SOLITA

Carbon Reduction Plan

May 2025

Version history

Version	Date	Author	Changes
1.0.	14.5.2025	Heini Ojamäki	The first Carbon Reduction Plan completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

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1 Commitment to achieving net zero

Solita Oy is committed to achieving net zero emissions by 2050 for its UK operations.

Solita's UK subsidiary, Public Group International Ltd, acquired in February 2025, has published their Carbon Reduction Plan including a commitment to achieve net zero emissions by 2050. The plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans.

The Carbon Reduction Plan is available on their website: Public - PUBLIC Carbon Reduction Plan (Updated: Feb 2025) - Page 1 - Created with Publitas.com

2 Baseline emissions footprint and current emissions reporting

The carbon footprint of 2023 forms the baseline, against which we are measuring the effectiveness of our emission reduction actions. The baseline emissions footprint is represented in table 1 below.

The greenhouse gas inventory was conducted according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard Revised Edition (2004) and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).

The system boundary includes direct scope 1 emissions, indirect scope 2 emissions and several scope 3 category emissions. All scope 3 categories for which emissions were identified are included. The selected consolidation approach is equity based, and the reporting is from 1st of January to 31st of December.

2.1 Carbon footprint 2024

The total market-based greenhouse gas emissions from the year 2024 were 3 003 482 kgCO2e equal to 3 003 tCO2e and the total location-based greenhouse gas emissions 3 135 759 kgCO2e equal to 3 136 tCO2e. Carbon footprint per employee was 1 466 kgCO2e/employee (market-based) and 0,012 kgCO2e/EUR revenue (market-based).

Biggest sources of emissions were purchased goods and services, business travel, and upstream leased assets.

The comparable carbon footprint decreased by 563 tCO2e (-16%) from 2023. The largest factors decreasing the carbon footprint were reduced business travel (especially flights and hotel stays), more renewable / CO2 neutral energy contracts, and less leased IT devices.

Table 1. Solita's GHG emissions 2023-2024.

	2024	**2023 (base year)**	**% change 2024 vs 2023**
Scope 1 GHG emissions			
Gross Scope 1 GHG emissions (tCO2e)	89	99	-10%
Scope 2 GHG emissions			
Gross location-based Scope 2 GHG emissions (tCO2e)	251	396	-37 %
Gross market-based Scope 2 GHG emissions (tCO2e)	119	379	-69%
Significant Scope 3 GHG emissions. All categories for which emissions have been identified have been included			
Total Gross indirect (Scope 3) GHG emissions (tCO2e)	2 796	3 088	-9%
1. Purchased goods and services	1 387	1 369	1%
2. Capital goods	15	38	-61%
3. Fuel and energy related activities	70	81	-14%
5. Waste generated in operations	21	24	-13%
6. Business travel	578	806	-28%
7. Employee commuting	236	232	2%
8. Upstream leased assets	488	539	-9%
TOTAL GHG emissions			
Total GHG emissions (location-based) (tCO2e)	**3 136**	**3 584**	-13%
Total GHG emissions (market-based) (tCO2e)	**3 003**	**3 566**	-16%
GHG emission intensity			
GHG emission intensity based on net revenue (market-based), kgCO2e/EUR revenue	0.012	0.015	-20%
Carbon footprint per employee, kgCO2e / employee	1466	1862	-21%

3 Emission reduction targets

Solita reached a major milestone in fall 2024, when the Science Based Targets initiative validated that the science-based greenhouse gas emissions reductions target submitted by Solita conformed with the SBTi Criteria and Recommendations (Criteria version 5.2). This sets emission reduction targets for us for the coming years.

SBTi has classified Solita's scope 1 and 2 target ambition as in line with a 1.5°C trajectory. The absolute reduction target for scopes 1 and 2 was set using the absolute contraction method and it covers 100% of minimum boundary emissions, whereas the intensity target for scope 3 was set using economic intensity (GEVA), and it covers 94.63% of minimum boundary emissions.

Solita's official near-term science-based target is the following:

Solita commits to reduce absolute scope 1 and scope 2 GHG emissions 42% by 2030 from a 2023 base year[1]. Solita also commits to reduce scope 3 GHG emissions from purchased goods and services, waste generated in operations, business travel and employee commuting 51.60% per EUR value added within the same timeframe[2].

4 Carbon reduction projects

4.1 Completed carbon reduction initiatives

4.1.1 Conscious actions to reduce carbon emissions

We are taking conscious actions to reduce carbon emissions. In 2024, we continued to follow the stricter business travel guidelines implemented in August 2023. As a result, we reduced our flight kilometers by 402,000 compared to 2023, leading to a 28% reduction (228 tCO2e) in greenhouse gas emissions.

We improved recycling options by providing clearer instructions and making small changes at our offices. Consequently, our greenhouse gas emissions from waste generated in operations decreased by 3% (3 tCO2e) compared to 2023.

