **Communicate with your stakeholders** about your commitment and carbon footprint, your reduction targets and the action plan considered.

6 **Contribute to certified GHG reduction / sequestration projects** available on the Greenly platform.

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What's next?

Committing to a multi-year decarbonization strategy

A SUSTAINED EMISSIONS REDUCTION BASED ON THE LEVELS REQUIRED BY THE PARIS AGREEMENT

3 to 7% year-over-year reduction *depending on your industry.*

Global Net Zero

Carbon emissions

Carbon contribution to certified offset projects

Net CO2E Emissions (GTCO2/year)

50
40
30
20
10
0
−10

1980 1990 2000 2010 2020 2030 2040 2050 2060 2070 2080 2090

Softwire greenly
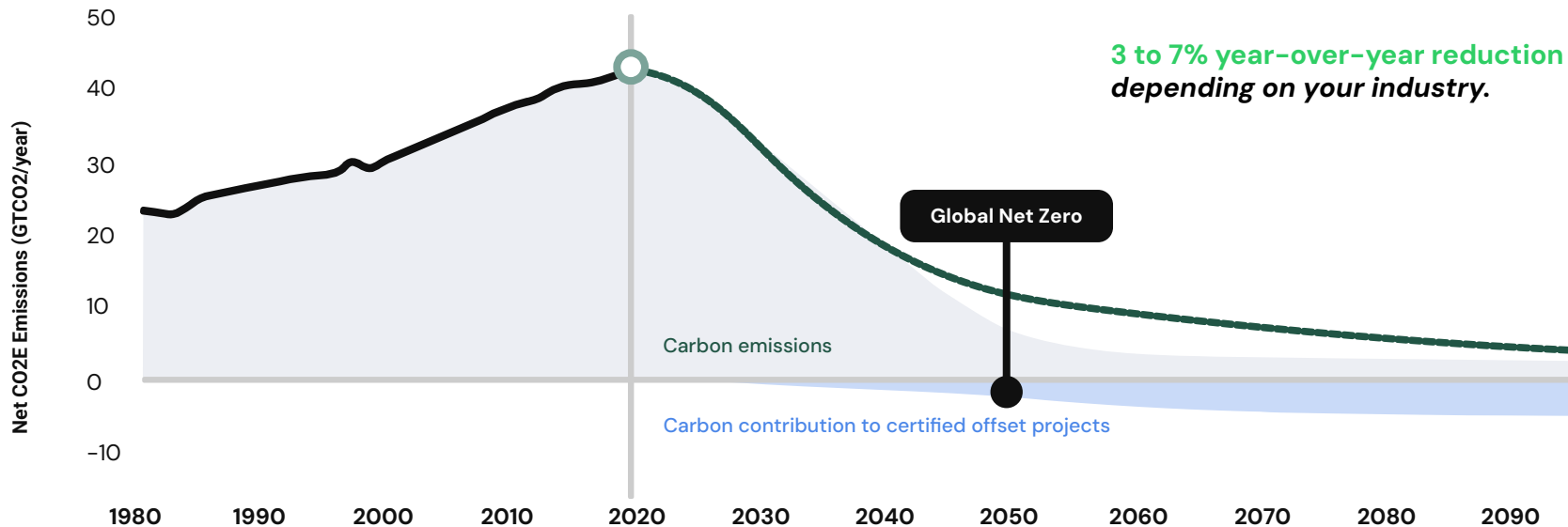
How can I build my reduction trajectory?

THE 4 KEY STAGES IN DEFINING AND FOLLOWING YOUR TRAJECTORY

Refine your greenhouse gas emissions assessment

Your 2024 assessment is based on **28%** of physical data, the rest being financial data. We recommend that you regularly improve the accuracy of your greenhouse gas assessment by adding more physical data. You will be able to quantify and monitor your reductions with precise targets in km, kg, kWh, etc.

