Kainos Group

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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04/10/2025, 11:39 am

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:

☑ GBP

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

(1.3.2) Organization type

Select from:

☑ Publicly traded organization

(1.3.3) Description of organization

Kainos Group plc is a UK-headquartered provider of sophisticated IT services to major public sector, commercial and healthcare customers. Our expertise spans three divisions: Digital Services, Workday Services, and Workday Products. We are listed on the London Stock Exchange (LSE: KNOS). Our purpose at Kainos is to leverage technology to help our customers to thrive in the digital age, creating rewarding work for our people through delivery of challenging projects that make a real difference. Our people are central to our success. We have more than 2,900 people in 23 countries across Europe, Asia, and the Americas. Through our diverse and talented people, we are committed to building a better world through technology, leaving a lasting impact for our customers and our communities. As such, sustainability is a golden thread that cuts across our strategic ambitions. These are: 1) to be a great employer; 2) to delight our customers, and 3) to be a growing, profitable and responsible company. With close oversight of Kainos' environmental activities provided by our Board (and Audit and Risk Committee), our Chief Executive Officer and our wider Executive Team, our ambitious goal is to achieve our science based near term targets in the shortest time possible - 5 years (i.e. by FY26). When we achieve this, we will be one of the first FTSE250 companies to do so. Through our verified near-term Science Based Targets initiative (SBTi) targets, we are committed to reduce our absolute Scope 1 and 2 emissions by 70% on an absolute basis and our Scope 3 emissions by 45% on an intensity basis, using 2020 as our base year. We monitor our progress through continued investment in a market-leading tool (Watershed), supported by internal data modelling and automatic ingestion mechanisms. We use Watershed for monthly data uploads to support data driven decision making and to drive our reduction initiatives. In addition, we use our continuous listening tool (monthly surveys through our Peakon platform) to capture sentiment from our people about their understanding of our

climate activities and their ideas for improvement. This is further supported by our active internal climate action channel (via our global Viva Engage platform) into which people can share best practice, opinions and thought leadership. Our activities are managed on a day to day basis by our full time Environmental Sustainability Lead, supported by a Sales Director, Director of Green Software and Head of Engagement, Culture and Development. This core team ensures that our emission reduction initiatives are understood and driven through a wider global employee network of colleagues (our Green Team). Focus areas for continued reduction in Scope 1, 2 and 3 emissions are: 1) Green / sustainable business travel 2) Supply chain engagement 3) Customer impact 4) Ongoing education internally and externally Our externally validated emissions data for FY24 shows significant progress towards our SBTi near term targets: a 12% reduction in Scope 1 emissions and a 40% reduction in Scope 2 emissions from FY23. We are well on our way to achieving our goal of a 70% reduction (from our base line year 2020) having already reached a 68% reduction in FY24. We are proud of our progress to date but recognise that our sustainable and responsible growth as not a goal, it is a continuous process. The momentum is there. We are moving in the right direction.
[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

03/31/2024

(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:
☑ 4 years

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

Select from:
☑ 4 years

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

Select from:
☑ 4 years
[Fixed row]

(1.4.1) What is your organization's annual revenue for the reporting period?

382000000

(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: ☑ Yes

[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:

☑ Yes

(1.6.2) Provide your unique identifier

GB00BZ0D6727

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:

☑ Yes

(1.6.2) Provide your unique identifier

KNOS.L

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

213800H2PQMIF3OVZY47

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

☑ Canada

☑ Poland

☑ Belgium

☑ Denmark

☑ Ireland

☑ Argentina

☑ United States of America

☑ United Kingdom of Great Britain and Northern Ireland

☑ Germany

(1.8) Are you able to provide geolocation data for your facilities?

	Are you able to provide geolocation data for your facilities?
	Select from: ☑ No, not currently but we intend to provide it within the next two years

[Fixed row]

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

☑ Yes, we have mapped or are currently in the process of mapping our value chain

(1.24.2) Value chain stages covered in mapping

Select all that apply

☑ Upstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

☑ Tier 1 suppliers

(1.24.7) Description of mapping process and coverage

We have invested in 'Watershed' an Enterprise climate platform where we calculate our carbon footprint emissions. Using this platform, we manage our supplier data, and we have used the data to identify and map our Tier 1 upstream value chain. We also categorise suppliers by scope of emissions i.e. Purchased goods and services. We can also view if suppliers have measured their emissions, have committed to SBTi targets or annual disclose emissions data. Smallholders are not relevant and not included.
[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?

	Plastics mapping
	Select from: ☑ No, but we plan to within the next two years

[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)

2

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

This time horizon aligns with Kainos' strategic and financial planning processes, allowing us to proactively address environmental dependencies, impacts, risks, and opportunities within a timeframe that ensures timely adjustments to strategy. It helps in setting achievable sustainability goals around which to engage our people and stakeholders; managing risk mitigation efforts; and aligning investment decisions with long-term growth objectives. By integrating environmental considerations into our short-term plans at business unit level, we ensure that both strategic initiatives and financial projections are responsive to evolving environmental challenges and opportunities.

Medium-term

(2.1.1) From (years)

3

(2.1.3) To (years)

9

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

Kainos' 3-9 year medium-term time horizon is crucial for linking our environmental management efforts to strategic and financial planning. This medium term time period allows us to align mid-range sustainability initiatives with, for example, evolving market trends, regulatory changes, technological advancements and climate action good practice. By considering environmental dependencies, impacts, risks, and opportunities within this timeframe, our leadership teams can make informed decisions on capital investments, resource allocation, and operational adjustments. It also supports the development of resilient strategies that ensure sustainable growth, while mitigating potential risks that may affect our financial stability and long-term goals.

