SOFTSERVE

2024 CDP Corporate Questionnaire 2024

Word version

Important: this export excludes unanswered questions
This document is an export of your organization's CDP questionnaire response. It contains all data points for questions that are answered or in progress. There may be questions or data points that you have been requested to provide, which are missing from this document because they are currently unanswered. Please note that it is your responsibility to verify that your questionnaire response is complete prior to submission. CDP will not be liable for any failure to do so.
Terms of disclosure for corporate questionnaire 2024 - CDP

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04/14/2025, 05:06 pm

Contents

C1. Introduction

(1.1) In which language are you submitting your response?

Select from:
☑ English

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

Select from:
☑ USD

(1.3) Provide an overview and introduction to your organization.

(1.3.2) Organization type

Select from:
☑ Privately owned organization

(1.3.3) Description of organization

SoftServe is a premier IT consulting and digital services provider. We expand the horizon of new technologies to solve today's complex business challenges and achieve meaningful outcomes for our clients. Our boundless curiosity drives us to explore and reimagine the art of the possible. Clients confidently rely on SoftServe to architect and execute mature and innovative capabilities, such as digital engineering, data and analytics, cloud, and AI/ML. Our global reputation is gained from more than 30 years of experience delivering superior digital solutions at exceptional speed by top-tier engineering talent to enterprise industries, including high tech, financial services, healthcare, life sciences, retail, energy, and manufacturing. We also partner with major technology players, such as Amazon Web Services (AWS), Google Cloud, NVIDIA, Microsoft Azure, and Salesforce, to give clients a competitive advantage in the market. Founded in 1993, our global firm is headquartered in Austin, Texas, USA, and Lviv, Ukraine.
[Fixed row]

(1.4) State the end date of the year for which you are reporting data. For emissions data, indicate whether you will be providing emissions data for past reporting years.

(1.4.1) End date of reporting year

12/31/2023

(1.4.2) Alignment of this reporting period with your financial reporting period

Select from:

☑ Yes

(1.4.3) Indicate if you are providing emissions data for past reporting years

Select from:

☑ Yes

(1.4.4) Number of past reporting years you will be providing Scope 1 emissions data for

Select from:

☑ 3 years

(1.4.5) Number of past reporting years you will be providing Scope 2 emissions data for

Select from:

☑ 3 years

(1.4.6) Number of past reporting years you will be providing Scope 3 emissions data for

Select from:

☑ 3 years

[Fixed row]

(1.5) Provide details on your reporting boundary.

	Is your reporting boundary for your CDP disclosure the same as that used in your financial statements?
	Select from: ☑ Not applicable – we do not publicly disclose financial statements

[Fixed row]

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

ISIN code - bond

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

ISIN code - equity

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ Yes

(1.6.2) Provide your unique identifier

213800S8ZDXDGQSTJW92

D-U-N-S number

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No

Other unique identifier

(1.6.1) Does your organization use this unique identifier?

Select from:

☑ No
[Add row]

(1.7) Select the countries/areas in which you operate.

Select all that apply

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

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ No, but we plan to do so within the next two years

(1.24.4) Highest supplier tier known but not mapped

Select from:

☑ Tier 4+ suppliers

(1.24.8) Primary reason for not mapping your upstream value chain or any value chain stages

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(1.24.9) Explain why your organization has not mapped its upstream value chain or any value chain stages

We are working on researching our supply chain. The challenge lies in the SoftServe large size and the extensive number of small suppliers. We plan to address this issue over the next two years.
[Fixed row]

(1.24.1) Have you mapped where in your direct operations or elsewhere in your value chain plastics are produced, commercialized, used, and/or disposed of?

(1.24.1.1) Plastics mapping

Select from:
☑ No, and we do not plan to within the next two years

(1.24.1.5) Primary reason for not mapping plastics in your value chain

Select from:
☑ Not an immediate strategic priority

(1.24.1.6) Explain why your organization has not mapped plastics in your value chain

We plan to start researching plastic in our supply chain after we complete the research on our main suppliers. We believe these actions should be sequential.
[Fixed row]

C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities

(2.1) How does your organization define short-, medium-, and long-term time horizons in relation to the identification, assessment, and management of your environmental dependencies, impacts, risks, and opportunities?

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short-term horizons are defined as a time span ranging from 0 to 1 years.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

10

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Short-term horizons are defined as a time span ranging from 2 to 10 years.

Long-term

(2.1.1) From (years)

10

(2.1.2) Is your long-term time horizon open ended?

Select from:
☑ Yes

(2.1.4) How this time horizon is linked to strategic and/or financial planning

Long-term horizons are defined as a time span ranging over 10 years.
[Fixed row]

(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?

	Process in place	Dependencies and/or impacts evaluated in this process
	Select from: ☑ Yes	*Select from:* ☑ Both dependencies and impacts

[Fixed row]

(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?

	Process in place	Risks and/or opportunities evaluated in this process	Is this process informed by the dependencies and/or impacts process?
	Select from: ☑ Yes	*Select from:* ☑ Both risks and opportunities	*Select from:* ☑ Yes

[Fixed row]

(2.2.2) Provide details of your organization's process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.

Row 1

(2.2.2.1) Environmental issue

Select all that apply

☑ Climate change

(2.2.2.2) Indicate which of dependencies, impacts, risks, and opportunities are covered by the process for this environmental issue

Select all that apply

☑ Dependencies

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Partial

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ Annually

(2.2.2.9) Time horizons covered

Select all that apply

☑ Short-term

☑ Medium-term

☑ Long-term

(2.2.2.10) Integration of risk management process

Select from:

☑ A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

☑ Local

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

☑ Internal company methods

International methodologies and standards

☑ Environmental Impact Assessment

☑ IPCC Climate Change Projections

☑ ISO 14001 Environmental Management Standard

(2.2.2.13) Risk types and criteria considered

Acute physical

☑ Drought

☑ Wildfires

☑ Heat waves

☑ Cyclones, hurricanes, typhoons

☑ Heavy precipitation (rain, hail, snow/ice)

☑ Flood (coastal, fluvial, pluvial, ground water)

☑ Storm (including blizzards, dust, and sandstorms)

☑ Other acute physical risk, please specify **:Earthquake**

Chronic physical

☑ Heat stress

☑ Water stress

☑ Temperature variability

☑ Increased severity of extreme weather events

☑ Water availability at a basin/catchment level

☑ Changing temperature (air, freshwater, marine water)

☑ Changing precipitation patterns and types (rain, hail, snow/ice)

Policy

☑ Changes to international law and bilateral agreements

☑ Changes to national legislation

Reputation

☑ Impact on human health

☑ Increased partner and stakeholder concern and partner and stakeholder negative feedback

☑ Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Technology

☑ Transition to lower emissions technology and products

☑ Transition to water intensive, low carbon energy sources

Liability

☑ Exposure to litigation

☑ Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ NGOs

☑ Customers

☑ Employees

☑ Suppliers

☑ Regulators

☑ Local communities

(2.2.2.15) Has this process changed since the previous reporting year?

Select from:

☑ No

(2.2.2.16) Further details of process

Environmental Aspects, Risks and Opportunities Management Framework is established at SoftServe. It defines the methodology (approach) for identifying and evaluating environmental aspects that Organization can control and affect within the scope of the EMS, as well as determine and address risks and opportunities

related to the environmental aspects. Climate change is one of the main environemntal aspects for the company, hence, we assess all related risks in accordance with aforementioned framework.
[Add row]

(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?

(2.2.7.1) Interconnections between environmental dependencies, impacts, risks and/or opportunities assessed

Select from:
☑ Yes

(2.2.7.2) Description of how interconnections are assessed

Environmental aspects refer to elements of SoftServe's activities, products, or services that can interact with the environment. Our company has a single environmental aspects, risks and opportunities management methodology reflecting their interconnected nature. The first step in our methodology is the environmental aspects assessment. Based on this the relevant environmental risks and opportunities are identified, assessed and addressed. Environmental Aspects and Risks Register is reviewed annually on the basis of such criteria as likelihood and environmental impact. Opportunities are determined on the basis of the organization's Environmental Aspects. Opportunities are potential beneficial effects of the organization's Environmental Aspects.
[Fixed row]

(2.3) Have you identified priority locations across your value chain?

(2.3.1) Identification of priority locations

Select from:
☑ Yes, we have identified priority locations

(2.3.2) Value chain stages where priority locations have been identified

Select all that apply
☑ Direct operations

(2.3.3) Types of priority locations identified

Locations with substantive dependencies, impacts, risks, and/or opportunities

☑ Locations with substantive dependencies, impacts, risks, and/or opportunities relating to water

(2.3.4) Description of process to identify priority locations

Priority locations are defined in accordance with the Environmental Aspects, Risks and Opportunities Management Framework. It defines the methodology (approach) for identifying and evaluating environmental aspects that Organization can control and affect within the scope of the EMS, as well as determine and address risks and opportunities related to the environmental aspects.

