

## C0. Introduction

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### C0.1

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#### **(C0.1) Give a general description and introduction to your organization.**

SoftServe is a digital authority that advises and provides at the cutting-edge of technology. We reveal, transform, accelerate, and optimize the way enterprises and software companies do business. With expertise across healthcare, retail, energy, financial services, and more, we implement end-to-end solutions to deliver the innovation, quality, and speed that our clients' users expect.

SoftServe delivers open innovation, from generating compelling new ideas, to developing and implementing transformational products and services.

Our work and client experience is built on a foundation of empathetic, human-focused experience design that ensures continuity from concept to release.

We empower enterprises and software companies to (re)identify differentiation, accelerate solution development, and vigorously compete in today's digital economy. No matter where you are in your journey.

SoftServe has cared about the environment since the beginning by making our ecological initiatives a top priority. It is a part of the corporate DNA. We are a low-carbon business; however, we always strive for further improvement and development. We are ready to take an action and start with our sustainable reinvention and proceed becoming a change ambassador wherever we operate.

### C0.2

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#### **(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.**

##### **Reporting year**

###### **Start date**

January 1 2022

###### **End date**

December 31 2022

##### **Indicate if you are providing emissions data for past reporting years**

No

##### **Select the number of past reporting years you will be providing Scope 1 emissions data for**

<Not Applicable>

##### **Select the number of past reporting years you will be providing Scope 2 emissions data for**

<Not Applicable>

##### **Select the number of past reporting years you will be providing Scope 3 emissions data for**

<Not Applicable>

### C0.3

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#### **(C0.3) Select the countries/areas in which you operate.**

Bulgaria  
Canada  
Colombia  
Germany  
Malta  
Mexico  
Poland  
Romania  
Singapore  
Sweden  
Ukraine  
United Arab Emirates  
United Kingdom of Great Britain and Northern Ireland  
United States of America

### C0.4

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(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
No	<Not Applicable>

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Director on board	Oversight of high-level climate related strategy and its pursuit.
Chief Executive Officer (CEO)	Oversight of performance against corporate climate-related goals.
Other C-Suite Officer	Participation in the Environmental Sustainability Council that approves climate-related targets on yearly basis and conducts managerial review of overall corporate performance in the field of environmental sustainability.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	<ul style="list-style-type: none"> <li>Reviewing and guiding annual budgets</li> <li>Overseeing major capital expenditures</li> <li>Overseeing acquisitions, mergers, and divestitures</li> <li>Reviewing innovation/R&amp;D priorities</li> <li>Reviewing and guiding strategy</li> </ul>	<Not Applicable >	<p>Corporate strategy, including climate-related strategic direction, is being reviewed on yearly basis. Such meeting is usually scheduled during the fall. This tool allows the company to elaborate an overall corporate approach to further actions and provides guidelines for the development during the next period (yearly, 10-yearly).</p> <p>Major plans of action in regards of climate-related issues are being reviewed at least on yearly basis (usually on semi-yearly basis) together with oversight of the progress against previously set goals and targets. It is an effective tool to elaborate the most appropriate action plans, involve all the main stakeholders, outline decisions for the most complex issues on the company level.</p> <p>Annual budgeting process ends up with the final board meeting where ultimate budget is being voted for. It is being held annually. Decisions over major capital expenditures, acquisitions and divestitures are being taken by the board. In regards of climate-related expenditures if they were not foreseen during the initial budgeting process, they are being overseen during the board meetings held ad hoc.</p>
Scheduled – some meetings	<ul style="list-style-type: none"> <li>Monitoring the implementation of a transition plan</li> <li>Overseeing and guiding scenario analysis</li> <li>Overseeing the setting of corporate targets</li> <li>Monitoring progress towards corporate targets</li> <li>Reviewing and guiding the risk management process</li> </ul>	<Not Applicable >	Quarterly board meetings monitor environmental and climate-related performance of the company.

C1.1d

**(C1.1d) Does your organization have at least one board member with competence on climate-related issues?**

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	Relevant experience is used as criteria to assess the competence of the responsible board member.	<Not Applicable>	<Not Applicable>

C1.2

**(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.**

**Position or committee**

Corporate responsibility committee

**Climate-related responsibilities of this position**

- Developing a climate transition plan
- Implementing a climate transition plan
- Integrating climate-related issues into the strategy
- Conducting climate-related scenario analysis
- Setting climate-related corporate targets
- Monitoring progress against climate-related corporate targets
- Managing public policy engagement that may impact the climate
- Managing value chain engagement on climate-related issues
- Assessing climate-related risks and opportunities
- Managing climate-related risks and opportunities

**Coverage of responsibilities**

<Not Applicable>

**Reporting line**

CEO reporting line

**Frequency of reporting to the board on climate-related issues via this reporting line**

Half-yearly

**Please explain**

Environmental sustainability council consisting of the Chief Information Security Officer, Senior Vice President of Administration, Senior Vice Presidents Client Success Leaders, other executives in different fields and Environmental Sustainability Manager. Its primary goal is to drive environmental (including climate-related) strategy pursuit, target setting and monitoring corporate progress towards the targets.

**Position or committee**

General Counsel

**Climate-related responsibilities of this position**

- Managing annual budgets for climate mitigation activities
- Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
- Managing climate-related acquisitions, mergers, and divestitures

**Coverage of responsibilities**

<Not Applicable>

**Reporting line**

Reports to the board directly

**Frequency of reporting to the board on climate-related issues via this reporting line**

More frequently than quarterly

**Please explain**

All capital expenditures, budgets as well as M&As are being presented to the C-suit level committee. Strategic decisions are being adopted by that committee. Progress is reported to them at least quarterly.

C1.3

**(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?**

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	Recognition together with bonuses are awarded to the top climate performers across the company. However, due to the fact that the Environmental Sustainability Program has been established in 2021, we are in progress in what regards elaborating other incentives.

C1.3a

**(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).**

**Entitled to incentive**

Buyers/purchasers

**Type of incentive**

Non-monetary reward

**Incentive(s)**

Internal team/employee of the month/quarter/year recognition

**Performance indicator(s)**

Progress towards a climate-related target

Achievement of a climate-related target

**Incentive plan(s) this incentive is linked to**

Short-Term Incentive Plan

**Further details of incentive(s)**

Employees showing the best results in regards of climate-related targets achievement and those who exceed expectations are being publicly recognized as environmental sustainability champions on yearly basis. Besides, we plan to introduce special badges to be shown within corporate network in order to provide additional recognition to employees who have outstanding achievements in the field.

**Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan**

Employees see and understand value of their actions and are impelled to pursue climate-related targets with more enthusiasm. Their efforts are being seen and valued. It gives all our employees feeling of belonging to corporate strategy.

