

### Strategic Climate Commitment

CONCORD is committed to a credible, science-aligned transition pathway consistent with the Paris Agreement goal of limiting global warming to 1.5°C above pre-industrial levels. CONCORD's near-term and long-term emissions reduction targets are validated by the Science Based Targets initiative ('SBTi') Corporate Net-Zero Standard.

### Targets and Trajectory

- **Scope 1&2 absolute reduction:** 25% by 2030 from FY 2024 base year (SBTi 1.5°C-aligned);
- **Scope 3 absolute reduction:** 30% by 2030 from FY 2024 base year, covering all material categories of the GHG Protocol Corporate Value Chain (Scope 3) Standard;
- **Renewable electricity:** 25% by 2030;
- **Long-term:** Net Zero across Scopes 1, 2 and 3 by 2050.

### Methodology and Governance

CONCORD's GHG inventory is prepared in accordance with the GHG Protocol Corporate Standard and GHG Protocol Scope 2 Guidance (reporting: location-based), applying IPCC Sixth Assessment Report ('AR6') Global Warming Potentials over a 100-year time horizon. The methodology is documented in GHG Inventory Methodology. Organizational boundary: operational control approach. Base year: FY 2024. Reporting period: calendar year. Gases: all seven Kyoto gases.

Quarterly trajectory monitoring is conducted through Quarterly Trajectory table; variance exceeding  $\pm 5\%$  triggers a Corrective Action Plan.

### Operational Levers

- **Energy efficiency** at all owned and operated facilities; engagement with landlords and facility operators;
- **Renewable electricity procurement** through Power Purchase Agreements, Guarantees of Origin (Bulgaria/EU), Renewable Energy Certificates (USA), and equivalent instruments meeting GHG Protocol Scope 2 Quality Criteria (geographic match, vintage match, vintage period);
- Cloud and hosting provider engagement through Scope 3 Reduction Multi-Year Roadmap form, with supplier-specific factors where available;
- **Business travel** reduced through default video-conferencing and tiered travel approval;
- **Employee commuting** addressed through hybrid-work flexibility and where applicable transit incentives;
- Supplier engagement per Sustainable Procurement and Conflict Minerals Policy & Supplier Code of Conduct and Standard Sustainability Clauses, including cascade of climate commitments to material Tier 1 suppliers.

### Disclosure and Assurance

Annual CDP Climate Change submission. First-cycle limited assurance over Scope 1&2 GHG emissions in FY 2026 per ISAE 3000 (Revised) and ISAE 3410, with a multi-year roadmap to reasonable assurance and to Scope 3 coverage.