(2.3.5) Will you be disclosing a list/spatial map of priority locations?

Select from:

☑ Yes, we will be disclosing the list/geospatial map of priority locations

(2.3.6) Provide a list and/or spatial map of priority locations

SoftServe_priority locations map 2023.pdf
[Fixed row]

(2.4) How does your organization define substantive effects on your organization?

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

(2.4.7) Application of definition

Frequency: monthly, daily. Environmental aspects with impact level 5 (catastrophic - a severe adverse ecological impact that includes deaths of wildlife, humans and plants, possibly requiring migration, it entails large-scale long-lasting environmental damages.) are deemed significant notwithstanding their frequency.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Other, please specify :Opportunities are determined on the basis of the organization’s Environmental Aspects. Opportunities are potential beneficial effects of the organization’s Environmental Aspects.

(2.4.7) Application of definition

Opportunities are determined on the basis of the organization’s Environmental Aspects. Opportunities are potential beneficial effects of the organization’s Environmental Aspects.

Risks

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

(2.4.6) Metrics considered in definition

Select all that apply

☑ Other, please specify

(2.4.7) Application of definition

One of the metrics used to assess risks is the level of risk determined by the adverse environmental impact resulting from a successful threat exercise. Impact levels are described and evaluated in the Environmental aspects, risks and opportunities framework.
[Add row]

C4. Governance

(4.1) Does your organization have a board of directors or an equivalent governing body?

(4.1.1) Board of directors or equivalent governing body

Select from:

☑ Yes

(4.1.2) Frequency with which the board or equivalent meets

Select from:

☑ Quarterly

(4.1.3) Types of directors your board or equivalent is comprised of

Select all that apply

☑ Non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, but it is not publicly available

(4.1.5) Briefly describe what the policy covers

SoftServe strives to foster, cultivate and maintain a diverse and inclusive working environment in which all people are treated with dignity and respect. To do so, SoftServe embraces each associate's differences and appreciates the value, both commercially and culturally, that these differences provide to SoftServe. Each and every associate is unique, contributing to SoftServe's success through their own ideas, passions, knowledge, innovation, personal expression, talent and life experiences. Our diverse workplace, which reflects the communities in which SoftServe operates, enables us to better serve our clients through a diversity of thought and informed decision-making.

(4.1.6) Attach the policy (optional)

(4.1.1) Is there board-level oversight of environmental issues within your organization?

	Board-level oversight of this environmental issue	Primary reason for no board-level oversight of this environmental issue	Explain why your organization does not have board-level oversight of this environmental issue
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ Other, please specify :Not applicable	*Biodiversity was not assessed as material for our company.*

[Fixed row]

(4.1.2) Identify the positions (do not include any names) of the individuals or committees on the board with accountability for environmental issues and provide details of the board's oversight of environmental issues.

Climate change

(4.1.2.1) Positions of individuals or committees with accountability for this environmental issue

Select all that apply
☑ Director on board

(4.1.2.2) Positions' accountability for this environmental issue is outlined in policies applicable to the board

Select from:
☑ Yes

(4.1.2.3) Policies which outline the positions' accountability for this environmental issue

Select all that apply

☑ Other policy applicable to the board, please specify **:**ISO 14001:2015 related policies.

(4.1.2.4) Frequency with which this environmental issue is a scheduled agenda item

Select from:

☑ Scheduled agenda item in some board meetings – at least annually

(4.1.2.5) Governance mechanisms into which this environmental issue is integrated

Select all that apply

☑ Overseeing the setting of corporate targets

☑ Monitoring progress towards corporate targets

☑ Approving corporate policies and/or commitments

☑ Approving and/or overseeing employee incentives

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Overseeing and guiding the development of a business strategy

☑ Overseeing and guiding the development of a climate transition plan

☑ Reviewing and guiding the assessment process for dependencies, impacts, risks, and opportunities

(4.1.2.7) Please explain

BoD gathers at least quaterly to oversee sustainability-related and climate change issues. Withing budget process BoD separately dives into target setting process, incives planning etc. with regard of climate change and sustainability.
[Fixed row]

(4.2) Does your organization's board have competency on environmental issues?

Climate change

(4.2.1) Board-level competency on this environmental issue

Select from:

☑ Yes

(4.2.2) Mechanisms to maintain an environmentally competent board

Select all that apply

☑ Consulting regularly with an internal, permanent, subject-expert working group

☑ Engaging regularly with external stakeholders and experts on environmental issues

[Fixed row]

(4.3) Is there management-level responsibility for environmental issues within your organization?

	Management-level responsibility for this environmental issue	Primary reason for no management-level responsibility for environmental issues	Explain why your organization does not have management-level responsibility for environmental issues
Climate change	*Select from:* ☑ Yes	*Select from:*	*Rich text input [must be under 2500 characters]*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ Judged to be unimportant or not relevant	*Biodiversity was not assessed as material for our company.*

[Fixed row]

(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Committee

☑ Sustainability committee

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

☑ Managing value chain engagement related to environmental issues

Policies, commitments, and targets

☑ Measuring progress towards environmental corporate targets

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a business strategy which considers environmental issues

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ Annually

(4.3.1.6) 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.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ General Counsel

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Managing acquisitions, mergers, and divestitures related to environmental issues

☑ Managing annual budgets related to environmental issues

☑ Managing major capital and/or operational expenditures relating to environmental issues

(4.3.1.4) Reporting line

Select from:

☑ Reports to the board directly

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) 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 with consideration of climate change. Progress in regardsof climate-related and sustainability topics is reported to them at least quarterly.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

☑ Assessing future trends in environmental dependencies, impacts, risks, and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Implementing the business strategy related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Executive Officer (CEO)

(4.3.1.5) Frequency of reporting to the board on environmental issues

Select from:

☑ More frequently than quarterly

(4.3.1.6) Please explain

SVP Administration is managing climate-related issues and sustainability, (s)he reports directly to CEO and the Board quarterly.
[Add row]

(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?

Climate change

(4.5.1) Provision of monetary incentives related to this environmental issue

Select from:

☑ No, but we plan to introduce them in the next two years

(4.5.3) Please explain

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.
[Fixed row]

(4.6) Does your organization have an environmental policy that addresses environmental issues?

	Does your organization have any environmental policies?
	Select from: ☑ Yes

[Fixed row]

(4.6.1) Provide details of your environmental policies.

Row 1

(4.6.1.1) Environmental issues covered

Select all that apply

☑ Climate change

(4.6.1.2) Level of coverage

Select from:

☑ Organization-wide

(4.6.1.3) Value chain stages covered

Select all that apply

☑ Direct operations

(4.6.1.4) Explain the coverage

Policy covers all comany's direct operations and processes where it has operational control.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to a circular economy strategy

☑ Commitment to take environmental action beyond regulatory compliance

Climate-specific commitments

☑ Commitment to net-zero emissions

Additional references/Descriptions

☑ Reference to timebound environmental milestones and targets

(4.6.1.6) Indicate whether your environmental policy is in line with global environmental treaties or policy goals

Select all that apply

☑ Yes, in line with the Paris Agreement

(4.6.1.7) Public availability

Select from:

☑ Publicly available

(4.6.1.8) Attach the policy

softserve-environmental-sustainability-policy-200522 (1).pdf
[Add row]

(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

(4.10.1) Are you a signatory or member of any environmental collaborative frameworks or initiatives?

Select from:

☑ Yes

(4.10.2) Collaborative framework or initiative

Select all that apply

☑ UN Global Compact

(4.10.3) Describe your organization's role within each framework or initiative

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.
[Fixed row]

(4.11) In the reporting year, did your organization engage in activities that could directly or indirectly influence policy, law, or regulation that may (positively or negatively) impact the environment?

(4.11.1) External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select all that apply

☑ No, we have assessed our activities, and none could directly or indirectly influence policy, law, or regulation that may impact the environment

(4.11.2) Indicate whether your organization has a public commitment or position statement to conduct your engagement activities in line with global environmental treaties or policy goals

Select from:

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

(4.11.5) Indicate whether your organization is registered on a transparency register

Select from:

☑ No

(4.11.8) Describe the process your organization has in place to ensure that your external engagement activities are consistent with your environmental commitments and/or 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.