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## C2. Risks and opportunities

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### C2.1

**(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?**

Yes

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### C2.1a

**(C2.1a) How does your organization define short-, medium- and long-term time horizons?**

	From (years)	To (years)	Comment
Short-term	0	1	
Medium-term	1	5	
Long-term	6	10	

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### C2.1b

**(C2.1b) How does your organization define substantive financial or strategic impact on your business?**

SoftServe considers substantive impact on the business as a risk impact leveled higher than medium and defines it as:

Significant disruption to achievement of objectives and further.

Reputational losses: Minor media coverage and furthermore.

Regulatory risks: Inquest in to business resulting in an enforcement order, fine and court conviction and furthermore.

Financial impact can not be disclosed.

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### C2.2

**(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.**

**Value chain stage(s) covered**

Direct operations  
Upstream

**Risk management process**

Integrated into multi-disciplinary company-wide risk management process

**Frequency of assessment**

More than once a year

**Time horizon(s) covered**

Short-term  
Medium-term  
Long-term

**Description of process**

Risks and opportunities assessment is conducted in accordance with ISO 14001:2015 requirements. It is the first process in the risks and opportunities management methodology. SoftServe uses risk assessment to determine the extent of the potential threat and the risk associated within the organization. The output of this process helps to identify appropriate controls for reducing or eliminating risk during the risk mitigation process.

Risk is a function of the likelihood of a given threat and the resulting impact of that adverse event on the environment.

Impact refers to the magnitude of harm that could be caused by a threat. The level of impact is governed by the potential level of damage to environment. The risk assessment methodology encompasses eight primary steps:

- Step 1 Aspect Identification
- Step 2 Threat Identification
- Step 3 Control Analysis
- Step 4 Likelihood Determination
- Step 5 Impact Analysis
- Step 6 Risk Determination
- Step 7 Control Recommendations
- Step 8 Results Documentation.

Steps 2, 3, 4, and 6 can be conducted in parallel after Step 1 has been completed.

**C2.2a**

**(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?**

	Relevance & inclusion	Please explain
Current regulation	Not relevant, included	SoftServe provides consulting services and does not rely on natural resources usage as well as it does not generate emissions or waste exceeding regular household ones (multiplied by number of employees). In accordance with recent assessments of the compliance obligations, neither government imposed any restrictions or obligations in regards of climate change or carbon credits etc.
Emerging regulation	Not relevant, included	Taking into consideration existing regulations, legislative proposals, as well as national and international policies, there are no prerequisites to imply that emerging regulation bring any threats to SoftServe.
Technology	Relevant, always included	Technological progress, according to our assessment, is considered an opportunity rather than risk.
Legal	Not relevant, included	SoftServe abides legal regulations within each jurisdiction it operates. Moreover, having no climate-related operations besides office maintenance, we assess non-compliance with legal obligations as well as prosecution or legal action as a very low risk.
Market	Relevant, always included	We consider market risks as potential impact on demand, revenues, and costs. As demand increases for sustainable partners and service providers, we recognize that environmental sustainability is essential both to be pursued and imbedded into our services, otherwise there is a substantial risk of loss of market share.
Reputation	Relevant, always included	Failure to timely establish and attain climate-related goals might result in sufficient reputational losses and cause other relevant implications, including market-share loss.
Acute physical	Relevant, always included	The supply of IT equipment is fundamental for our business and affects quality and timeliness of the services provided to our customers. There are many reasons that supply chains might be disrupted due to the climate change, including raw materials unavailability, issues with transportation, pandemic etc. Besides, in medium to long time horizon, it might be a reason of increased costs for offices maintenance. Those risks do not constitute a potential high threat to our business. Nonetheless, they are relevant and affect costs of operational activities.
Chronic physical	Relevant, always included	We consider chronic physical risk to be relevant and to have a potential to affect our operations and to become a reason for geographical changes of our presence across the globe. Nonetheless, the risk is assessed as low to medium in the long term time horizon.

**C2.3**

**(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

No

**C2.3b**

**(C2.3b) Why do you not consider your organization to be exposed to climate-related risks with the potential to have a substantive financial or strategic impact on your business?**

	Primary reason	Please explain
Row 1	Risks exist, but none with potential to have a substantive financial or strategic impact on business	SoftServe is an information technology business and relies on people. In such circumstances business is resilient, flexible and easily transferrable. We take care of our people and rely on their expertise, not on building, offices etc. Nonetheless, we strive to protect environment where we operate. Besides, SoftServe has experience of transferring big teams to different places in order to ensure business continuity. SoftServe is not bounded to any physical objects. Hence, climate-related risks do exist for SoftServe but they do not have substantive financial or strategic impact on business.

**C2.4**

**(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

Yes

**C2.4a**

**(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.**

**Identifier**

Opp1

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Energy source

**Primary climate-related opportunity driver**

Use of lower-emission sources of energy

**Primary potential financial impact**

Reduced indirect (operating) costs

**Company-specific description**

SoftServe is looking for an opportunity to install solar and wind station on one of its office building in Lviv. In accordance with primary calculations, station could cover about 60% of office's energy consumption. Estimated payback period is 6 years, while exploitation period of the station is 12 years. Therefore, expenses for electricity consumption can be reduced approximately by 60%.

The project had to be executed in 2022. However, it has been delayed due to the war in Ukraine.

**Time horizon**

Long-term

**Likelihood**

Likely

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

215000

**Potential financial impact figure – maximum (currency)**

350000

**Explanation of financial impact figure**

Financial value of the project is partially cost-saving, partially - marketing benefits and clients' retention advantages. It is evaluated on the basis of kWh generated during 12 years of exploitation period multiplied by approximate local electricity prices plus extra 10% is calculated for marketing benefits.

**Cost to realize opportunity**

120000

**Strategy to realize opportunity and explanation of cost calculation**

Costs have been calculated on the basis of the offers made by the companies during the pre-project evaluation. SoftServe has been ready to announce a tender in March. The process will be resumed as soon as situation in Ukraine improves. Upon tender the solar station should be installed at one of SoftServe-owned office buildings.

**Comment**

**Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Resource efficiency

**Primary climate-related opportunity driver**

Other, please specify (Boost energy-efficiency of existing offices)

**Primary potential financial impact**

Reduced indirect (operating) costs

**Company-specific description**

Energy efficiency of the buildings and their counterparts as well as of equipment and other machinery used there is a top opportunity for SoftServe. Boosting energy-efficiency during renovations and in day-to-day exploitation of buildings is a primary opportunity to reduce operating costs, reduce carbon emissions as well as gain marketing advantages.