Sustainable IT is a strategic theme for Solita's IT & Security. This involves ensuring and enhancing environmental, social, and governance principles in the procurement and production of IT services. We achieve this through continuous infrastructure modernization, sustainable choices throughout the value chain, responsible resource use, service harmonization, and improved supplier management practices. In November 2024, we implemented the Solita Software and SaaS Procurement policy, which includes a Vendor ESG review to ensure we only partner with sustainable and reputable vendors. The effects of this policy on greenhouse gas emissions have not yet been analysed.

We extended the leasing times of IT assets to lengthen their lifecycle within Solita. The leasing time for monitors increased from 36 to 60 months, and for selected laptops from 36 to 48 months. After Solita's leasing period ends, the devices are wiped and resold. We also continued to make practical day-to-day choices by repairing rather than replacing when feasible and reusing devices. For example, lightly used laptops are reused instead of ordering new ones, and returned phones are reused as test devices. Our greenhouse gas emissions from leased IT assets decreased by 11% (59 tCO2e) compared to 2023.

We initiated an office concept project to plan and define the future of Solita's offices. Our previous office concept was established in 2019, and since then, circumstances and ways of working have drastically changed. The updated office concept will serve as a guide to ensure consistent and equitable experience across all locations and set stricter environmental criteria for new offices. As a result, the new offices in Helsinki and Aalborg will use renewable energy. We also decided to optimise the use of office space in Tampere and started negotiations that will result in a reduction of office

[1], [3] The target boundary includes land-related emissions and removals from bioenergy feedstocks.

space in 2025. The effects of the actions and decisions taken in 2024 are expected to be reflected in our greenhouse gas emissions from 2025 onwards.

4.1.2 Offsetting emissions from our core business

We are committed to compensating for the emissions of our core business that we cannot avoid. By core business, we mean scope 1, scope 2 (market-based), and selected scope 3 categories, depending on our ability to influence them. The following scope 3 categories are included in our definition of core business: purchased goods and services (cloud capacity, data center services, and IT assets), waste generated in operations, business travel, employee commuting, and upstream leased assets (vehicles, offices, and IT assets).

Ensuring the real impact and high quality of our compensation efforts is essential. The chosen compensation method must meet the following criteria: additionality, permanence, verifiability, transparency, and consideration of other impacts, such as human rights or biodiversity. We recognise that the compensation scheme, related research, and different compensation options are constantly evolving, and we reassess the methodology annually.

After careful investigation, we decided to partner with the UK-based company Supercritical Tech Ltd, which guarantees quality through its proprietary 118-point vetting protocol, covering climate science, environmental impact, delivery risk, and social benefits. We fully removed 1,908 tons of carbon dioxide through a tree-based carbon removal program, TIST, in Uganda, verified by Verra. This carbon offset is not included in our GHG emission reduction targets. The TIST project enables community-led agroforestry practices on agricultural lands in partnership with thousands of farmers in Kenya and Uganda. All land involved in the project was previously cropland or grassland, and the project sequesters carbon by supporting farmers to access local seedlings, grow and maintain trees, and receive carbon finance and economic benefits from growing trees on their land.

To date, over 10 million trees have been planted as a result of TIST. The project also improves biodiversity and living standards of local farmers through e.g. training on HIV/AIDS, sanitation and hygiene topics. Also, farmers receive payments based on profits from carbon credits sales while retaining rights to ownership of all tree products such as fruits and nuts.

4.1.3 ISO 14001:2015 certified environmental management system

Solita has a comprehensive environmental management system built according to the ISO 14001:2015 standard’s requirements and certified by an external partner. Our offices and office specific environmental risks are regularly analysed as part of this system. Office audits are conducted at least once every three years or whenever there are major changes, such as an office move. In 2024 Solita worked on extending the scope of the ISO 14001:2015 certified environmental management system, which was successfully recertified at the beginning of 2025.

4.2 Future carbon reduction initiatives

Going forward, we will continue finding further opportunities to reduce carbon footprint and continue measures already in place, such as stricter travel policies.

One significant improvement considers our carbon footprint calculations, which we constantly try to improve, especially regarding the scope 3 emissions.

As scope 3 represents the majority, over 90%, of our emissions, the focus is especially on collaboration with suppliers who have demonstrated commitment to reducing their carbon footprints.

5 Declaration and sign off

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

Solita's UK subsidiary, Public Group International Ltd, acquired in February 2025, has published their Carbon Reduction Plan in accordance with PPN 06/21 and associated guidance and reporting standards for Carbon Reduction Plans on their website: Public - PUBLIC Carbon Reduction Plan (Updated: Feb 2025) - Page 1 - Created with Publitas.com

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Solita Sustainability Report 2024 comprises of details of Solita's key ESG actions, including further information about our environmental actions. The report covers the period from January 1 to December 31, 2024. Starting from 2025[3], Solita will be subject to the reporting requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), which have guided the content and structure of the Sustainability Report. However, the 2024 report is not fully aligned with the ESRS and it has not been externally verified nor subject to assurance. Solita Sustainability Report 2024 is available at Solita's website: Solita Sustainability Report 2024 released - Solita

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

Ossi Lindroos, CEO, Solita Oy

[3] Under the proposal to amend the CSRD published by the EU Commission on 26 February 2025 the applicability of the CSRD to Solita may be postponed until 2027.