(4.11.9) Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Select from:

☑ Not an immediate strategic priority

(4.11.10) Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the environment

Company obstains from direct involvement into policymaking. However, we are members to the Global compact and eagerly support their initiatives. Moreover, we are looking for other partnerships to be able to assert positive influence onto policymaking and arising environemntal regulations.
[Fixed row]

(4.12) Have you published information about your organization's response to environmental issues for this reporting year in places other than your CDP response?

Select from:

☑ Yes

(4.12.1) Provide details on the information published about your organization's response to environmental issues for this reporting year in places other than your CDP response. Please attach the publication.

Row 1

(4.12.1.1) Publication

Select from:

☑ In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:

☑ Complete

(4.12.1.5) Content elements

Select all that apply

☑ Content of environmental policies

☑ Strategy

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

https://www.softserveinc.com/en-us/corporate-social-responsibility/csr-report-2023

(4.12.1.7) Attach the relevant publication

softserve-corporate-social-responsibility-report-2023.pdf

(4.12.1.8) Comment

Sustainability higlights and main figures related to climate performance of the copmany are presented in the Sustainability report.

Row 2

(4.12.1.1) Publication

Select from:

☑ In voluntary communications

(4.12.1.3) Environmental issues covered in publication

Select all that apply

☑ Climate change

(4.12.1.4) Status of the publication

Select from:
☑ Complete

(4.12.1.5) Content elements

Select all that apply
☑ Strategy
☑ Governance
☑ Emission targets
☑ Emissions figures
☑ Risks & Opportunities
☑ Content of environmental policies

(4.12.1.6) Page/section reference

https://www.softserveinc.com/en-us/corporate-social-responsibility/environmental-sustainability

(4.12.1.7) Attach the relevant publication

softserve-environmental-sustainability-policy-200522.pdf

(4.12.1.8) Comment

Policy together with the most recent reports available are published on our website.
[Add row]

C5. Business strategy

(5.1) Does your organization use scenario analysis to identify environmental outcomes?

Climate change

(5.1.1) Use of scenario analysis

Select from:

☑ Yes

(5.1.2) Frequency of analysis

Select from:

☑ Annually

[Fixed row]

(5.1.1) Provide details of the scenarios used in your organization’s scenario analysis.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

☑ NGFS scenarios framework, please specify :Current policies, Net Zero 2050

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Policy

☑ Market

☑ Reputation

☑ Technology

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2050

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes in ecosystem services provision

☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands

☑ Consumer sentiment

☑ Impact of nature footprint on reputation

☑ Other stakeholder and customer demands driving forces, please specify :Employees sentiment

Regulators, legal and policy regimes

☑ Global regulation

☑ Political impact of science (from galvanizing to paralyzing)

☑ Level of action (from local to global)

Relevant technology and science

☑ Granularity of available data (from aggregated to local)

Macro and microeconomy

☑ Globalizing markets

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The NGFS scenarios explore a set of climate scenarios. Each scenario is characterized by its overall level of physical and transition risk, which are driven by the level of policy ambition, policy timing, coordination, and technology levers.

(5.1.1.11) Rationale for choice of scenario

For the assessment of transition risks, NGFS scenario models were chosen as they are widely used by IFIs, update data models annually, and have a transparent methodology. The scenarios were selected to reflect the maximum and minimum regulatory burden. The NGFS scenarios applied are: • Current policies – assumes that only currently implemented policies are preserved, leading to high physical risks. Existing climate policies remain in place, but there is no strengthening of ambition levels for these policies. • Net Zero 2050 – limits global warming to 1.5C through stringent climate policies and innovation, achieving global net zero CO2 emissions around 2050. Countries with a political commitment to a net zero target, defined before the end of March 2023, reach net zero at their target year or earlier. Some jurisdictions, such as the US, EU, UK, Canada, Australia, and Japan, reach net zero for all GHGs.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 2.6

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP1

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.6°C - 1.9°C

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Number of ecosystems impacted

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Sectoral context Best practices are rapidly diffused, companies may face reputational damage if they are seen as unprepared for climate adaptation. Strict regulations on CO2 intensity or mandatory circularity practices can alter (or even temporally disrupt) the production and transportation of hardware components, leading to delays and increased costs. Energy demand Changes in regulations related to climate change adaptation could impose new requirements on IT companies, such as mandatory renewable energy usage.

(5.1.1.11) Rationale for choice of scenario

SSP (Shared Socioeconomic Pathways) - climate change scenarios of projected socioeconomic global changes up to 2100, as defined in the IPCC Sixth Assessment Report. Two scenarios are applied according to the same principle as for transition risks (minimum and maximum implementation of physical risks): • SSP 5 – 8.5 (Fossil-fueled Development ("Taking the Highway")) - Development based on heavy use of fossil fuels and marked by high investments in health, education, and new technologies. Adoption of resource- and energy-intensive lifestyles around the world. • SSP 1 – 2.6 (Sustainability ("Taking the Green Road")) - Priority is given to sustainable development. Improvement in living conditions and consumer preferences for environmentally-friendly goods and services, with lower resource and energy intensity.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 8.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP5

(5.1.1.3) Approach to scenario

Select from:

☑ Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

☑ Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 3.5ºC - 3.9ºC

(5.1.1.7) Reference year

2020

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2100

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

☑ Changes to the state of nature

☑ Number of ecosystems impacted

☑ Changes in ecosystem services provision

☑ Speed of change (to state of nature and/or ecosystem services)

☑ Climate change (one of five drivers of nature change)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Sectoral context Sector is still resource-intensive. Extreme weather events may damage data centers, disrupt power supplies and lead to hardware failures, Unusually high temperatures may overburden cooling systems in data centers, resulting in higher energy costs and potential equipment malfunctions. Energy demand Increased demand on the power grid during heatwaves or damage from storms lead to outages that affect IT operations.

(5.1.1.11) Rationale for choice of scenario

SSP (Shared Socioeconomic Pathways) - climate change scenarios of projected socioeconomic global changes up to 2100, as defined in the IPCC Sixth Assessment Report. Two scenarios are applied according to the same principle as for transition risks (minimum and maximum implementation of physical risks): • SSP 5 – 8.5 (Fossil-fueled Development ("Taking the Highway")) - Development based on heavy use of fossil fuels and marked by high investments in health, education, and new technologies. Adoption of resource- and energy-intensive lifestyles around the world. • SSP 1 – 2.6 (Sustainability ("Taking the Green Road")) - Priority is given to sustainable development. Improvement in living conditions and consumer preferences for environmentally-friendly goods and services, with lower resource and energy intensity.
[Add row]

(5.1.2) Provide details of the outcomes of your organization’s scenario analysis.

Climate change

(5.1.2.1) Business processes influenced by your analysis of the reported scenarios

Select all that apply

☑ Risk and opportunities identification, assessment and management

(5.1.2.2) Coverage of analysis

Select from:

☑ Organization-wide

(5.1.2.3) Summarize the outcomes of the scenario analysis and any implications for other environmental issues

The scenario analysis highlights several key material risks that affect data centers, with potential financial and operational consequences. These include the rising costs of services provided by data centers, driven by increased operational expenses, particularly cooling demands during heat waves and the rising cost of energy under new pricing mechanisms. Additionally, there is a notable risk of customer loss, as shifts in customer behavior and market trends, including the preference for lower-emission alternatives, could reduce demand for services. The potential for fines related to enhanced sustainability reporting obligations further adds to the financial burden, with increased compliance costs and potential reputational damage. While other identified risks, such as acute and chronic physical climate impacts (e.g., cyclones, floods, precipitation etc.), are currently being monitored rather than considered material, they remain significant. Monitoring these risks ensures readiness for potential future disruptions.
[Fixed row]

(5.2) Does your organization’s strategy include a climate transition plan?

(5.2.1) Transition plan

Select from:

☑ No, but we are developing a climate transition plan within the next two years

(5.2.15) Primary reason for not having a climate transition plan that aligns with a 1.5°C world

Select from:

☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)

(5.2.16) Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world

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

(5.3) Have environmental risks and opportunities affected your strategy and/or financial planning?

(5.3.1) Environmental risks and/or opportunities have affected your strategy and/or financial planning

Select from:

☑ Yes, both strategy and financial planning

(5.3.2) Business areas where environmental risks and/or opportunities have affected your strategy

Select all that apply

☑ Products and services

☑ Upstream/downstream value chain

☑ Investment in R&D

☑ Operations

[Fixed row]

(5.3.1) Describe where and how environmental risks and opportunities have affected your strategy.

Products and services

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

SoftServe has set a 10-year goal to provide sustainable IT solutions to our clients.

Upstream/downstream value chain

(5.3.1.1) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

Climate-related risks have been incorporated both into supply chain management system and into our asset management strategy.

Investment in R&D

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

SoftServe is building climate-related products for internal use in order to test them and to offer them to clients in the future.