**Time horizon**

Medium-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

225000

**Potential financial impact figure – maximum (currency)**

450000

**Explanation of financial impact figure**

Figure is based on 10-20% savings for energy consumption yearly.

**Cost to realize opportunity**

20000

**Strategy to realize opportunity and explanation of cost calculation**

Energy-efficient offices maintenance foresees minimal expenses to be realized.

**Comment**

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**Identifier**

Opp3

**Where in the value chain does the opportunity occur?**

Upstream

**Opportunity type**

Resource efficiency

**Primary climate-related opportunity driver**

Move to more efficient buildings

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

SoftServe made a commitment to rent office spaces in sustainably-certified buildings (LEED, BREEAM or equivalent). It doesn't affect operating costs or assumes higher operating costs. However, it is essential for our customers and gives an opportunity to increase revenues.

**Time horizon**

Medium-term

**Likelihood**

Very likely

**Magnitude of impact**

Low

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

We have not assessed financial impact figure yet.

**Cost to realize opportunity****Strategy to realize opportunity and explanation of cost calculation**

In accordance with the Environmental Policy SoftServe will move to the energy-efficient sustainably-certified (LEED, BREEAM) buildings. However, it is planned to be implemented gradually: as soon as particular lease agreement expires, we will move to the new office that complies with requirements. Hence, the cost is calculated on the

basis of the lease price per sq. m increase.

**Comment**

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**Identifier**

Opp4

**Where in the value chain does the opportunity occur?**

Downstream

**Opportunity type**

Products and services

**Primary climate-related opportunity driver**

Development of new products or services through R&D and innovation

**Primary potential financial impact**

Increased revenues resulting from increased demand for products and services

**Company-specific description**

Having assessed our current climate-related projects, taking into consideration rising demand for digital solutions to fight climate change, we have identified an opportunity related to the development of new IT services for our clients that are designed to assess and control energy consumption, boost energy efficiency, reduce emissions etc. SoftServe is committed to offer new solutions for decarbonization for our clients and we are working towards that goal.

**Time horizon**

Long-term

**Likelihood**

Very likely

**Magnitude of impact**

High

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

500000

**Potential financial impact figure – maximum (currency)**

1200000

**Explanation of financial impact figure**

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

SoftServe has already developed portfolio of energy-related projects and based on the existing knowledge, it is planned to build either new or enhanced climate-empowering solutions.

**Comment**

Costs to realize this opportunity are considered to be a commercial secret.

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### C3. Business Strategy

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#### C3.1

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**(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?**

Row 1

**Climate transition plan**

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

**Publicly available climate transition plan**

<Not Applicable>

**Mechanism by which feedback is collected from shareholders on your climate transition plan**

<Not Applicable>

**Description of feedback mechanism**

<Not Applicable>

**Frequency of feedback collection**

<Not Applicable>

**Attach any relevant documents which detail your climate transition plan (optional)**

<Not Applicable>

**Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future**

Taking into consideration that our main development centers are situated in Ukraine, our 1.5°C alignment and strategy will be set as soon as the post-war recovery plans for the country are established and communicated by the government.

**Explain why climate-related risks and opportunities have not influenced your strategy**

<Not Applicable>

C3.2

**(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?**

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	Due to the war in Ukraine climate action is not an immediate priority for SoftServe as a company primarily based in Ukraine. However, we plan to use qualitative and quantitative analysis to inform corporate environmental sustainability strategy within next two years.

C3.3

**(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.**

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	SoftServe has set a 10-year goal to provide sustainable IT solutions to our clients.
Supply chain and/or value chain	Yes	Climate-related risks have been incorporated both into supply chain management system and into our asset management strategy.
Investment in R&D	Yes	SoftServe is building climate-related products for internal use in order to test them and to offer them to clients in the future.
Operations	Yes	SoftServe has committed to invest into sustainable infrastructure and it was imbedded into our operational strategy that SoftServe enforces sustainably throughout its operations. Hence, we could seize related opportunities.

C3.4

**(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.**

	Financial planning elements that have been influenced	Description of influence
Row 1	Capital expenditures	Capital expenditures planning, which in SoftServe includes mainly office renovations and equipping, as well as IT infrastructure procurement, is influenced by climate-related considerations. All the plans are scrutinized in terms of suppliers management, cost and operational efficiency, as well as long-term effects on business and performance.

C3.5

**(C3.5) In your organization’s financial accounting, do you identify spending/revenue that is aligned with your organization’s climate transition?**

	Identification of spending/revenue that is aligned with your organization’s climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, and we do not plan to in the next two years	<Not Applicable>

## C4. Targets and performance

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### C4.1

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**(C4.1) Did you have an emissions target that was active in the reporting year?**

Absolute target

#### C4.1a

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**(C4.1a) Provide details of your absolute emissions target(s) and progress made against those targets.**

**Target reference number**

Abs 1

**Is this a science-based target?**

No, but we anticipate setting one in the next two years

**Target ambition**

<Not Applicable>

**Year target was set**

2021

**Target coverage**

Company-wide

**Scope(s)**

Scope 1

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Base year**

2020

**Base year Scope 1 emissions covered by target (metric tons CO2e)**

695

**Base year Scope 2 emissions covered by target (metric tons CO2e)**

2926

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Base year total Scope 3 emissions covered by target (metric tons CO2e)**

<Not Applicable>

**Total base year emissions covered by target in all selected Scopes (metric tons CO2e)**

3621

**Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1**

100

**Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2**

100

**Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1:**

**Purchased goods and services (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 2: Capital goods emissions covered by target as % of total base year emissions in Scope 3, Category 2: Capital goods (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions covered by target as % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 4: Upstream transportation and distribution covered by target as % of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 5: Waste generated in operations emissions covered by target as % of total base year emissions in Scope 3, Category 5: Waste generated in operations (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 7: Employee commuting covered by target as % of total base year emissions in Scope 3, Category 7: Employee commuting (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 8: Upstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 8: Upstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 9: Downstream transportation and distribution emissions covered by target as % of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 10: Processing of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 10: Processing of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 11: Use of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 11: Use of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 12: End-of-life treatment of sold products emissions covered by target as % of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 13: Downstream leased assets emissions covered by target as % of total base year emissions in Scope 3, Category 13: Downstream leased assets (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 14: Franchises emissions covered by target as % of total base year emissions in Scope 3, Category 14: Franchises (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Category 15: Investments emissions covered by target as % of total base year emissions in Scope 3, Category 15: Investments (metric tons CO2e)**

<Not Applicable>

**Base year Scope 3, Other (upstream) emissions covered by target as % of total base year emissions in Scope 3, Other (upstream) (metric tons CO2e)**  
<Not Applicable>

