

Commitment

CONCORD recognizes that climate change, resource depletion, pollution, and biodiversity loss are systemic global risks requiring corporate response. CONCORD recognizes that healthy, balanced, and functioning ecosystems are vital to the well-being of people worldwide. CONCORD is committed to acting as an environmentally and socially responsible company by minimizing negative impacts and maximizing benefits for people and the planet. CONCORD commits to operating consistently with the goal of limiting global warming to 1.5°C above pre-industrial levels per the Paris Agreement and the UN Sustainable Development Goals (SDGs); to using natural resources efficiently and circularly; to avoiding and minimizing pollution; and to protecting biodiversity within CONCORD's operational and value-chain footprint. CONCORD continuously assesses the environmental impact of its operations and services and commits to reducing or eliminating this impact by setting and achieving appropriate goals. CONCORD's Environmental Policy establishes a unified standard for all its locations, aiming to protect the environment by implementing practices in digital and technology consulting services that ensure compliance while minimizing negative environmental impact. CONCORD strives to achieve more efficient and resource-conscious ways of working.

Scope

This Statement applies to all CONCORD entities, operations, and activities - offices, datacenter and cloud-hosting relationships, business travel, employee commuting, the supply chain (in alignment with Sustainable Procurement and Conflict Minerals Policy) in Bulgaria/EU, India, United States, wherever CONCORD extends. CONCORD operates an Environmental Management System aligned with ISO 14001 principles, integrating environmental considerations into all business decisions and implementing an Environmental Management System (EMS) across all its operations to manage climate-related risks and opportunities.

Quantitative Targets

Greenhouse Gas Emissions and Climate Action

CONCORD committed to climate action and the public disclosure of greenhouse gas emissions. CONCORD aims to keep our environmental impact to a minimum by increasing our energy efficiency and commits to - implementation through the Climate Transition Plan:

- **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;
- **transition to Renewable electricity:** 25% by 2030 across all owned and operated facilities, with engagement of cloud-hosting providers to align their procurement with CONCORD commitments;
- **Net Zero across Scopes 1, 2 and 3** by 2050, consistent with the SBTi Corporate Net-Zero Standard.

CONCORD commits to continuously monitoring its emissions, transparently reporting progress against targets, and verifying its emissions in accordance with the Greenhouse Gas Corporate Accounting and Reporting Standard. CONCORD commits to optimizing energy consumption and implementing innovative technologies to enhance overall efficiency, while investing in the optimized and effective software services that enable CONCORD's clients to reduce their carbon footprint.

Operational Commitments

CONCORD commits to implement:

- A mitigation hierarchy: first avoiding impacts, then minimizing and restoring, and finally compensating only for what cannot be addressed otherwise;
- The precautionary principle: a lack of full scientific certainty should not delay the implementation of cost-effective measures to prevent environmental degradation;
- A responsible approach to biodiversity - conducting operations and managing the value chain with due regard for biodiversity impacts;
- A waste management hierarchy: reducing office waste by 90% and electronic waste by 98% by 2030 (the latter through suppliers certified to R2v3 or e-Stewards standards); eliminating single-use plastics in company-owned facilities by 2030;
- Energy efficiency in owned and managed facilities; sourcing electricity from renewable sources via Power Purchase Agreements (PPAs), Guarantees of Origin (EU), Renewable Energy Certificates (US), or equivalent instruments;
- Reducing business travel by prioritizing video conferencing and implementing travel approval thresholds.
- Conducting self-assessments and/or risk assessments at all CONCORD facilities to ensure compliance with environmental regulations, stakeholder requirements, and CONCORD's own standards.

Circular Economy and Resource Conservation

CONCORD is committed to keeping materials, components, and products in circulation for as long as possible. The company implements programs to extend the lifecycle of products and materials through reuse and maintenance, and promotes the use of sustainable office supplies and equipment across all its facilities.

Environmental Compliance

CONCORD complies with applicable environmental laws at all sites in USA, India, Bulgaria, and applicable state environmental laws across the multi-state US footprint.

Climate Risk and Opportunity Assessment

CONCORD conducts annual climate risk and opportunity assessment in alignment with the IFRS S2. Physical risks (acute and chronic) and transition risks (policy, technology, market, reputation) are identified, assessed, and integrated into enterprise risk management. Results inform the Climate Transition Plan published as a public sustainability statement.

Environmental Protection

All CONCORD's Personnel complete environmental awareness training within 90 days of hire and annually thereafter. Role-specific training is delivered to facilities, procurement, and operations Personnel. Risk-based due diligence is carried out along the supply chain. CONCORD expects its employees to take responsibility for preventing, detecting and reporting environmental incidents in any part of CONCORD's business or supply chains. CONCORD has implemented procedures at all CONCORD sites through which employees can report environmental irregularities, including suspected violations. If an employee has identified irregularities or suspected violations related to the environment, the procedures require them to escalate this information to their manager, the Compliance Officer, the ESG Governance Group, CONCORD's Speak Up portal; email at compliance@concordusa.com. To encourage reporting by employees or third parties, CONCORD has implemented procedures that protect whistleblowers from retaliation and harmful treatment.

CONCORD's Supplier Code of Conduct

CONCORD's Supplier Code of Conduct requires our suppliers to be committed to protecting the environment. The Supplier Code of Conduct outlines the expectations for our suppliers behavior with respect to environmental protection, including based on international standards. Suppliers must comply with all applicable laws, regulations, rules and codes related to environmental protection and not engage in any activity, practice or behavior that would constitute a violation under applicable environmental laws or regulations. The Supplier Code of Conduct sets out our zero-tolerance policy for violations of applicable environmental laws both in our operations and in our supply chain. Our supplier contracts require suppliers to ensure full compliance with the Supplier Code of Conduct and to comply with all applicable environmental laws. CONCORD expects participants in our supply chain to adhere to our values and act in accordance with the principles of the Supplier Code of Conduct and in full compliance with all applicable laws and regulations.

Supplier Environmental Performance

CONCORD engages with suppliers on environmental performance through the Supplier Code of Conduct. High-emitting and high-environmental-risk suppliers complete sustainability assessments documented in the Supplier ESG Risk Assessment & SAQ Register. Scope 3 emissions from purchased goods and services are calculated annually as part of the GHG inventory.