Operations

(5.3.1.1) Effect type

Select all that apply

☑ Opportunities

(5.3.1.2) Environmental issues relevant to the risks and/or opportunities that have affected your strategy in this area

Select all that apply

☑ Climate change

(5.3.1.3) Describe how environmental risks and/or opportunities have affected your strategy in this area

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.
[Add row]

(5.3.2) Describe where and how environmental risks and opportunities have affected your financial planning.

Row 1

(5.3.2.1) Financial planning elements that have been affected

Select all that apply

☑ Capital expenditures

(5.3.2.2) Effect type

Select all that apply

☑ Risks

☑ Opportunities

(5.3.2.3) Environmental issues relevant to the risks and/or opportunities that have affected these financial planning elements

Select all that apply

☑ Climate change

(5.3.2.4) Describe how environmental risks and/or opportunities have affected these financial planning elements

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 climate change risks and opportunities, suppliers management, cost and operational efficiency, as well as long-term effects on business and performance.
[Add row]

(5.4) 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
	Select from: ☑ No, and we do not plan to in the next two years

[Fixed row]

(5.10) Does your organization use an internal price on environmental externalities?

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	Select from:	*Select from:*	*This process is difficult to organize due to the size of the organization. However, we plan to implement internal pricing within the next two years.*

	Use of internal pricing of environmental externalities	Primary reason for not pricing environmental externalities	Explain why your organization does not price environmental externalities
	☑ No, but we plan to in the next two years	☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	

[Fixed row]

(5.11) Do you engage with your value chain on environmental issues?

	Engaging with this stakeholder on environmental issues	Environmental issues covered
Suppliers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Plastics
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Plastics
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change ☑ Plastics
Other value chain stakeholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change

[Fixed row]

(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?

Climate change

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ Yes, we assess the dependencies and/or impacts of our suppliers

(5.11.1.2) Criteria for assessing supplier dependencies and/or impacts on the environment

Select all that apply

☑ Contribution to supplier-related Scope 3 emissions

☑ Dependence on ecosystem services/environmental assets

(5.11.1.3) % Tier 1 suppliers assessed

Select from:

☑ 1-25%

(5.11.1.4) Define a threshold for classifying suppliers as having substantive dependencies and/or impacts on the environment

Scope 3 emissions threshold is set as minimum 10% of specific Scope 3 emissions category.

(5.11.1.5) % Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

Select from:

☑ 1-25%

(5.11.1.6) Number of Tier 1 suppliers meeting the thresholds for substantive dependencies and/or impacts on the environment

5

Plastics

(5.11.1.1) Assessment of supplier dependencies and/or impacts on the environment

Select from:

☑ No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Procurement spend

(5.11.2.4) Please explain

We engage with the Tier 1 suppliers based on our spend in regards of their carbon-footprint.

Plastics

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

☑ Yes, we prioritize which suppliers to engage with on this environmental issue

(5.11.2.2) Criteria informing which suppliers are prioritized for engagement on this environmental issue

Select all that apply

☑ Product lifecycle

(5.11.2.4) Please explain

We engage with suppliers which use plastic packaging etc.
[Fixed row]

(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization’s purchasing process?

Climate change

(5.11.5.1) Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process

Select from:

☑ Yes, environmental requirements related to this environmental issue are included in our supplier contracts

(5.11.5.2) Policy in place for addressing supplier non-compliance

Select from:

☑ Yes, we have a policy in place for addressing non-compliance

(5.11.5.3) Comment

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.
[Fixed row]

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Other, please specify :Complying with regulatory requirements

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Suspend and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

(5.11.6.12) Comment

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.

Climate change

(5.11.6.1) Environmental requirement

Select from:

☑ Implementation of emissions reduction initiatives

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

☑ Supplier scorecard or rating

☑ Supplier self-assessment

(5.11.6.3) % tier 1 suppliers by procurement spend required to comply with this environmental requirement

Select from:

☑ 100%

(5.11.6.4) % tier 1 suppliers by procurement spend in compliance with this environmental requirement

Select from:

☑ 26-50%

(5.11.6.7) % tier 1 supplier-related scope 3 emissions attributable to the suppliers required to comply with this environmental requirement

Select from:

☑ 76-99%

(5.11.6.8) % tier 1 supplier-related scope 3 emissions attributable to the suppliers in compliance with this environmental requirement

Select from:

☑ 1-25%

(5.11.6.9) Response to supplier non-compliance with this environmental requirement

Select from:

☑ Retain and engage

(5.11.6.10) % of non-compliant suppliers engaged

Select from:

☑ Unknown

(5.11.6.11) Procedures to engage non-compliant suppliers

Select all that apply

☑ Assessing the efficacy and efforts of non-compliant supplier actions through consistent and quantified metrics

(5.11.6.12) Comment

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. [Add row]

(5.11.7) Provide further details of your organization's supplier engagement on environmental issues.

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Adaptation to climate change

(5.11.7.3) Type and details of engagement

Capacity building

☑ Support suppliers to set their own environmental commitments across their operations

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.6) % of tier 1 supplier-related scope 3 emissions covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We started with awareness bulding across Tier 1 suppliers and plan to expand our cooperation and engage other suppliers.

(5.11.7.10) Engagement is helping your tier 1 suppliers meet an environmental requirement related to this environmental issue

Select from:

☑ No, this engagement is unrelated to meeting an environmental requirement

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

Plastics

(5.11.7.2) Action driven by supplier engagement

Select from:

☑ Circular economy

(5.11.7.3) Type and details of engagement

Capacity building

☑ Support suppliers to set their own environmental commitments across their operations

(5.11.7.4) Upstream value chain coverage

Select all that apply

☑ Tier 1 suppliers

(5.11.7.5) % of tier 1 suppliers by procurement spend covered by engagement

Select from:

☑ 1-25%

(5.11.7.9) Describe the engagement and explain the effect of your engagement on the selected environmental action

We started with awareness bulding across Tier 1 suppliers and plan to expand our cooperation and engage other suppliers.

(5.11.7.11) Engagement is helping your tier 1 suppliers engage with their own suppliers on the selected action

Select from:

☑ Yes

[Add row]

(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Other value chain stakeholder, please specify **:**Suppliers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ 1-25%

(5.11.9.5) Rationale for engaging these stakeholders and scope of engagement

We engage with our customers directly and via CDP platform where we share our plans, strategies, emissions data etc.

(5.11.9.6) Effect of engagement and measures of success

This engagement enables our customers to build their own plans and rely on first-hand data.
[Add row]

(5.12) Indicate any mutually beneficial environmental initiatives you could collaborate on with specific CDP Supply Chain members.

Row 1

(5.12.1) Requesting member

Select from:

(5.12.2) Environmental issues the initiative relates to

Select all that apply

☑ Climate change

(5.12.4) Initiative category and type

Relationship sustainability assessment

☑ Sustainability audit of existing relationship

(5.12.5) Details of initiative

In order to plan any project, it is desirable to start with the audit of existing cooperation and projects we already run. Upon audit, we might consider other measures to reduce carbon footprint of the products and services we provide.

(5.12.6) Expected benefits

Select all that apply

☑ Improved resource use and efficiency

☑ Increased transparency of upstream/downstream value chain

☑ Reduction of downstream value chain emissions (own scope 3)

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ 0-1 year

(5.12.8) Are you able to estimate the lifetime CO2e and/or water savings of this initiative?

Select from:

☑ No

(5.12.11) Please explain

Audit will help understand what carbon-reduction projects might be launched.
[Add row]

(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?

(5.13.1) Environmental initiatives implemented due to CDP Supply Chain member engagement

Select from:

☑ No, but we plan to within the next two years

(5.13.2) Primary reason for not implementing environmental initiatives

Select from:

☑ Not an immediate strategic priority

(5.13.3) Explain why your organization has not implemented any environmental initiatives

We have not yet implemented any mutually-beneficial environmental initiative with the help of CDP. However, we have become a part of the SBTi as part of the mutual effort together with our clients and partners.
[Fixed row]

C6. Environmental Performance - Consolidation Approach

(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.

	Consolidation approach used	Provide the rationale for the choice of consolidation approach
Climate change	*Select from:* ☑ Operational control	*This approach is customary for some other reporting practices of our company and best reflects the company's actual power of control.*
Plastics	*Select from:* ☑ Operational control	*This approach is customary for some other reporting practices of our company and best reflects the company's actual power of control.*
Biodiversity	*Select from:* ☑ Other, please specify :None	*Our company does not gather environmental performance data on biodiversity at the moment*

[Fixed row]

C7. Environmental performance - Climate Change

(7.1) Is this your first year of reporting emissions data to CDP?