**Base year Scope 3, Other (downstream) emissions covered by target as % of total base year emissions in Scope 3, Other (downstream) (metric tons CO2e)**  
<Not Applicable>

**Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)**  
<Not Applicable>

**Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes**  
100

**Target year**  
2025

**Targeted reduction from base year (%)**  
10

**Total emissions in target year covered by target in all selected Scopes (metric tons CO2e) [auto-calculated]**  
3258.9

**Scope 1 emissions in reporting year covered by target (metric tons CO2e)**  
703

**Scope 2 emissions in reporting year covered by target (metric tons CO2e)**  
1844

**Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 2: Capital goods emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 4: Upstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 5: Waste generated in operations emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 7: Employee commuting emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 8: Upstream leased assets emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 9: Downstream transportation and distribution emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 10: Processing of sold products emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 11: Use of sold products emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 12: End-of-life treatment of sold products emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 13: Downstream leased assets emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 14: Franchises emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Category 15: Investments emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Other (upstream) emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Scope 3, Other (downstream) emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)**  
<Not Applicable>

**Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)**  
2547

**Does this target cover any land-related emissions?**  
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

**% of target achieved relative to base year [auto-calculated]**  
296.603148301574

**Target status in reporting year**  
Achieved

**Please explain target coverage and identify any exclusions**

Accounting method was stated as market-based. Nonetheless, it is applied where data is available. In case, specific data is not available, we apply location-based method.

**Plan for achieving target, and progress made to the end of the reporting year**

<Not Applicable>

**List the emissions reduction initiatives which contributed most to achieving this target**

Energy-efficiency programs and temperature control across our offices.

---

**C4.2**

---

**(C4.2) Did you have any other climate-related targets that were active in the reporting year?**

No other climate-related targets

**C4.3**

---

**(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Yes

**C4.3a**

---

**(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	5	
To be implemented*	4	705
Implementation commenced*	1	10
Implemented*	2	303
Not to be implemented		

**C4.3b**

---

**(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.**

**Initiative category & Initiative type**

Company policy or behavioral change	Resource efficiency
-------------------------------------	---------------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

120

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 1

**Voluntary/Mandatory**

Mandatory

**Annual monetary savings (unit currency – as specified in C0.4)**

60000

**Investment required (unit currency – as specified in C0.4)**

0

**Payback period**

Please select

**Estimated lifetime of the initiative**

6-10 years

**Comment**

Introduction of the temperature control in the offices has made a sufficient impact on company's natural gas combustion.

**Initiative category & Initiative type**

Energy efficiency in buildings	Insulation
--------------------------------	------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

75

**Scope(s) or Scope 3 category(ies) where emissions savings occur**

Scope 1

**Voluntary/Mandatory**

Mandatory

**Annual monetary savings (unit currency – as specified in C0.4)**

30000

**Investment required (unit currency – as specified in C0.4)**

20000

**Payback period**

1-3 years

**Estimated lifetime of the initiative**

3-5 years

**Comment**

It is required to insulate office buildings during renovation.

**C4.3c**

**(C4.3c) What methods do you use to drive investment in emissions reduction activities?**

Method	Comment
Financial optimization calculations	Emission reduction activities bring financial benefits.
Dedicated budget for energy efficiency	The Environmental Sustainability Program as well as other departments involved in climate-related operations across the company have dedicated budgets to cover costs required for energy-efficiency.
Internal incentives/recognition programs	SoftServe publicly appraises associates who contributed the most to the promotion and achievement of energy-efficiency and climate action and provides bonuses for that.

**C4.5**

**(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?**

No

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	No, but we have discovered significant errors in our previous response(s)	<Not Applicable>

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	Yes	Scope 1 Scope 2, location-based Scope 2, market-based	We have discovered significant errors in our previous responses and recalculated Scope 1 emissions for the base year and Scope 2 for 2021 year.	Yes

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2020

Base year end

December 31 2020

Base year emissions (metric tons CO2e)

695

Comment

**Scope 2 (location-based)**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

2926

**Comment**

**Scope 2 (market-based)**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

2900

**Comment**

**Scope 3 category 1: Purchased goods and services**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

3000

**Comment**

Has not been calculated in 2020. First calculated in 2021.

**Scope 3 category 2: Capital goods**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

3957

**Comment**

2020 is not viable to be chosen as a base year as long as vast majority of purchases have been delayed due to the COVID-19 implications.

**Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

SoftServe does not have fuel-and-energy-related activities outside of onsite combustion and electricity consumption. Hence, all our activities related to fuel and energy were included in Scope 1 or 2. We do not carry out any other activities with energy sources besides consumption.

**Scope 3 category 4: Upstream transportation and distribution**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Relevant, not yet calculated.



**Scope 3 category 5: Waste generated in operations**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

130

**Comment**

**Scope 3 category 6: Business travel**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

285

**Comment**

**Scope 3 category 7: Employee commuting**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Relevant, not yet calculated.

**Scope 3 category 8: Upstream leased assets**

**Base year start**

January 1 2021

**Base year end**

December 31 2021

**Base year emissions (metric tons CO2e)**

2056

**Comment**

**Scope 3 category 9: Downstream transportation and distribution**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

SoftServe does not transport or distribute any goods.

**Scope 3 category 10: Processing of sold products**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

SoftServe does not sell goods.

**Scope 3 category 11: Use of sold products**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

SoftServe does not sell goods.

**Scope 3 category 12: End of life treatment of sold products**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

SoftServe does not sell goods.

**Scope 3 category 13: Downstream leased assets**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

This is reported as zero, because SoftServe does not lease assets.

**Scope 3 category 14: Franchises**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Not applicable to SoftServe.

**Scope 3 category 15: Investments**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Reported as zero because investment-related emissions were already calculated and reported within other categories.

**Scope 3: Other (upstream)**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Reported as zero because of data insufficiency.

**Scope 3: Other (downstream)**

**Base year start**

January 1 2020

**Base year end**

December 31 2020

**Base year emissions (metric tons CO2e)**

0

**Comment**

Reported as zero because of data insufficiency.