Prioritize your actions

Feasible

P2   P1

Low impact   High impact

P4   P3

Difficult
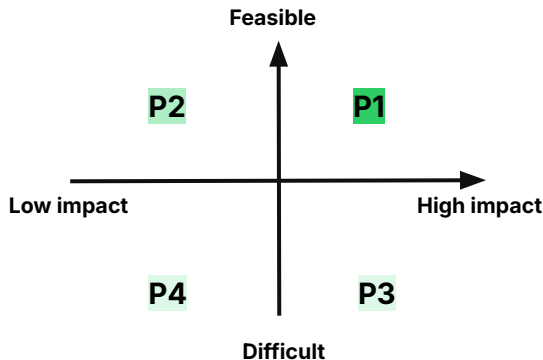
Place your actions on the matrix after identifying operational constraints in consultation with your teams.

Calculate their reduction potential

-60%

220 kg CO2e

88 kg CO2e

Current scenario (ex: 1 000 kWh)   **Future scenario (ex: 400 kWh)**
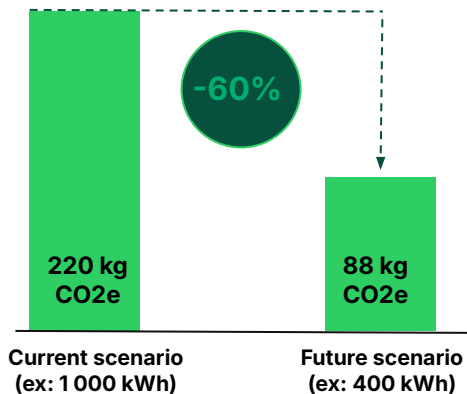
Select the right KPIs before you start, then calculate the reduction potential.

Monitor your results

- Past emissions
- Your trajectory without actions
- Your trajectory with actions

Y1   Y2   Y3
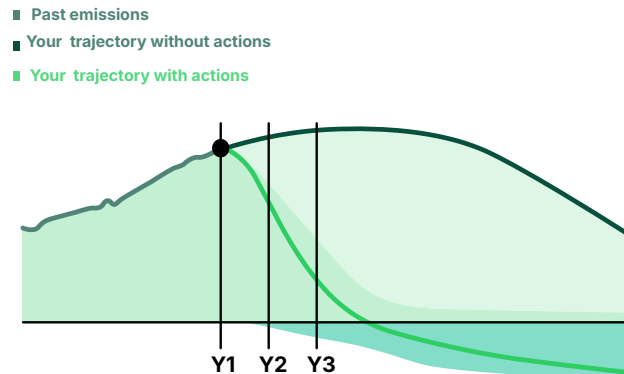
Monitor your progress regularly and measure your results during your annual GHG assessment.

The 5 Pillars of a Climate Strategy

DISCOVER THE 5 PILLARS BASED ON THE NET ZERO INITIATIVE

1. Measure

- Track emissions annually
- Go deeper in the analysis of your main emission sources

Carbon data analysis

CSRD

LCA

2. Reduce

- Choose an action plan in line with the Paris Agreement
- Quantify your action plan to build a carbon trajectory

Action Plan Tab

3. Educate

- Engage your suppliers in your strategy
- Train your employees

Supplier engagement

Employee training

4. Commit

- Commit to an objective
- Communicate transparently

Communication kit

5. Contribute

- Contribute in carbon sequestration & avoidance projects to cover non compressive emissions

Carbon contribution

greenly

Commit to a Multi-year Carbon Trajectory

A LONG-TERM REDUCTION IN EMISSIONS IN LINE WITH THE OBJECTIVES OF THE PARIS AGREEMENT OR YOUR PERSONAL OBJECTIVES

Paris Agreement Objective

-3% to -7% reduction annually

Global CO2e Emissions (GTCO2/year)

Net Zero Global

Carbon emissions

Contribution
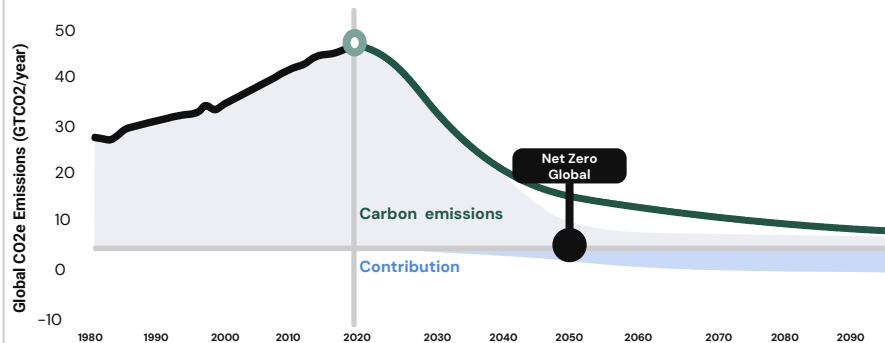
Objective Based on your Actions