Select from:

☑ No

(7.1.1) 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?

	Has there been a structural change?
	Select all that apply ☑ No

[Fixed row]

(7.1.2) 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)
	Select all that apply ☑ Yes, a change in methodology	*Updated emission factors were used, and formulas for calculation Scope 2 emissions were updated (new coefficients were added to improve accuracy).*

[Fixed row]

(7.1.3) Have your organization’s base year emissions and past years’ emissions been recalculated as a result of any changes or errors reported in 7.1.1 and/or 7.1.2?

(7.1.3.1) Base year recalculation

Select from:

☑ Yes

(7.1.3.2) Scope(s) recalculated

Select all that apply

☑ Scope 1

☑ Scope 2, location-based

☑ Scope 2, market-based

☑ Scope 3

(7.1.3.3) Base year emissions recalculation policy, including significance threshold

Significance threshold is 10%. Any significant error in either data or methodology requires reassessment and recalculation of the emissions.

(7.1.3.4) Past years’ recalculation

Select from:

☑ Yes

[Fixed row]

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

Select all that apply

☑ 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

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

	Scope 2, location-based	Scope 2, market-based	Comment
	Select from: ☑ We are reporting a Scope 2, location-based figure	*Select from:* ☑ We are reporting a Scope 2, market-based figure	*We are reporting both Scope 2 market-based and location-based figures.*

[Fixed row]

(7.4) 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?

Select from:
☑ Yes

(7.4.1) 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.

Row 1

(7.4.1.1) Source of excluded emissions

Refrigerant emissions resulting from air-conditioning of the office buildings

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

Select all that apply

☑ Scope 1

(7.4.1.3) Relevance of Scope 1 emissions from this source

Select from:

☑ Emissions are relevant but not yet calculated

(7.4.1.10) 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.

(7.4.1.11) 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)
[Add row]

(7.5) Provide your base year and base year emissions.

Scope 1

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

697.97

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA (2023) Emission Factors, IPCC AR 6, Global warming potentials

Scope 2 (location-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

2728.57

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from MEA, International Energy Agency, IEA

Scope 2 (market-based)

(7.5.1) Base year end

12/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

3345.24

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Breakdown of types of energy sources were provided by our suppliers. Emission factors were taken from MEA, International Energy Agency, IEA

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

2290.46

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from Eurostat 0 Air emissions intensities by NACE Rev. 2 activity, Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities

Scope 3 category 2: Capital goods

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

4804.84

(7.5.3) Methodological details

One part of purchases were calculated with product-based approach, using the average approximate value of greenhouse gas emissions from one unit of purchases (cables and adapters, batteries, headphones, routers, photo/video cameras and TVs) - Part of purchases is calculated by provider-specific approach, using emission figure for each specific model of the purchased product.

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

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

155.32

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from Greenhouse gas reporting: conversion factors 2023 - GOV.UK (www.gov.uk)

Scope 3 category 4: Upstream transportation and distribution

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable. SoftServe does not own or lease any transportation that performs the transportation and/or distribution of purchased products (in accordance with Technical Guidance for Calculating Scope 3 Emissions: Category 4: Upstream Transportation and Distribution), emissions calculations for this category are not performed.

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

284.34

(7.5.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from Greenhouse gas reporting: conversion factors 2023 - GOV.UK (www.gov.uk)

Scope 3 category 6: Business travel

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

293.18

(7.5.3) Methodological details

Emission factors were taken from Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

SoftServe has begun collecting data on the number, distance, and type of trips their employees make from home to work and will calculate emissions from these trips using the GHG Protocol methodology (Technical Guidance for Calculating Scope 3 Emissions: Category 7: Employee Commuting).

Scope 3 category 8: Upstream leased assets

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

158.83

(7.5.3) Methodological details

It was assumed that the specific emissions from the operation of the leased assets not under the operational control of the company are equal to the Scope 1 and Scope 2 emissions generated by the assets under the operational control.

Scope 3 category 9: Downstream transportation and distribution

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable.SoftServe does not own or lease any transportation that performs the transportation and/or distribution of supplied products, emissions calculations for this category are not performed.

Scope 3 category 10: Processing of sold products

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable.SoftServe's products are electronic, this emissions category is not applicable to SoftServe's activities.

Scope 3 category 11: Use of sold products

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. Given the nature of our business, this category is not applicable. SoftServe does not sell goods.

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

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe's products are electronic, this emissions category is not applicable to SoftServe's activities.

Scope 3 category 13: Downstream leased assets

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe's products are electronic and SoftServe does not require the rental of space or warehouses for their distribution, this emissions category does not apply to SoftServe's activities.

Scope 3 category 14: Franchises

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe does not have franchises under its control or supervision, this emissions category does not apply to SoftServe's activities.

Scope 3 category 15: Investments

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe is not a public or private banking institution, this emissions category does not apply to SoftServe's activities.

Scope 3: Other (upstream)

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe do not generate emissions from other relevant upstream activities.

Scope 3: Other (downstream)

(7.5.1) Base year end

12/30/2022

(7.5.2) Base year emissions (metric tons CO2e)

0.0

(7.5.3) Methodological details

Not applicable. SoftServe do not generate emissions from other relevant downstream activities.
[Fixed row]

(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO2e?

Reporting year

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

583.15

(7.6.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA (2023) Emission Factors, IPCC AR 6, Global warming potentials

Past year 1

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

704.93

(7.6.2) End date

12/30/2022

(7.6.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials

Past year 2

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

1055.76

(7.6.2) End date

12/30/2021

(7.6.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials

Past year 3

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

697.97

(7.6.2) End date

12/30/2020

(7.6.3) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials
[Fixed row]

(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO2e?

Reporting year

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2326.85

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2022.92

(7.7.4) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA (2023) Emission Factors, IPCC AR 6, Global warming potentials. Breakdown of types of energy sources were provided by our suppliers. Emission factors were taken from MEA, International Energy Agency, IEA

Past year 1

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2139.22

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2000.04

(7.7.3) End date

12/30/2022

(7.7.4) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials. Breakdown of types of energy sources were provided by our suppliers. Emission factors were taken from MEA, International Energy Agency, IEA

Past year 2

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2170.59

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

2202.94

(7.7.3) End date

12/30/2021

(7.7.4) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials. Breakdown of types of energy sources were provided by our suppliers. Emission factors were taken from MEA, International Energy Agency, IEA

Past year 3

(7.7.1) Gross global Scope 2, location-based emissions (metric tons CO2e)

2728.57

(7.7.2) Gross global Scope 2, market-based emissions (metric tons CO2e) (if applicable)

3345.24

(7.7.3) End date

12/30/2020

(7.7.4) Methodological details

Calculations were conducted according to GHG Protocol. Emission factors were taken from the following data bases: GHG Protocol, IEA Emission Factors, IPCC AR 6, Global warming potentials. Breakdown of types of energy sources were provided by our suppliers. Emission factors were taken from MEA, International Energy Agency, IEA
[Fixed row]

(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

2477.36

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. SoftServe's model for calculating indirect emissions related to the procurement of goods and services is built on the following principle: expenditures on goods and services in US dollars are consolidated into major categories. Emission factors per 1 US dollar of expenditure are then selected for these categories using the climatiq explorer resource aggregator.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1890.21

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average product method

☑ Average spend-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

90.48

(7.8.5) Please explain

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Overall, emissions in this category are calculated using a mixed approach: Some purchases are calculated using a product-based approach, employing the average approximate value of greenhouse gas emissions per unit of purchase (cables and adapters, batteries, headphones, routers, photo/video cameras, and televisions).

Other purchases are calculated using a supplier-specific approach, using the emission factor for each specific model of purchased product. expenditures on the rest goods calculated in US dollars are consolidated into major categories. Emission factors per 1 US dollar of expenditure are then selected for these categories using the climatiq explorer resource aggregator.

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

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

135.74

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Fuel-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

These calculations were performed in accordance with the guidelines provided by the GHG Protocol for calculating emissions related to energy and fuel that are not included in Scope 1 and Scope 2 calculations (Technical Guidance for Calculating Scope 3 Emissions: Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2).

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe does not own or lease any transportation that performs the transportation and/or distribution of purchased products (in accordance with Technical Guidance for Calculating Scope 3 Emissions: Category 4: Upstream Transportation and Distribution), emissions calculations for this category are not performed.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

332.79

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Waste-type-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

96

(7.8.5) Please explain

The overall approach to calculating emissions for this Scope 3 category follows the waste-type-specific method as outlined in the Technical Guidance for Calculating Scope 3 Emissions: Category 5: Waste Generated in Operations. Emissions from waste depend on the type of waste being disposed of and the method of disposal. However, for some SoftServe offices, there is no record of the actual volume of waste generated, and for these offices, SoftServe pays a fixed fee for waste collection and disposal. To account for emissions from such waste operations, calculations were performed using spent-based emission factors from the US Environmental Protection Agency (Solid waste landfill, Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities).