C5.3

---

**(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.**

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

The Greenhouse Gas Protocol: Scope 2 Guidance

The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Standard

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C6. Emissions data

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C6.1

---

**(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?**

**Reporting year**

**Gross global Scope 1 emissions (metric tons CO2e)**

703

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

---

C6.2

---

**(C6.2) Describe your organization's approach to reporting Scope 2 emissions.**

**Row 1**

**Scope 2, location-based**

We are reporting a Scope 2, location-based figure

**Scope 2, market-based**

We are reporting a Scope 2, market-based figure

**Comment**

---

C6.3

---

**(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?**

**Reporting year**

**Scope 2, location-based**

2053.572

**Scope 2, market-based (if applicable)**

1845.607

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

---

C6.4

---

**(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?**

Yes

---

C6.4a

**(C6.4a) Provide details of the sources of Scope 1, Scope 2, or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure.**

**Source of excluded emissions**

Refrigerant emissions resulting from air-conditioning of the office buildings

**Scope(s) or Scope 3 category(ies)**

Scope 1

**Relevance of Scope 1 emissions from this source**

Emissions are relevant but not yet calculated

**Relevance of location-based Scope 2 emissions from this source**

<Not Applicable>

**Relevance of market-based Scope 2 emissions from this source**

<Not Applicable>

**Relevance of Scope 3 emissions from this source**

<Not Applicable>

**Date of completion of acquisition or merger**

<Not Applicable>

**Estimated percentage of total Scope 1+2 emissions this excluded source represents**

1

**Estimated percentage of total Scope 3 emissions this excluded source represents**

<Not Applicable>

**Explain why this source is excluded**

Air-conditioning systems are maintained by the service organization and it is impossible to get accurate data from them.

**Explain how you estimated the percentage of emissions this excluded source represents**

Taking into consideration average leakage of refrigerant multiplied by number of conditioners multiplied by emission factor (usually the same as majority of conditioners in use are charged with R410A).

---

**C6.5**

**(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.**

**Purchased goods and services**

**Evaluation status**

Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**

9026.596

**Emissions calculation methodology**

Average data method

Spend-based method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**Please explain**

Calculated using the spend-based method and the average-based method

**Capital goods**

**Evaluation status**

Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**

5953.775

**Emissions calculation methodology**

Supplier-specific method

Average product method

Average spend-based method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

42

**Please explain**

Emissions were calculated using the supplier-specific method on the basis of data provided by the suppliers. Other calculations were made on the basis of the average product and average spend-based methods.

**Fuel-and-energy-related activities (not included in Scope 1 or 2)**

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe does not have any other fuel-related activities besides office maintenance (utilities consumption).

**Upstream transportation and distribution**

**Evaluation status**

Relevant, not yet calculated

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Due to the data shortage, calculations are not available.

**Waste generated in operations**

**Evaluation status**

Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**

109.186

**Emissions calculation methodology**

Average data method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**Please explain**

Calculated on the basis of average data.

**Business travel**

**Evaluation status**

Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**

199.287

**Emissions calculation methodology**

Distance-based method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

100

**Please explain**

Calculated based on the basis of transport type and distance covered.

**Employee commuting**

**Evaluation status**

Relevant, not yet calculated

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Number of employees commuting is 12-15% across the company.

### Upstream leased assets

**Evaluation status**

Relevant, calculated

**Emissions in reporting year (metric tons CO2e)**

1771.265

**Emissions calculation methodology**

Average data method

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

0

**Please explain**

Calculated on the basis of the environmentally-extended input-output models based on sq. meters of office spaces and parking slots leased.

### Downstream transportation and distribution

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe sells services, not goods. Hence, downstream transportation and distribution category is not relevant.

### Processing of sold products

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe does not sell goods.

### Use of sold products

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe does not sell goods.

### End of life treatment of sold products

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe does not sell goods.

**Downstream leased assets**

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe does not lease assets.

**Franchises**

**Evaluation status**

Not relevant, explanation provided

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

SoftServe has not gained any profits from franchises and did not pay for any as well.

**Investments**

**Evaluation status**

Relevant, not yet calculated

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

**Other (upstream)**

**Evaluation status**

Relevant, not yet calculated

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

**Other (downstream)**

**Evaluation status**

Relevant, not yet calculated

**Emissions in reporting year (metric tons CO2e)**

<Not Applicable>

**Emissions calculation methodology**

<Not Applicable>

**Percentage of emissions calculated using data obtained from suppliers or value chain partners**

<Not Applicable>

**Please explain**

Methodology to be adjusted and data to be collected within next two years.

**C6.7**

---

**(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?**

No

## C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO<sub>2</sub>e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

**Intensity figure**

0.017

**Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO<sub>2</sub>e)**

2547

**Metric denominator**

full time equivalent (FTE) employee

**Metric denominator: Unit total**

146726

**Scope 2 figure used**

Market-based

**% change from previous year**

71

**Direction of change**

Decreased

**Reason(s) for change**

Other, please specify (Decreased Scope 1 and 2 emissions)

**Please explain**

## C7. Emissions breakdowns

### C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

Yes

### C7.1a

(C7.1a) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used greenhouse warming potential (GWP).

Greenhouse gas	Scope 1 emissions (metric tons of CO <sub>2</sub> e)	GWP Reference
CH <sub>4</sub>	0.065	IPCC Fifth Assessment Report (AR5 – 100 year)
N <sub>2</sub> O	0.035	IPCC Fifth Assessment Report (AR5 – 100 year)
CO <sub>2</sub>	691.868	IPCC Fifth Assessment Report (AR5 – 100 year)

### C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO <sub>2</sub> e)
Ukraine	703

### C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By facility

### C7.3b



**(C7.3b) Break down your total gross global Scope 1 emissions by business facility.**

Facility	Scope 1 emissions (metric tons CO2e)	Latitude	Longitude
Chernivtsi - Office 1	115.894	48.252	25.95985
Ivano-Frankivsk - Office 1	37.747	48.91434	24.71116
Kharkiv - Office 2	49.65	49.99502	36.232725
Kharkiv - Office 3	111.108	49.987533	36.20912
Kyiv - Office 3	66.035	50.460299	30.459857
Kyiv - Office 4	78.942	50.458552	30.431682
Lviv - Office 12	7.224	49.824951	23.983931
Lviv - Office 14	13.849	49.809447	23.981366
Lviv - Office 2	52.956	49.833232	23.999467
Lviv - Office 9	21.248	49.832843	23.997999
Lviv - Office HQ	80.174	49.822848	23.985743
Rivne - Office 1	8.468	50.642691	26.242425
Rivne - Office 2	29.528	50.616892	26.270686
Lviv - Office 1	17.377	49.8119	23.9892
Lviv - Office 13	13.788	49.81354	23.98827

**C7.5**

**(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.**

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Bulgaria	182.477	182.477
Poland	456.25	483.14
Ukraine	1414.845	1179.989