Define your reduction objective based on facilitating actions
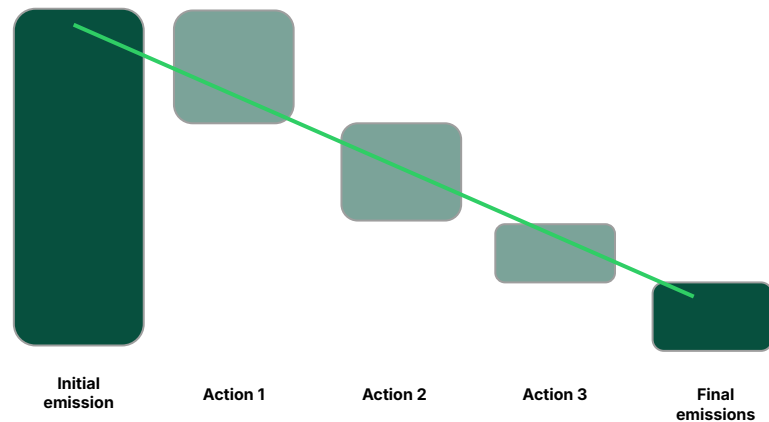
Initial emission | Action 1 | Action 2 | Action 3 | Final emissions

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Build Your Carbon Reduction Trajectory

3 KEY STEPS TO BUILD YOUR TRAJECTORY

| Prioritize your actions | Calculate their reduction potential | Optimize your trajectory |

1 Bring together the stakeholders in your climate strategy

2 Place the action suggestions from the Greenly report on the matrix after identifying their constraints

3 Keep all feasible actions and prioritize those with the greatest impact
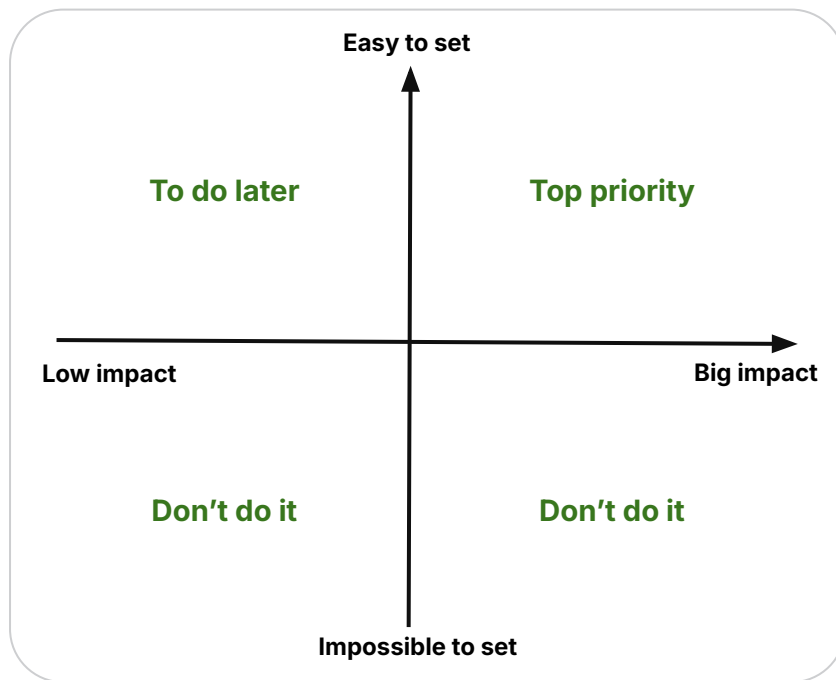
Easy to set

To do later   Top priority

Low impact   Big impact

Don't do it   Don't do it

Impossible to set

greenly

Build Your Carbon Reduction Trajectory

3 KEY STEPS TO BUILD YOUR TRAJECTORY

Prioritize your actions	**Calculate their reduction potential**	Optimize your trajectory
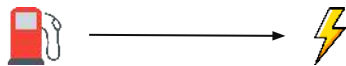
Current scenario	1,000 km per year with thermal cars	1,000 km per year with electric cars	Future scenario
Emission Factor	0.22 kg CO2e/km	0.1 kg CO2e/km	Emission Factor
Total Emissions	220 kg CO2e	100 kg CO2e	Total Emissions