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

260.97

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Spend-based method

☑ Distance-based method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

73

(7.8.5) Please explain

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Within this Scope 3 category, SoftServe accounted for emissions related to air travel provided by the carrier. Emissions related to business trips (hotel rentals, business lunches, taxi services, travel agency services) were calculated using a spend-based method with emission factors from the US Environmental Protection Agency (Supply Chain Greenhouse Gas Emission Factors for US Industries and Commodities).

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, not yet calculated

(7.8.5) Please explain

SoftServe has begun collecting data on the number, distance, and type of trips their employees make from home to work and will calculate emissions from these trips using the GHG Protocol methodology (Technical Guidance for Calculating Scope 3 Emissions: Category 7: Employee Commuting).

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

266.84

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Asset-specific method

(7.8.4) Percentage of emissions calculated using data obtained from suppliers or value chain partners

0

(7.8.5) Please explain

To calculate emissions for this Scope 3 category, SoftServe used the average data method (Activity data needed) described in the relevant GHG Protocol guidance (Technical Guidance for Calculating Scope 3 Emissions: Category 8: Upstream Leased Assets). SoftServe assumed that the specific emissions from the operation of leased assets not under SoftServe's operational control are equivalent to the Scope 1 and Scope 2 emissions generated by assets under operational control.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe does not own or lease any transportation that performs the transportation and/or distribution of supplied products, emissions calculations for this category are not performed.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe's products are electronic, this emissions category is not applicable to SoftServe's activities.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Given the nature of our business, this category is not applicable. SoftServe does not sell goods.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe's products are electronic, this emissions category is not applicable to SoftServe's activities.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe's products are electronic and SoftServe does not require the rental of space or warehouses for their distribution, this emissions category does not apply to SoftServe's activities.

Franchises

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe does not have franchises under its control or supervision, this emissions category does not apply to SoftServe's activities.

Investments

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe is not a public or private banking institution, this emissions category does not apply to SoftServe's activities.

Other (upstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe do not generate emissions from other relevant upstream activities.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

SoftServe do not generate emissions from other relevant downstream activities.
[Fixed row]

(7.8.1) Disclose or restate your Scope 3 emissions data for previous years.

Past year 1

(7.8.1.1) End date

12/30/2022

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2291.46

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

4804.84

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

155.32

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

284.34

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

293.18

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

0

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

158.83

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Past year 2

(7.8.1.1) End date

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

2661.31

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

3735.35

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

204.42

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

300.62

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

23.44

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

0

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

82.16

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

Past year 3

(7.8.1.1) End date

12/30/2020

(7.8.1.2) Scope 3: Purchased goods and services (metric tons CO2e)

1409.61

(7.8.1.3) Scope 3: Capital goods (metric tons CO2e)

1960.79

(7.8.1.4) Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e)

177.23

(7.8.1.5) Scope 3: Upstream transportation and distribution (metric tons CO2e)

0

(7.8.1.6) Scope 3: Waste generated in operations (metric tons CO2e)

225.27

(7.8.1.7) Scope 3: Business travel (metric tons CO2e)

42.26

(7.8.1.8) Scope 3: Employee commuting (metric tons CO2e)

0

(7.8.1.9) Scope 3: Upstream leased assets (metric tons CO2e)

67.01

(7.8.1.10) Scope 3: Downstream transportation and distribution (metric tons CO2e)

0

(7.8.1.11) Scope 3: Processing of sold products (metric tons CO2e)

0

(7.8.1.12) Scope 3: Use of sold products (metric tons CO2e)

0

(7.8.1.13) Scope 3: End of life treatment of sold products (metric tons CO2e)

0

(7.8.1.14) Scope 3: Downstream leased assets (metric tons CO2e)

0

(7.8.1.15) Scope 3: Franchises (metric tons CO2e)

0

(7.8.1.16) Scope 3: Investments (metric tons CO2e)

0

(7.8.1.17) Scope 3: Other (upstream) (metric tons CO2e)

0

(7.8.1.18) Scope 3: Other (downstream) (metric tons CO2e)

0

(7.8.1.19) Comment

SoftServe calculates Scope 3 emissions using the methodology outlined in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. [Fixed row]

(7.9) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	*Select from:* ☑ No third-party verification or assurance
Scope 2 (location-based or market-based)	*Select from:* ☑ No third-party verification or assurance
Scope 3	*Select from:* ☑ No third-party verification or assurance

[Fixed row]

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

Select from:
☑ Decreased

(7.10.1) 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 renewable energy consumption

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in renewable energy consumption were made during the reporting period.

Other emissions reduction activities

(7.10.1.1) Change in emissions (metric tons CO2e)

295.18

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

12.42

(7.10.1.4) Please explain calculation

Emissions decrease was achieved by means of more effective temperature control and energy efficiency improvements in the offices. Fluorescent lamps were replaced with LEDs.

Divestment

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No divestment made during the reporting period.

Acquisitions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:

☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No acquisitions made during the reporting period.

Mergers

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No mergers were made during the reporting period.

Change in output

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in output were made during the reporting period.

Change in methodology

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in methodology were made during the reporting period.

Change in boundary

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in boundaries were made during the reporting period.

Change in physical operating conditions

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

No changes in physical operating conditions were made during the reporting period.

Unidentified

(7.10.1.1) Change in emissions (metric tons CO2e)

0

(7.10.1.2) Direction of change in emissions

Select from:
☑ No change

(7.10.1.3) Emissions value (percentage)

0

(7.10.1.4) Please explain calculation

All factors contributing to changes in total GHG emissions were identified.

Other

(7.10.1.1) Change in emissions (metric tons CO2e)

121.79

(7.10.1.2) Direction of change in emissions

Select from:
☑ Decreased

(7.10.1.3) Emissions value (percentage)

5.12

(7.10.1.4) Please explain calculation

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.
[Fixed row]

(7.10.2) Are your emissions performance calculations in 7.10 and 7.10.1 based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Select from:
☑ Market-based

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

Select from:
☑ No

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

Select from:
☑ Yes

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

Row 1

(7.15.1.1) Greenhouse gas

Select from:
☑ CO2

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

581.116

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:
☑ CH4

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.055

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:
☑ N2O

(7.15.1.2) Scope 1 emissions (metric tons of CO2e)

0.001

(7.15.1.3) GWP Reference

Select from:
☑ IPCC Sixth Assessment Report (AR6 - 100 year)
[Add row]

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

Bulgaria

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

124.03

(7.16.3) Scope 2, market-based (metric tons CO2e)

124.03

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Malta

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

422.35

(7.16.3) Scope 2, market-based (metric tons CO2e)

411.27

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

Ukraine

(7.16.1) Scope 1 emissions (metric tons CO2e)

583.15

(7.16.2) Scope 2, location-based (metric tons CO2e)

1780.47

(7.16.3) Scope 2, market-based (metric tons CO2e)

1487.62

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

(7.16.2) Scope 2, location-based (metric tons CO2e)

0

(7.16.3) Scope 2, market-based (metric tons CO2e)

0
[Fixed row]

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

Select all that apply
☑ By business division

(7.17.1) Break down your total gross global Scope 1 emissions by business division.

	Business division	Scope 1 emissions (metric ton CO2e)
Row 1	*IT-Technoresource LLC*	*20.73*
Row 2	*SoftServe Digital LLC*	*199.13*
Row 3	*SoftServe Dynamics LLC*	*141.34*
Row 4	*SoftServe Matrix LLC*	*98.49*
Row 5	*SoftServe Technologies LLC*	*123.46*

[Add row]

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

Select all that apply

☑ By business division

(7.20.1) Break down your total gross global Scope 2 emissions by business division.

Row 1

(7.20.1.1) Business division

IT-Technoresource LLC

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

8.21

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

4.46

Row 2

(7.20.1.1) Business division

SoftServe Digital LLC

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

1343.54

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

1026.3

Row 3

(7.20.1.1) Business division

SoftServe Dynamics LLC

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

132.58

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

42.67

Row 4

(7.20.1.1) Business division

SoftServe Matrix LLC

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

221.12

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

345.08

Row 5

(7.20.1.1) Business division

SoftServe Technologies LLC

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

75.02

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

69.12

Row 6

(7.20.1.1) Business division

SoftServe Bulgaria Ltd.

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

124.03

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

124.03

Row 7

(7.20.1.1) Business division

SoftServe Poland Sp. z o.o.

