

PUBLIC

Global

Carbon Reduction Plan

December 2024

Content

Content	2
Carbon Reduction Plan.....	3
1. Commitment to achieving Net Zero.....	3
2. Baseline Emissions Footprint.....	3
3. Current Emissions Reporting	5
4. Emissions reduction targets.....	5
5. Carbon Reduction Projects	6
Carbon Reduction Initiatives	6
Completed Carbon Reduction Initiatives	8
Declaration and Sign Off	9

Carbon Reduction Plan

1. Commitment to achieving Net Zero

Foundever Group S.A. is committed to achieving Net Zero emissions by 2050.

2. Baseline Emissions Footprint

Baseline Year: 2023

Baseline emissions are those measured prior to the introduction of any carbon reduction strategies and are therefore the reference point against which emissions reduction can be measured. We are using our 2023 financial reporting year, January 31 to December 31, as our baseline year.

Sources of emission change facility by facility depending on the operational control and boundary of the buildings where Foundever operates.

Scope 1:

- Included: source of emission is within Foundever operational control.
- Excluded: source of emission is outside Foundever operational control. Source of emissions is control by landlord or third-party company.

Scope 2:

- Included: purchase of electricity is mandatory for all Foundever facilities. Purchase of heating, cooling and steam apply only to facilities consuming this type of energy.
- Excluded: purchase of electricity must be excluded of reporting if country doesn't have facilities and works only virtual modality.

Scope 3:

- Relevant, calculated: Purchased goods and services, capital goods, fuel- and energy-related activities, up stream transportation and distribution, waste generated from operations, business travel, employee commuting and downstream leased assets.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	1,623.07
Stationary combustion fuels and equipment	782.79
Mobile combustion fuels and vehicle	112.04
Fugitive emissions	728.24
Scope 2 - Location-based	48,699.84
Purchase of electricity	48,349.45
Purchase of heating	167.91
Purchase of cooling	182.49
Scope 2 - Market-based	46,624.35
Purchase of electricity	46,278.62
Purchase of heating	167.91
Purchase of cooling	177.82
Scope 3	217,040.60
Purchased goods and services	39,642.26
Capital goods	5,882.03
Fuel- and energy-related activities	15,888.48
Upstream transportation and distribution	4,384.41
Waste generated from operations	599.55
Business travel	2,287.37
Employee commuting	147,023.24
Downstream leased assets	1,333.28
Total Emissions	
Scope 1 + 2 Location-based + 3	267,363.51
Scope 1 + 2 Market-based + 3	265,288.02

**Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. We have chosen to base our Net Zero target on a market-based methodology.*

3. Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO2e)
Scope 1	1,623.07
Stationary combustion fuels and equipment	782.79
Mobile combustion fuels and vehicle	112.04
Fugitive emissions	728.24
Scope 2 - Location-based	48,699.84
Purchase of electricity	48,349.45
Purchase of heating	167.91
Purchase of cooling	182.49
Scope 2 - Market-based	46,624.35
Purchase of electricity	46,278.62
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Scope 3	217,040.60
Purchased goods and services	39,642.26
Capital goods	5,882.03
Fuel- and energy-related activities	15,888.48
Upstream transportation and distribution	4,384.41
Waste generated from operations	599.55
Business travel	2,287.37
Employee commuting	147,023.24
Downstream leased assets	1,333.28
Total Emissions	
Scope 1 + 2 Location-based + 3	267,363.51
Scope 1 + 2 Market-based + 3	265,288.02

Non-Financial Reporting

Foundever reports all our sustainability metrics, including our energy and carbon data, in our public environmental, social and governance webpage on our [website](#). Our scope 2 emissions are calculated using both the market-based and location-based approaches.

4. Emissions reduction targets

Foundever Group S.A. commits to reduce absolute scope 1 and 2 GHG emissions 54.60% by 2033 from a 2023 base year. Foundever commits to reduce scope 3 GHG emission 61.07% per million euros of revenue by 2033 from the 2023 base year.



5. Carbon Reduction Projects

Carbon Reduction Initiatives

Foundever began tracking and monitoring its global GHG emissions starting in 2022 and making our Science Based Target initiative (SBTi) commitment to become Net Zero by 2050. While developing its first Carbon Reduction Plan, we have already taken significant steps to reduce its emissions through strategy and policies relating to our Net Zero strategy. Since these policies have been introduced, Foundever is now measuring emissions to fully understand any further opportunities for reductions in line with our intention to achieve a Net Zero target by 2050.

Key focus topics

- Implementation of renewable energy sources within our key operational facilities.
- Further enhancement of sustainable sourcing with the outlook towards products and services with proven environmental benefits.

- Deployment of key certifications such as ISO 14001 (environmental management system), ISO 50001 (energy management system) and ISO 14044 (life cycle assessment) across the global organization.

Upcoming initiatives

The following are the Foundever initiatives that are planned to meet SBTi and near-term targets:

<i>Category</i>	<i>Activity Description</i>	<i>Target Year</i>
<i>Electricity consumption</i>	Transition of the top emitting emissions countries, within our footprint, to optimal energy sources and technologies.	25% by 2028
<i>Energy consumption</i>	Audit each operational location by creating an energy consumption mix to identify key initiatives and reduce consumption by market.	100% by 2028
<i>Employee commuting</i>	Develop a strategic approach that addresses both employee behavior and organizational policies. To encourage sustainable commuting, consider implementing measures to help promote green-friendly transportation methods, our strategic approach to our hub models for better optimization, and continue to track and measure for efficiencies.	2028
<i>Goods and services</i>	Develop a Sustainable Sourcing Policy which outlines criteria that must be met by Tier 1 suppliers with regards to helping Foundever meet our Net Zero targets. Procurement teams should be trained in how to identify and prioritize suppliers with strong environmental qualifications (e.g. those who have started to measure emissions, are working through a carbon reduction plan, and have committed to a Net Zero target).	2026
<i>All scopes</i>	Setting budget by considering long-term returns like energy savings, enhanced brand reputation, and customer loyalty.	2025
<i>All scopes</i>	Implementation of a standardized operational site to include workplace design, environmental standards to address consumption management, deployment of sustainable vendors and location optimization to help manage employee commuting.	2025
<i>All scopes</i>	Improve the quality of our data in order track and measure our emissions more efficiently for better precise data.	2027

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the baseline reporting period.

Activity	Completion Date	Scope
Measure carbon emissions and use results to submit the Foundever validation process with Science Based Target initiative.	2024	1, 2 & 3
Scope 3 screening for baseline 2023 data to identify all the relevant categories for our activities.	2024	3

Declaration and Sign Off

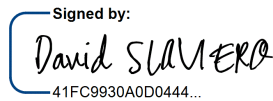
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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 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) Standard².

This Carbon Reduction Plan has been reviewed and signed off by the Chief Technology Officer and Environmental Executive Sponsor.

Signed on behalf of the Supplier:

Signed by:

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David Slaviero

Chief Technology Officer, [Foundever](#)

Environmental Executive Sponsor

Date: 12/17/2024

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

²<https://ghgprotocol.org/standards/scope-3-standard>