Potential reduction

-54%

220 kg CO2e

100 kg CO2e

Current scenario

Future scenario

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Build Your Carbon Reduction Trajectory

3 KEY STEPS TO BUILD YOUR TRAJECTORY

| Prioritize your actions | Calculate their reduction potential | **Optimize your trajectory** |

Deployment intensity

90 km in electric car

90 km in electric car

90 km in electric car

220 kg CO2e

-20 kg CO2e

-20 kg CO2e

-20 kg CO2e

160 kg CO2e

Initial emissions

Year 1

Year 2

Year 3

Final emissions

Deployment timing

Planned reduction

-27%

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Greenly's communication support to highlight commitment

Company & Personal Certificates

Social Networks

PR

Communicate on media

Customer Video Testimonials

Testimonials showcasing the work done with Greenly

Premium

Join our community: ESG Connect

Slack Channel, afterwork, Events, Webinars

350k Members As of August 2023

10+ Countries including USA, UK, France, Australia etc.

Case studies

Webinar

Communicate on your results in a Webinar with a Greenly expert!

Extended Report

Get your report formatted by our marketing team

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Engaging suppliers to align with the company's Net Zero targets

ENGAGE SUPPLY CHAIN VIA A DEDICATED SUSTAINABLE PROCUREMENT STRATEGY

SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Reduction Trajectory Science Based Targets
Aligned with 1.5°C & Well below 2.0°C

100

50

2020 2021 2022 2023 2024 2025 2026 2027 2028 2029 2030

Chief Climate Officer

Suppliers

Greenly

Greenly

gr Supplier
Carbon Reporting

A B C D E

Total GHG   Product

Scope 1   Name

Scope 2   Quantity

Scope 3   LCA Emissions

Upload Report   Add Product

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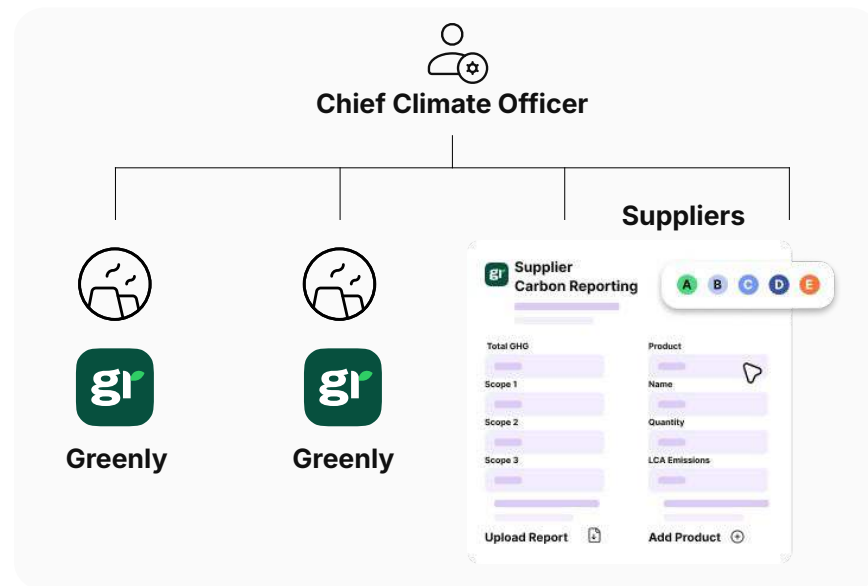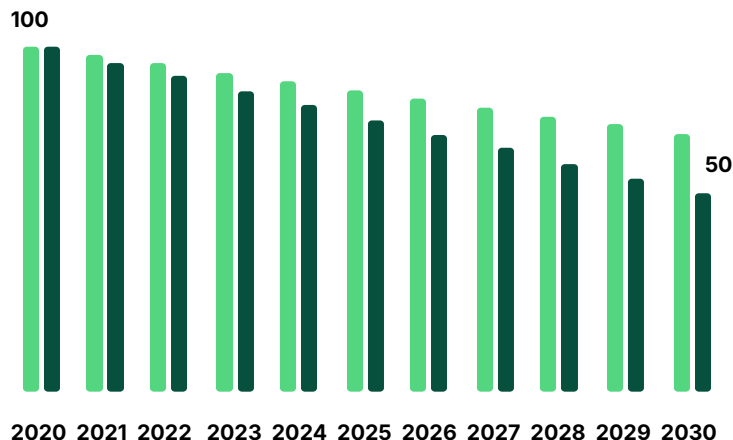
Maturity of climate strategy