**C7.6**

**(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.**

By facility

**C7.6b**

**(C7.6b) Break down your total gross global Scope 2 emissions by business facility.**

Facility	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Bialystok - Office 1	59.456	65.406
Chernivtsi - Office 1	85.65	47.851
Dnipro - Office 2	19.932	16.069
Dnipro - Office 3	23.618	19.04
Gliwice - Office 1	122.684	127.006
Ivano-Frankivsk - Office 1	66.281	41.309
Kharkiv - Office 2	32.505	32.373
Kharkiv - Office 3	16.302	16.236
Kyiv - Office 3	45.588	50.489
Kyiv - Office 4	115.42	127.582
Lviv - Office 1	199.345	171.837
Lviv - Office 10	115.169	88.118
Lviv - Office 12	9.377	7.175
Lviv - Operational Hub	1.237	0.947
Lviv - Office 2	91.933	70.339
Lviv - Office 8	106.917	84.644
Lviv - Office 9	261.527	237.753
Lviv - Office HQ	165.716	126.791
Rivne - Office 1	18.74	12.821
Rivne - Office 2	20.666	14.139
Sofia - Office 1	52.482	52.482
Sofia - Office 2	129.189	129.189
Wroclaw - Office 2	274.109	290.729
Lviv - Office 4	10.926	8.359
Lviv - Office 13	7.997	6.119
Burgas	0.806	0.806

C7.7

**(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?**

No

C7.9

**(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?**

Decreased

C7.9a

**(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.**

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities	1713.247	Decreased	36.3	Emissions decrease was achieved by means of more effective temperature control and energy efficiency improvements in the offices.
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output		<Not Applicable>		
Change in methodology		<Not Applicable>		
Change in boundary		<Not Applicable>		
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other	411.753	Decreased	8.7	In connection with the war in Ukraine, some offices practically did not work, and part of the electrical energy was replaced by diesel generators energy.

C7.9b

**(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?**

Market-based

C8. Energy

C8.1

**(C8.1) What percentage of your total operational spend in the reporting year was on energy?**

More than 0% but less than or equal to 5%

C8.2

**(C8.2) Select which energy-related activities your organization has undertaken.**

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	Yes
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	Yes

C8.2a

**(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.**

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	3499.46	3499.46
Consumption of purchased or acquired electricity	<Not Applicable>	82.09	5406.66	5488.75
Consumption of purchased or acquired heat	<Not Applicable>	0	1400.54	1400.54
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	0	<Not Applicable>	0
Total energy consumption	<Not Applicable>	0	0	0

C8.2b

**(C8.2b) Select the applications of your organization's consumption of fuel.**

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	Yes
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

**(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.**

**Sustainable biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other biomass**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Other renewable fuels (e.g. renewable hydrogen)**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Coal**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

**Oil**

**Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

99.87

**MWh fuel consumed for self-generation of electricity**

99.87

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

<Not Applicable>

**MWh fuel consumed for self-generation of cooling**

<Not Applicable>

**MWh fuel consumed for self- cogeneration or self-trigeneration**

<Not Applicable>

**Comment**

Diesel fuel is used for combustion in diesel generators and electricity production

**Gas****Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

3399.59

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

3399.59

**MWh fuel consumed for self-generation of steam**

&lt;Not Applicable&gt;

**MWh fuel consumed for self-generation of cooling**

&lt;Not Applicable&gt;

**MWh fuel consumed for self- cogeneration or self-trigeneration**

&lt;Not Applicable&gt;

**Comment**

Partially fuel is consumed for water-heating. However, it is impossible to break consumption data down.

**Other non-renewable fuels (e.g. non-renewable hydrogen)****Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

0

**MWh fuel consumed for self-generation of electricity**

0

**MWh fuel consumed for self-generation of heat**

0

**MWh fuel consumed for self-generation of steam**

&lt;Not Applicable&gt;

**MWh fuel consumed for self-generation of cooling**

&lt;Not Applicable&gt;

**MWh fuel consumed for self- cogeneration or self-trigeneration**

&lt;Not Applicable&gt;

**Comment****Total fuel****Heating value**

Unable to confirm heating value

**Total fuel MWh consumed by the organization**

3499.46

**MWh fuel consumed for self-generation of electricity**

99.87

**MWh fuel consumed for self-generation of heat**

3399.59

**MWh fuel consumed for self-generation of steam**

&lt;Not Applicable&gt;

**MWh fuel consumed for self-generation of cooling**

&lt;Not Applicable&gt;

**MWh fuel consumed for self- cogeneration or self-trigeneration**

&lt;Not Applicable&gt;

**Comment****C8.2d****(C8.2d) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.**

	Total Gross generation (MWh)	Generation that is consumed by the organization (MWh)	Gross generation from renewable sources (MWh)	Generation from renewable sources that is consumed by the organization (MWh)
Electricity	99.87	99.87	0	0
Heat	0			
Steam	0			
Cooling	0			

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

**Country/area of low-carbon energy consumption**

Ukraine

**Sourcing method**

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

**Energy carrier**

Electricity

**Low-carbon technology type**

Nuclear

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

2584.61

**Tracking instrument used**

No instrument used

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Ukraine

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

Yes

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

1993

**Comment**

The information concerns four nuclear power plants commissioned from 1986 to 1993.

---

**Country/area of low-carbon energy consumption**

Ukraine

**Sourcing method**

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

**Energy carrier**

Electricity

**Low-carbon technology type**

Renewable energy mix, please specify (Solar and wind energy)

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

315.46

**Tracking instrument used**

No instrument used

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Ukraine

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

&lt;Not Applicable&gt;

**Comment**

---

**Country/area of low-carbon energy consumption**

Poland

**Sourcing method**

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

**Energy carrier**

Electricity

**Low-carbon technology type**

Solar

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

16.46

**Tracking instrument used**

No instrument used

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Poland

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

**Country/area of low-carbon energy consumption**

Poland

**Sourcing method**

Default delivered electricity from the grid (e.g. standard product offering by an energy supplier), supported by energy attribute certificates

**Energy carrier**

Electricity

**Low-carbon technology type**

Wind

**Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)**

39.2

**Tracking instrument used**

No instrument used

**Country/area of origin (generation) of the low-carbon energy or energy attribute**

Poland

**Are you able to report the commissioning or re-powering year of the energy generation facility?**

No

**Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)**

<Not Applicable>

**Comment**

---

C8.2g

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(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