(7.20.1.2) Scope 2, location-based (metric tons CO2e)

422.35

(7.20.1.3) Scope 2, market-based (metric tons CO2e)

411.27
[Add row]

(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.

Consolidated accounting group

(7.22.1) Scope 1 emissions (metric tons CO2e)

583.15

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

2326.85

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

2022.92

(7.22.4) Please explain

The consolidated group includes all enterprises of the SoftServe group

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

(7.22.2) Scope 2, location-based emissions (metric tons CO2e)

0

(7.22.3) Scope 2, market-based emissions (metric tons CO2e)

0

(7.22.4) Please explain

There are no enterprises in the SoftServe group that are not included in the consolidated group
[Fixed row]

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

Select from:
☑ Yes

(7.23.1) Break down your gross Scope 1 and Scope 2 emissions by subsidiary.

Row 1

(7.23.1.1) Subsidiary name

IT-Technoresource LLC

(7.23.1.2) Primary activity

Select from:
☑ IT services

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Unified State Registration Number of Enterprises and Organizations of Ukraine

(7.23.1.11) Other unique identifier

38411880

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

20.73

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

8.21

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

4.46

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 2

(7.23.1.1) Subsidiary name

SoftServe Digital LLC

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Unified State Registration Number of Enterprises and Organizations of Ukraine

(7.23.1.11) Other unique identifier

35286792

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

199.13

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

1343.54

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

1026.3

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 3

(7.23.1.1) Subsidiary name

SoftServe Dynamics LLC

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Unified State Registration Number of Enterprises and Organizations of Ukraine

(7.23.1.11) Other unique identifier

39159451

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

141.34

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

132.58

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

42.67

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 4

(7.23.1.1) Subsidiary name

SoftServe Matrix LLC

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Unified State Registration Number of Enterprises and Organizations of Ukraine

(7.23.1.11) Other unique identifier

45512350

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

98.49

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

221.12

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

345.08

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 5

(7.23.1.1) Subsidiary name

SoftServe Technologies LLC

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Unified State Registration Number of Enterprises and Organizations of Ukraine

(7.23.1.11) Other unique identifier

38821791

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

123.46

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

75.02

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

69.12

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 6

(7.23.1.1) Subsidiary name

SoftServe Bulgaria Ltd.

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Entity's registration number

(7.23.1.11) Other unique identifier

203002670

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

124.03

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

124.03

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions

Row 7

(7.23.1.1) Subsidiary name

SoftServe Poland Sp. z o.o.

(7.23.1.2) Primary activity

Select from:

☑ Software

(7.23.1.3) Select the unique identifier you are able to provide for this subsidiary

Select all that apply

☑ Other unique identifier, please specify :Entity's registration number

(7.23.1.11) Other unique identifier

0000395752

(7.23.1.12) Scope 1 emissions (metric tons CO2e)

0

(7.23.1.13) Scope 2, location-based emissions (metric tons CO2e)

422.35

(7.23.1.14) Scope 2, market-based emissions (metric tons CO2e)

411.27

(7.23.1.15) Comment

Subsidiaries include all companies with Scope 1 and Scope 2 emissions
[Add row]

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

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

590

(7.26.9) Emissions in metric tonnes of CO2e

35.4404

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Natural gas and diesel burn heat office spaces and generate electricity (in connection with the war and problems with electricity supply).

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

796

(7.26.9) Emissions in metric tonnes of CO2e

47.8146

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Natural gas and diesel burn heat office spaces and generate electricity (in connection with the war and problems with electricity supply).

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.

Row 3

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 1

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

485

(7.26.9) Emissions in metric tonnes of CO2e

29.1332

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Natural gas and diesel burn heat office spaces and generate electricity (in connection with the war and problems with electricity supply).

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

590

(7.26.9) Emissions in metric tonnes of CO2e

83.6578

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity, heating, and hot water consumption in the offices.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.

Row 5

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:
☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:
☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

796

(7.26.9) Emissions in metric tonnes of CO2e

112.8672

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity, heating, and hot water consumption in the offices.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.

Row 6

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

☑ Scope 2: market-based

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on another physical factor

(7.26.7) Unit for market value or quantity of goods/services supplied

Select from:

☑ Full time equivalents (FTE)

(7.26.8) Market value or quantity of goods/services supplied to the requesting member

485

(7.26.9) Emissions in metric tonnes of CO2e

68.7696

(7.26.10) Uncertainty (±%)

10

(7.26.11) Major sources of emissions

Electricity, heating, and hot water consumption in the offices.

(7.26.12) Allocation verified by a third party?

Select from:

☑ No

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

In accordance with the GHG Protocol Corporate Standard, SoftServe reports on all emissions within their chosen organizational boundary. We do not exclude any sources within the boundary.

(7.26.14) Where published information has been used, please provide a reference

Published information has not been used.
[Add row]

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

Row 1

(7.27.1) Allocation challenges

Select from:

☑ Managing the different emission factors of diverse and numerous geographies makes calculating total footprint difficult

(7.27.2) Please explain what would help you overcome these challenges

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.
[Add row]

(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

(7.28.1) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Select from:

☑ Yes

(7.28.2) 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. [Fixed row]

(7.29) What percentage of your total operational spend in the reporting year was on energy?

Select from:

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

(7.30) 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)	*Select from:* ☑ Yes
Consumption of purchased or acquired electricity	*Select from:* ☑ Yes
Consumption of purchased or acquired heat	*Select from:* ☑ Yes
Consumption of purchased or acquired steam	*Select from:* ☑ No
Consumption of purchased or acquired cooling	*Select from:*

	Indicate whether your organization undertook this energy-related activity in the reporting year
	☑ No
Generation of electricity, heat, steam, or cooling	*Select from:* ☑ Yes

[Fixed row]

(7.30.1) Report your organization’s energy consumption totals (excluding feedstocks) in MWh.

Consumption of fuel (excluding feedstock)

(7.30.1.1) Heating value

Select from:
☑ LHV (lower heating value)

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

2795.47

(7.30.1.4) Total (renewable and non-renewable) MWh

2795.47

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

1166.09

(7.30.1.3) MWh from non-renewable sources

4243.38

(7.30.1.4) Total (renewable and non-renewable) MWh

5409.47

Consumption of purchased or acquired heat

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

2768.67

(7.30.1.4) Total (renewable and non-renewable) MWh

2768.67

Consumption of self-generated non-fuel renewable energy

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.4) Total (renewable and non-renewable) MWh

0

Total energy consumption

(7.30.1.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

3639.45

(7.30.1.3) MWh from non-renewable sources

7334.15

(7.30.1.4) Total (renewable and non-renewable) MWh

10973.61
[Fixed row]

(7.30.6) 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	*Select from:* ☑ Yes
Consumption of fuel for the generation of heat	*Select from:* ☑ Yes
Consumption of fuel for the generation of steam	*Select from:* ☑ No
Consumption of fuel for the generation of cooling	*Select from:* ☑ No
Consumption of fuel for co-generation or tri-generation	*Select from:* ☑ No

[Fixed row]

(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

SoftServe neither consumes Sustainable biomass in its operations nor uses it for electricity generation.

Other biomass

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

SoftServe neither consumes Other biomass in its operations nor uses it for electricity generation.

Other renewable fuels (e.g. renewable hydrogen)

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

SoftServe neither consumes Other renewable fuels in its operations nor uses it for electricity generation.

Coal

(7.30.7.1) Heating value

Select from:

☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

SoftServe neither consumes Coal in its operations nor uses it for electricity generation.

Oil

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

47.76

(7.30.7.3) MWh fuel consumed for self-generation of electricity

43.76

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

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

Gas

(7.30.7.1) Heating value

Select from:

☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

5543.51

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

5520.88

(7.30.7.8) Comment

SoftServe burns natural gas in boiler houses to obtain heat for office heating. Partially fuel is consumed for water-heating which is 22.63 MWh from total consumption.

Other non-renewable fuels (e.g. non-renewable hydrogen)

(7.30.7.1) Heating value

Select from:
☑ Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.3) MWh fuel consumed for self-generation of electricity

0

(7.30.7.4) MWh fuel consumed for self-generation of heat

0

(7.30.7.8) Comment

SoftServe neither consumes Other non-renewable fuels in its operations nor uses it for electricity generation.

Total fuel

(7.30.7.1) Heating value

Select from:
☑ LHV

(7.30.7.2) Total fuel MWh consumed by the organization

5591.27

(7.30.7.3) MWh fuel consumed for self-generation of electricity

47.76

(7.30.7.4) MWh fuel consumed for self-generation of heat

5520.88

(7.30.7.8) Comment

SoftServe uses the burning of natural gas and diesel fuel to generate electricity and heat for its own needs. Also, there is a small heating of hot water, which is 22.63 MWh of the total consumption.
[Fixed row]

(7.30.9) Provide details on the electricity, heat, steam, and cooling your organization has generated and consumed in the reporting year.