YOUR GREENLY CLIMATE SCORE

Greenly score criteria

Pioneers in the climate transition
< 1% of companies (Score ≥ 75)

Responsible companies
5% of companies (Score 55 - 74)

Building a company in transition
15% of companies (Score 30 - 54)

Beginners committed to the transition
30% of companies (Score 5 - 29)

Enthusiasts to awaken
10% of companies (Score 0 - 4)

Lack of interest in the climate
40% of companies

The statistics are drawn from the Greenly supplier and customer database, which includes several thousand companies of all sizes, sectors and geographies. For more similar statistics, consult the CDP corporate climate tracker.

The intermediate Greenly Climate Score of Softwire is 30 points

Points are distributed as follows:

Creating & fine-tuning the Greenhouse Gas report: **30**/40
Action plans: **0**/36
Climate targets: **0**/4
Involving your teams: **0**/10
Carbon contributions: **0**/10

The Score will be updated at the Climate Strategy follow-up meeting.

More information on the Score calculation method here
Statistics were computed on the Greenly supplier database

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Engaging employees on Climate Change

OUR MONTHLY TRAININGS

Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 12
Onboarding	Quiz 1 Climate Science	Quiz 2 IT	Quiz 3 Food	Quiz 4 Transport	Quiz 5 Energy	And more..	A look back on the year

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Net Zero Contribution – What to Expect

SOURCING ONLY VERIFIED & CERTIFIED PROJECTS
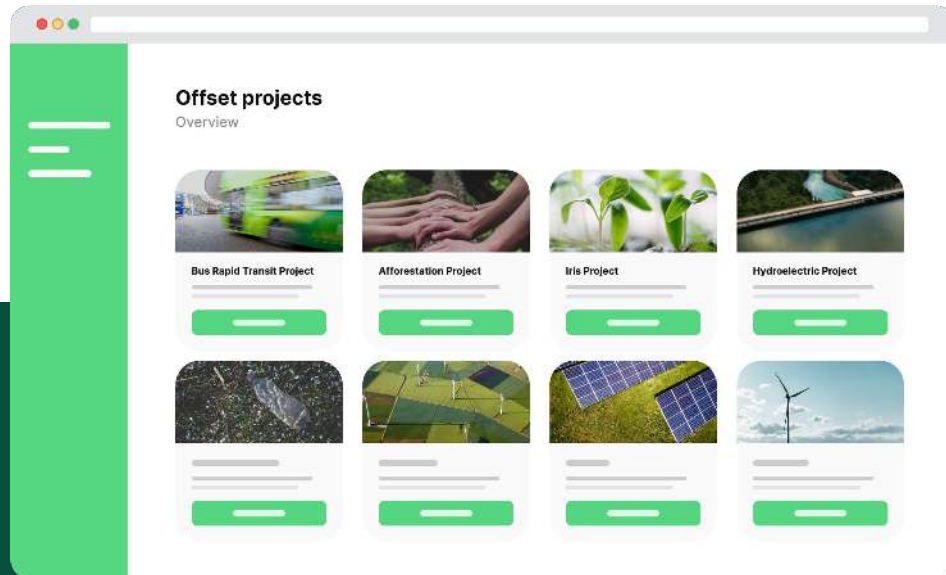
Ensure projects are certified

We source projects that meet criteria of additionality, permanence, auditability and measurability

Contribute to Net Zero

Ensure you are responsible for more emissions capture that what your organization is emitting

LABEL BAS CARBONE   r:verse   Gold Standard

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Become a Referral Partner

Refer customers to Greenly and use your commissions to reduce the cost of your future GHG reports.