**Country/area**

Ukraine

**Consumption of purchased electricity (MWh)**

5488.75

**Consumption of self-generated electricity (MWh)**

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

**Consumption of purchased heat, steam, and cooling (MWh)**

1293.95

**Consumption of self-generated heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

<Calculated field>

---

**Country/area**

Poland

**Consumption of purchased electricity (MWh)**

459.45

**Consumption of self-generated electricity (MWh)**

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

**Consumption of purchased heat, steam, and cooling (MWh)**

71.9

**Consumption of self-generated heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

<Calculated field>

---

**Country/area**

Bulgaria

**Consumption of purchased electricity (MWh)**

303.11

**Consumption of self-generated electricity (MWh)**

**Is this electricity consumption excluded from your RE100 commitment?**

<Not Applicable>

**Consumption of purchased heat, steam, and cooling (MWh)**

37.33

**Consumption of self-generated heat, steam, and cooling (MWh)**

**Total non-fuel energy consumption (MWh) [Auto-calculated]**

<Calculated field>

---

C9. Additional metrics

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C9.1

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**(C9.1) Provide any additional climate-related metrics relevant to your business.**

**Description**

Waste

**Metric value**

2

**Metric numerator**

kg

**Metric denominator (intensity metric only)**

FTE

**% change from previous year**

0

**Direction of change**

No change

**Please explain**

**Description**

Energy usage

**Metric value**

246

**Metric numerator**

MJ

**Metric denominator (intensity metric only)**

FTE

**% change from previous year**

20

**Direction of change**

Increased

**Please explain**

Due to unexcepted consequences of war in Ukraine, our offices served as shelters, provided a place with energy, internet access and were heated additionally to make our employees and their families comfortable.

**C10. Verification**

**C10.1**

**(C10.1) Indicate the verification/assurance status that applies to your reported emissions.**

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No third-party verification or assurance

**C10.2**

**(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?**

No, but we are actively considering verifying within the next two years

**C11. Carbon pricing**

**C11.1**

**(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?**

No, and we do not anticipate being regulated in the next three years

**C11.2**

**(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?**

No

### C11.3

---

**(C11.3) Does your organization use an internal price on carbon?**

No, but we anticipate doing so in the next two years

## C12. Engagement

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### C12.1

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**(C12.1) Do you engage with your value chain on climate-related issues?**

Yes, other partners in the value chain

### C12.1d

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**(C12.1d) Give details of your climate-related engagement strategy with other partners in the value chain.**

All suppliers should comply with the SoftServe's Supplier Code of Conduct requirements, including climate-related obligations. Besides, we are working to implement other supplier-related programs and initiatives to reduce our environmental footprint and associated emissions. Moreover, several projects are designed to address climate-related issues our clients face. Furthermore, we are open to collaboration with both our clients and suppliers in what regards climate action.

### C12.2

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**(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?**

Yes, climate-related requirements are included in our supplier contracts

### C12.2a

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**(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization’s purchasing process and the compliance mechanisms in place.**

**Climate-related requirement**

Complying with regulatory requirements

**Description of this climate related requirement**

Suppliers are expected to share SoftServe’s commitment to respond to climate change and to protect the environment. As a part of this commitment, all SoftServe Suppliers will agree to:

- Comply with all applicable environmental laws and regulations, including but not limited to laws and regulations that regulate hazardous materials, air, and water emissions, and wastes and rules, regulations, and customer requirements regarding the prohibition or restriction of specific substances in manufacturing or product design.
- Develop and implement effective environmental management systems that support identifying risks, establishing environmental objectives and achievement plans, measuring, and monitoring performance, and driving continual improvements to mitigate or minimize environmental impacts emanating from its operations.
- Supplier agrees to conform to all SoftServe requirements regarding product and packaging labeling, material content, recycling, and disposal as directed by SoftServe in their business contracts.
- Ensure proper waste and resources consumption management aimed at prevention or reduction of all waste types, including water discharges and energy losses, by implementing appropriate conservation measures in Supplier facilities using conservation-minded maintenance and production processes and implementing strategies to reduce, reuse, and recycle materials (in that order), whenever possible, before disposal.

**% suppliers by procurement spend that have to comply with this climate-related requirement**

100

**% suppliers by procurement spend in compliance with this climate-related requirement**

100

**Mechanisms for monitoring compliance with this climate-related requirement**

Supplier self-assessment  
Grievance mechanism/Whistleblowing hotline

**Response to supplier non-compliance with this climate-related requirement**

Suspend and engage

---

**Climate-related requirement**

Implementation of emissions reduction initiatives

**Description of this climate related requirement**

Suppliers are expected to share SoftServe’s commitment to respond to climate change and to protect the environment. As a part of this commitment, all SoftServe Suppliers will agree to:

- Comply with all applicable environmental laws and regulations, including but not limited to laws and regulations that regulate hazardous materials, air, and water emissions, and wastes and rules, regulations, and customer requirements regarding the prohibition or restriction of specific substances in manufacturing or product design.
- Develop and implement effective environmental management systems that support identifying risks, establishing environmental objectives and achievement plans, measuring, and monitoring performance, and driving continual improvements to mitigate or minimize environmental impacts emanating from its operations.
- Supplier agrees to conform to all SoftServe requirements regarding product and packaging labeling, material content, recycling, and disposal as directed by SoftServe in their business contracts.
- Ensure proper waste and resources consumption management aimed at prevention or reduction of all waste types, including water discharges and energy losses, by implementing appropriate conservation measures in Supplier facilities using conservation-minded maintenance and production processes and implementing strategies to reduce, reuse, and recycle materials (in that order), whenever possible, before disposal.

**% suppliers by procurement spend that have to comply with this climate-related requirement**

100

**% suppliers by procurement spend in compliance with this climate-related requirement**

50

**Mechanisms for monitoring compliance with this climate-related requirement**

Certification  
Supplier self-assessment  
Grievance mechanism/Whistleblowing hotline  
Supplier scorecard or rating

**Response to supplier non-compliance with this climate-related requirement**

Retain and engage

---

**C12.3**

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**(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?**

Row 1

**External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

Yes, we engage directly with policy makers

**Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?**

No, but we plan to have one in the next two years

**Attach commitment or position statement(s)**

<Not Applicable>

**Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan**

In accordance with the ISO 14001:2015 and other ISO standards it is not required that procedures, where up to 10 employees are engaged, were formalized.

**Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

**Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate**

<Not Applicable>

## C12.3a

**(C12.3a) On what policy, law, or regulation that may impact the climate has your organization been engaging directly with policy makers in the reporting year?**

**Specify the policy, law, or regulation on which your organization is engaging with policy makers**

We have been engaged in primary deliberations on the above topics

**Category of policy, law, or regulation that may impact the climate**

Low-carbon products and services

**Focus area of policy, law, or regulation that may impact the climate**

Electricity grid access for renewables

Energy attribute certificate systems

**Policy, law, or regulation geographic coverage**

National

**Country/area/region the policy, law, or regulation applies to**

Ukraine

**Your organization's position on the policy, law, or regulation**

Support with major exceptions

**Description of engagement with policy makers**

SoftServe encourages faster and clearer deliberation of the energy market and supports reforms. However, there are sufficient remarks in what regards speed and effectiveness of the process.