Electricity

(7.30.9.1) Total Gross generation (MWh)

47.76

(7.30.9.2) Generation that is consumed by the organization (MWh)

47.76

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Heat

(7.30.9.1) Total Gross generation (MWh)

914.75

(7.30.9.2) Generation that is consumed by the organization (MWh)

914.75

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Steam

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0

Cooling

(7.30.9.1) Total Gross generation (MWh)

0

(7.30.9.2) Generation that is consumed by the organization (MWh)

0

(7.30.9.3) Gross generation from renewable sources (MWh)

0

(7.30.9.4) Generation from renewable sources that is consumed by the organization (MWh)

0
[Fixed row]

(7.30.14) 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 7.7.

Row 1

(7.30.14.1) Country/area

Select from:

☑ Ukraine

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Nuclear

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

2473.36

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Ukraine

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

Select from:

☑ Yes

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

1993

(7.30.14.10) Comment

The information concerns four nuclear power plants commissioned from 1986 to 1993. Energy attribute certificates in Ukraine are in the process of development (EU Energy Community initiative).

Row 2

(7.30.14.1) Country/area

Select from:

☑ Ukraine

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

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

600.99

(7.30.14.6) Tracking instrument used

Select from:
☑ No instrument used

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

Select from:
☑ Ukraine

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

Select from:
☑ No

(7.30.14.10) Comment

In Ukraine, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

Row 3

(7.30.14.1) Country/area

Select from:
☑ Poland

(7.30.14.2) Sourcing method

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Hydropower (capacity unknown)

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

14.61

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Poland

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

Select from:

☑ No

(7.30.14.10) Comment

In Poland, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

Row 4

(7.30.14.1) Country/area

Select from:

☑ Poland

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Wind

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

60.7

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Poland

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

Select from:

☑ No

(7.30.14.10) Comment

In Poland, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

Row 5

(7.30.14.1) Country/area

Select from:

☑ Poland

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Solar

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

36.15

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Poland

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

Select from:

☑ No

(7.30.14.10) Comment

In Poland, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

Row 6

(7.30.14.1) Country/area

Select from:

☑ Ukraine

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify :wind, solar, biofuel

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

436.23

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Ukraine

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

Select from:

☑ No

(7.30.14.10) Comment

In Ukraine, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

Row 7

(7.30.14.1) Country/area

Select from:

☑ Poland

(7.30.14.2) Sourcing method

Select from:

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

(7.30.14.3) Energy carrier

Select from:

☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:

☑ Renewable energy mix, please specify **:**biofuel

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

17.42

(7.30.14.6) Tracking instrument used

Select from:

☑ No instrument used

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

Select from:

☑ Poland

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

Select from:

☑ No

(7.30.14.10) Comment

In Poland, we buy electricity from a supplier and calculate low-carbon and renewable electricity according to the fuel composition.

[Add row]

(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.

Bulgaria

(7.30.16.1) Consumption of purchased electricity (MWh)

270.72

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

0

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

50.86

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

321.58

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Malta

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

430.57

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

0

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

64.8

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

495.37

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

Ukraine

(7.30.16.1) Consumption of purchased electricity (MWh)

4708.18

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

62.2

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

2653

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

7423.38

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

(7.30.16.6) Total electricity/heat/steam/cooling energy consumption (MWh)

0.00
[Fixed row]

(7.45) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Row 1

(7.45.1) Intensity figure

0.268

(7.45.2) Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

2606.07

(7.45.3) Metric denominator

Select from:
☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

9708

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

17.59

(7.45.7) Direction of change

Select from:

☑ Increased

(7.45.8) Reasons for change

Select all that apply

☑ Other, please specify :Changes in the number of employees

(7.45.9) Please explain

Since disclosing financial information is confidential, the SoftServe company calculates the intensity indicator per FTE. The increase in intensity is associated with a decrease in the number of workers.
[Add row]

(7.52) Provide any additional climate-related metrics relevant to your business.

Row 1

(7.52.1) Description

Select from:

☑ Energy usage

(7.52.2) Metric value

4.08

(7.52.3) Metric numerator

GJ

(7.52.4) Metric denominator (intensity metric only)

FTE

(7.52.5) % change from previous year

26

(7.52.6) Direction of change

Select from:
☑ Increased

(7.52.7) Please explain

The increase in intensity is associated with a decrease in the number of workers.
[Add row]

(7.53) Did you have an emissions target that was active in the reporting year?

Select all that apply
☑ No target

(7.53.3) Explain why you did not have an emissions target, and forecast how your emissions will change over the next five years.

(7.53.3.1) Primary reason

Select from:
☑ We are planning to introduce a target in the next two years

(7.53.3.2) Five-year forecast

2024 - SBTi committment, net-zero target setting 2025 - near-term science-based target setting 2026 - near-term science-based target verifiifcation and approval by the SBTi

(7.53.3.3) Please explain

In 2024 SoftServe has committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). We've responded to the SBTi's urgent call for corporate climate action by committing to align with 1.5C and net-zero through the Business Ambition for 1.5C campaign.
[Fixed row]

(7.54) Did you have any other climate-related targets that were active in the reporting year?

Select all that apply
☑ Targets to increase or maintain low-carbon energy consumption or production

(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.

Row 1

(7.54.1.1) Target reference number

Select from:
☑ Low 1

(7.54.1.2) Date target was set

12/31/2022

(7.54.1.3) Target coverage

Select from:
☑ Country/area/region

(7.54.1.4) Target type: energy carrier

Select from:
☑ Electricity

(7.54.1.5) Target type: activity

Select from:

☑ Consumption

(7.54.1.6) Target type: energy source

Select from:

☑ Renewable energy source(s) only

(7.54.1.7) End date of base year

12/30/2022

(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)

459.45

(7.54.1.9) % share of low-carbon or renewable energy in base year

25

(7.54.1.10) End date of target

12/30/2024

(7.54.1.11) % share of low-carbon or renewable energy at end date of target

40

(7.54.1.12) % share of low-carbon or renewable energy in reporting year

26

(7.54.1.13) % of target achieved relative to base year

6.67

(7.54.1.14) Target status in reporting year

Select from:
☑ Underway

(7.54.1.16) Is this target part of an emissions target?

Not yet.

(7.54.1.17) Is this target part of an overarching initiative?

Select all that apply
☑ No, it's not part of an overarching initiative

(7.54.1.19) Explain target coverage and identify any exclusions

Target covers electricity supply for Polish offices.

(7.54.1.20) Target objective

Shift to renewables, achieve emission reduction targets in the long run.

(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year

Engagement of suppliers, negotiations with electricity providers.
[Add row]

(7.55) 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.

Select from:
☑ No

(7.55.4) Why did you not have any emissions reduction initiatives active during the reporting year?

In 2024 SoftServe has committed to set near-term company-wide emission reductions in line with climate science with the Science Based Targets initiative (SBTi). We've responded to the SBTi's urgent call for corporate climate action by committing to align with 1.5C and net-zero through the Business Ambition for 1.5C campaign. Other targets will be alligned with near-term emissions reductions targets.

(7.73) Are you providing product level data for your organization’s goods or services?

Select from:

☑ No, I am not providing data

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

Select from:

☑ No

(7.79) Has your organization canceled any project-based carbon credits within the reporting year?

Select from:

☑ No

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

(11.2.1) Actions taken in the reporting period to progress your biodiversity-related commitments

Select from:

☑ Yes, we are taking actions to progress our biodiversity-related commitments

(11.2.2) Type of action taken to progress biodiversity- related commitments

Select all that apply

☑ Other, please specify

[Fixed row]

(11.3) 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
	Select from: ☑ Yes, we use indicators	*Select all that apply* ☑ Other, please specify

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

	Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity	Comment
Legally protected areas	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*
UNESCO World Heritage sites	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*
Ramsar sites	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*
Key Biodiversity Areas	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*
Other areas important for biodiversity	*Select from:* ☑ No	*All offices of SoftServe, either owned or rented are situated outside of the areas of concern (important for biodiversity).*

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

☑ No, but we plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

☑ Other, please specify **:**SoftServe will verify the calculations according to the planned schedule over the next two years.

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

SoftServe started filling out the CDP report three years ago and are progressing according to the established plan. Verification is scheduled to be conducted next two year.
[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

Environmental Sustainability Associate Director

(13.3.2) Corresponding job category

Select from:

☑ Environment/Sustainability manager

[Fixed row]