1

2

3

COMMUNICATE

Leverage our resources to communicate to your network

REFER LEADS

Send leads to the Greenly Sales Team

EARN REVENUE

Receive quarterly payments for your business and amortize the cost of your future reports
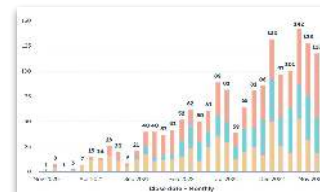
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About Greenly

The Greenly Vision

MAKING CARBON ANALYTICS UNIVERSAL

CARBON FOOTPRINT APP & API

First carbon fintech app launched

CARBON ACCOUNTING SOFTWARE

Launch B2B SaaS for SME Carbon Footprint (GHG Protocol)

CLIMATE APP STORE

Introducing the first Climate App Store in 2023

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Building up a global tech leader to scale carbon accounting

FOUNDER VISION: HELPING ALL COMPANIES START THEIR CLIMATE JOURNEY TO FAST–TRACK THE ENERGY TRANSITION

Arnaud Delubac
CMO & Co-Founder

INSEEC, Essec - Centrale
Digital Comm at Prime Minister
Office, & Ministry of Digital

SECRÉTARIAT D'ÉTAT
CHARGÉ DE L'ÉTAT
TRANSITION NUMÉRIQUE   2018-2019

Alexis Normand
CEO & Co-Founder

HEC, Sciences-Po
Ex Head of B2B & Boston
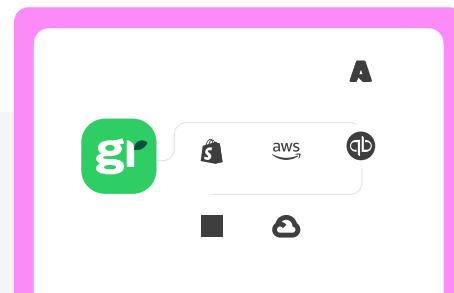Office at Withings, Techstar
w/Embleema

wi⊹hings 2013-2018

Matthieu Vegreville
CTO & Co-Founder

Ecole Polytechnique -
Telecom
Ex Data Science
& B2B SaaS at Withings

techstars_ 2018-2019

Everyone should strive to achieve Net-Zero, not just the elite. Consumers want all companies to implement sustainable changes

Greenly is instigating a bottom-up climate revolution making it simple for all companies & employees to start their climate journey

Working with our initial 1,000 customers, we see that early adoption of carbon initiatives boosts growth and profitability, while helping companies start their climate journey

As regulations make carbon disclosure mandatory, Greenly is building highly-scalable tech to address the enormous influx of mid-market businesses joining the energy transition.

Greenly's product-led growth rests on three pillars: 1- a tech-enabled end-to-end carbon platform ; 2- an outstanding UX to cultivate a growing community of climate leaders: 3- Lastly, a global ecosystem of partners who leverage Greenly to scale carbon accounting over their network.

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Greenly is the world's fastest growing carbon management platform

WE ARE SCALING OUR TECH, OUR CUSTOMERS BASE & CLIMATE TEAM

These companies are tracking their carbon footprint with Greenly

150+
Team with Climate Experts Data Scientists, Data analysts, Data Engineers, DevOps Engineers

1000+
Customers in Tech, Industry, Energy, Logistics, Construction, Real Estate etc.

50k
Emissions sources aggregated from customers & industry databases

10+
Geographies covered with customers in the US, UK, France, Italy, Germany, Nordics...

Industries — Faurecia, HUTCHINSON, RENAULT, TEVVA, Schlumberger

Tech — alma, ZOOPLA, Tripadvisor, PayFit, Konbini

Retail — bel for all for good, COURIR, LVMH, NOCTURNE, Pernod Ricard

Services — ACCOR, Capgemini, Kéa Partners, Mediametrie, econocom

Finance — COATUE, Shell Ventures, AXA, EIFFEL INVESTMENT GROUP, BNP PARIBAS

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Scientific council
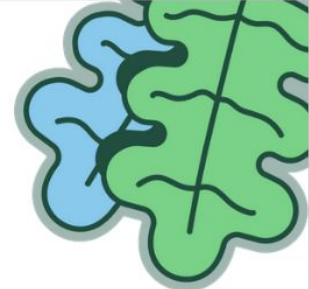
Pr. Michel BAUER	**Nicolas HOUDANT**	**Peter FOXPENNER**	**Pr. Yann LEROY**	**Pr.Antoine DECHEZLEPRÊTRE**	**Pr. Rodolphe DURAND**
Sociologist HEC – Corporate organisation	**CEO** Énergies demain **Ex** GreenNext	**Professor** BU University – Electricity grids & Carbon expert	**Professeur** Centrale-Supelec – Carbon Product Life–Cycle	**Professeur** LSE – Climate change policies	**Professeur** HEC – Corporation transformation