**Details of exceptions (if applicable) and your organization's proposed alternative approach to the policy, law or regulation**

There is a necessity to adjust regulations regarding energy attribute certification system and bodies authorized to issue such certificates. Besides, it is essential to stipulate an institute of prosumers as it should enable small consumers to take part in the energy market when united or represented by the prosumers.

**Have you evaluated whether your organization's engagement on this policy, law, or regulation is aligned with the goals of the Paris Agreement?**

No, we have not evaluated

**Please explain whether this policy, law or regulation is central to the achievement of your climate transition plan and, if so, how?**

<Not Applicable>

## C12.4

**(C12.4) Have you published information about your organization's response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

**Publication**

In voluntary communications

**Status**

Complete

**Attach the document**

**Page/Section reference**

**Content elements**

Please select

**Comment**

## C12.5

**(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.**

	Environmental collaborative framework, initiative and/or commitment	Describe your organization's role within each framework, initiative and/or commitment
Row 1	UN Global Compact	SoftServe is a participant of UN Global Compact network globally (USA) as well as locally (Ukraine, Mexico). SoftServe is in process of joining UN Global Compact Columbia.

## C15. Biodiversity

### C15.1

**(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?**

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, but we plan to have both within the next two years	<Not Applicable>	<Not Applicable>

### C15.2

**(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?**

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, but we plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

### C15.3

**(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?**

#### Impacts on biodiversity

**Indicate whether your organization undertakes this type of assessment**

No, but we plan to within the next two years

**Value chain stage(s) covered**

<Not Applicable>

**Portfolio activity**

<Not Applicable>

**Tools and methods to assess impacts and/or dependencies on biodiversity**

<Not Applicable>

**Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)**

<Not Applicable>

#### Dependencies on biodiversity

**Indicate whether your organization undertakes this type of assessment**

No, but we plan to within the next two years

**Value chain stage(s) covered**

<Not Applicable>

**Portfolio activity**

<Not Applicable>

**Tools and methods to assess impacts and/or dependencies on biodiversity**

<Not Applicable>

**Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)**

<Not Applicable>

### C15.4

**(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?**

No

C15.5

**(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?**

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity-related commitments
Row 1	No, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years	<Not Applicable>

C15.6

**(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?**

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No, we do not use indicators, but plan to within the next two years	Please select

C15.7

**(C15.7) Have you published information about your organization’s response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).**

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
No publications	<Not Applicable>	<Not Applicable>

C16. Signoff

C-FI

**(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

We hereby confirm that the data provided is true and correct to the best of our knowledge. However, information we possess is non-audited.

C16.1

**(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.**

	Job title	Corresponding job category
Row 1	Environmental Sustainability Manager	Environment/Sustainability manager

SC. Supply chain module

SC0.0

**(SC0.0) If you would like to do so, please provide a separate introduction to this module.**

SoftServe is not a public company and we consider our financial information confidential. Hence, we are not disclosing data on our revenue in 2022.

SC0.1

**(SC0.1) What is your company’s annual revenue for the stated reporting period?**

	Annual Revenue
Row 1	

## SC1.1

---

(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

**Requesting member**

BNY Mellon

**Scope of emissions**

Scope 1

**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

2401

**Uncertainty (±%)**

10

**Major sources of emissions**

Natural gas burns to provide heating of the office spaces.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

501.16

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

BNY Mellon

**Scope of emissions**

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

6.298

**Uncertainty (±%)**

10

**Major sources of emissions**

Electricity consumption in the offices.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

501.16

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

Cisco Systems, Inc.

**Scope of emissions**

Scope 1

**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

2.396

**Uncertainty (±%)**

10

**Major sources of emissions**

Natural gas burns to provide heating of the office spaces.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

500

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

Cisco Systems, Inc.

**Scope of emissions**

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

6.284

**Uncertainty (±%)**

10

**Major sources of emissions**

Electricity consumption in the offices.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

500

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

Citrix Systems

**Scope of emissions**

Scope 1



**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

1.365

**Uncertainty (±%)**

10

**Major sources of emissions**

Natural gas burns to provide heating of the office spaces.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

284.9

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

Citrix Systems

**Scope of emissions**

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

3.581

**Uncertainty (±%)**

10

**Major sources of emissions**

Electricity consumption in the offices.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

284.9

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

---

**Requesting member**

ITV

**Scope of emissions**

Scope 1

**Scope 2 accounting method**

<Not Applicable>

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

0.885

**Uncertainty (±%)**

10

**Major sources of emissions**

Natural gas burns to provide heating of the office spaces.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

184.7

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

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**Requesting member**

ITV

**Scope of emissions**

Scope 2

**Scope 2 accounting method**

Market-based

**Scope 3 category(ies)**

<Not Applicable>

**Allocation level**

Company wide

**Allocation level detail**

<Not Applicable>

**Emissions in metric tonnes of CO2e**

2.321

**Uncertainty (±%)**

10

**Major sources of emissions**

Electricity consumption in the offices.

**Verified**

No

**Allocation method**

Allocation based on another physical factor

**Market value or quantity of goods/services supplied to the requesting member**

184.7

**Unit for market value or quantity of goods/services supplied**

Full time equivalents (FTE)

**Please explain how you have identified the GHG source, including major limitations to this process and assumptions made**

Calculations are based on the emissions intensity per 1 FTE.

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## SC1.2

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(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

Published information has not been used in completing SC1.1.

## SC1.3

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**(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?**

Allocation challenges	Please explain what would help you overcome these challenges
Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult	We are in the process of establishing a comprehensive tracking system for all the emissions we produce. However, it requires additional effort to align calculations with FTEs involved in the service provision process per each client. Moreover, information has to be effectively processed in order to align place, employee, time and client.

**SC1.4**

**(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?**

Yes

**SC1.4a**

**(SC1.4a) Describe how you plan to develop your capabilities.**

As a first step, we have introduced an automated tool to track our emissions at each location. Secondly, we are developing a data processing tool to be able to calculate emissions per FTE at each location. In the future we plan to establish a fully automated process to be able to track and process data on hourly basis.

**SC2.1**

**(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.**

**SC2.2**

**(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?**

No

**SC4.1**

**(SC4.1) Are you providing product level data for your organization's goods or services?**

No, I am not providing data

**Submit your response**

**In which language are you submitting your response?**

English

**Please confirm how your response should be handled by CDP**

Please select your submission options	I understand that my response will be shared with all requesting stakeholders	Response permission
	Yes	Public

**Please confirm below**

I have read and accept the applicable Terms