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Appendix

Disclaimer

These quality controls were not automatically passed by the current carbon footprint. However, Softwire reviewed them and decided to carry on with the generation of the carbon footprint. You can see the full detail on the platform.

No data

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Scope 1&2

Scope	Name	tCO2e	
1.1	Generation of electricity, heat or steam	8	
1.2	Transportation of materials, products, waste, and employees	-	EXCLUDED : Category is not relevant for the company
1.3	Physical or chemical processing	-	EXCLUDED : Category is not relevant for the company
1.4	Fugitive emissions	9	
2.1	Electricity related indirect emissions	7	
2.2	Steam, heat and cooling related indirect emissions	-	EXCLUDED : Category is not relevant for the company

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Scope 3

100% accounted
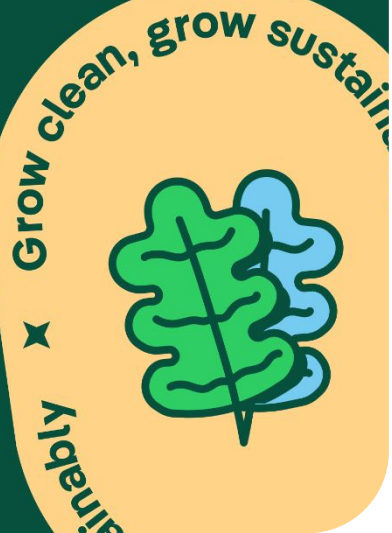
Scope	Name	tCO2e	
3.1	Purchased goods and services	907	
3.2	Capital goods	31	
3.3	Fuel- and energy- related activities not included in Scope 1 or Scope 2	4	
3.4	Upstream transportation and distribution	2	
3.5	Waste generated in operations	92	
3.6	Business travel	189	
3.7	Employee commuting	70	
3.8	Upstream leased assets	7	
3.9	Downstream transportation and distribution	-	EXCLUDED : Category is not relevant for the company
3.10	Processing of sold products	-	EXCLUDED : Category is not relevant for the company
3.11	Use of sold products	-	EXCLUDED : Category is not relevant for the company
3.12	End-of-life treatment of sold products	-	EXCLUDED : Category is not relevant for the company
3.13	Downstream leased assets	-	EXCLUDED : Category is not relevant for the company
3.14	Franchises	-	EXCLUDED : Category is not relevant for the company
3.15	Investments	-	EXCLUDED : Category is not relevant for the company
4.1	Other emissions - Emissions from biomass (soil and forests)	0	

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Scope 1&2

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
1.1	8	0	5	0.5	0.2	2	0
1.2	-	-	-	-	-	-	-
1.3	-	-	-	-	-	-	-
1.4	9	0	0	0	0	0	9
2.1	7	0	6	0.4	0.4	0.3	0
2.2	-	-	-	-	-	-	-

* Results expressed in tons of CO2e

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Scope 3

Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
3.1	907	0	778	83	4	33	10
3.2	31	0	30	0.08	0	0.03	0.01
3.3	4	0	3	0.7	0.06	0.5	0
3.4	2	0	2	0.2	0	0.2	0
3.5	92	0	67	7	0	18	0
3.6	189	0	164	13	0	12	0
3.7	70	0	57	5	0.6	7	0.9
3.8	7	0	7	0	0	0	0
3.9	-	-	-	-	-	-	-
3.10	-	-	-	-	-	-	-
3.11	-	-	-	-	-	-	-
3.12	-	-	-	-	-	-	-
3.13	-	-	-	-	-	-	-
3.14	-	-	-	-	-	-	-
3.15	-	-	-	-	-	-	-
4.1	0	0	0	0	0	0	0

* Results expressed in tons of CO2e

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