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

Kainos' long-term time horizon of 10 years and beyond (open-ended) is essential for shaping our strategic and financial planning with a forward-looking perspective. It allows us to anticipate and respond to significant environmental changes, emerging risks, and future opportunities that may impact Kainos over time. By considering environmental dependencies and impacts within this extended period, we can make sustainable investments, drive innovation, ensure ongoing regulatory compliance and ensure resilience against long-term challenges. It also enables us to embed continuous climate action as part of our culture and ways of working. This long term time horizon further supports the alignment of our long-range strategic goals, ensuring that our financial planning and strategic initiatives are geared towards sustainable and responsible growth, regulatory compliance, and continued competitive advantage in the future.
[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

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(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:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Site-specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Enterprise Risk Management

Other

☑ Materiality assessment

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

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

Chronic physical

☑ Sea level rise

☑ Temperature variability

Policy

☑ Lack of mature certification and sustainability standards

☑ Poor enforcement of environmental regulation

Market

☑ Changing customer behavior

Reputation

☑ Impact on human health

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

☑ Regulators

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

Select from:

☑ Yes

(2.2.2.16) Further details of process

In previous years, Kainos has internally handled all aspects of climate related risk management. However, this year Kainos commissioned a third party to guide our approach to identification and assessment of climate risk to support strategic planning initiatives through climate risk scenario planning analysis. Regulatory compliance is fundamental to the ongoing viability of Kainos as a well managed business, in terms of the provision of services to our customers and our ability to operate in a sustainable and responsible way. As such, we operate an enterprise risk management process for identification, assessment and management of risks - including climate related - which are tracked through our Enterprise Risk Register. This process is overseen by our Audit and Risk Committee, chaired by a Non-Executive Director at Board level. The Register is reviewed in detail twice each year, with options for further ad-hoc reviews for new or emergent risk, or substantial changes to existing risks which require senior leadership attention, if and when necessary. The process for identifying, assessing, and managing environmental dependencies, risks, and opportunities is embedded within our broader ESG (Environmental, Social, and Governance) strategy, aligned to the UN's Sustainable

Development Goals. This comprises climate action and carbon reduction and includes improving operational efficiency, embracing green software development to minimise environmental impacts, and ensuring accurate data reporting to avoid risks such as "greenwashing." This process is robust, tracking and verifying environmental risks and impacts identified through internal and external data sources - examples being emerging regulation which is always considered as part of our climate related risk assessments - with risks and mitigations owned and managed by senior staff/teams from across our business. Kainos complies with regulations and utilises industry best practice, namely the Streamlined Energy and Carbon Reporting Regulation (SECR), Task Force on Climate-related Financial Disclosures (TCFD) and the sustainability accounting standard for the Software and IT services sector as defined by the Sustainability Accounting Standards Board (SASB). Details of this are outlined in detail in our annual report. We can confirm that we continue to comply with all our environmental legal requirements across all our activities. In the last performance year, we can confirm that there were zero breaches of any environmental regulations.

Row 2

(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

☑ Impacts

☑ Risks

☑ Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

☑ Direct operations

☑ Upstream value chain

☑ Downstream value chain

(2.2.2.4) Coverage

Select from:

☑ Full

(2.2.2.5) Supplier tiers covered

Select all that apply

☑ Tier 1 suppliers

(2.2.2.7) Type of assessment

Select from:

☑ Qualitative and quantitative

(2.2.2.8) Frequency of assessment

Select from:

☑ As important matters arise

(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:

☑ Integrated into multi-disciplinary organization-wide risk management process

(2.2.2.11) Location-specificity used

Select all that apply

☑ Not location specific

(2.2.2.12) Tools and methods used

Enterprise Risk Management

☑ Internal company methods

Other

☑ Desk-based research

☑ Scenario analysis

(2.2.2.13) Risk types and criteria considered

Market

☑ Changing customer behavior

(2.2.2.14) Partners and stakeholders considered

Select all that apply

☑ Customers

☑ Employees

(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 dependences, impacts, risks and opportunities are managed through our comprehensive environmental management process (OneTrust), and tracked through our Enterprise Risk Register (overseen by our Board level Audit and Risk Committee). This environmental management process is further supported by other mechanisms for identifying and managing opportunities. For example, our Kainos Innovation Services combines new thinking and processes for identifying, assessing and managing opportunities - including climate related - that have the potential to develop into new businesses and services. The process (called 'Spark and Scale') offers technical exploration, market research and analysis, senior leader approval and investment forums, and implementation support. The process starts with the submission of ideas, which may be incremental, adjacent to what we currently do, or completely new. The idea is investigated for feasibility and viability. Support is provided to grow the customer pipeline and to scale the opportunity, with regular check ins and approvals along the way. The process is also supported by a global network of innovation champions who advocate for innovation and ideas at local/team levels. Climate related examples that have been supported through Spark and Scale include 1) our Carbon Calculator developed by our Cloud Practice which enables customers to more easily measure the emissions for their IT estate, and 2)

our employee carbon calculator (Carbono) designed to help Kainos and our customers measure the carbon footprint of software development teams. See Section 3.6 for details. Two other mechanisms for opportunity identification and management include: 1) our monthly employee surveys (called Peakon) through which our people can share ideas, risks and opportunities about climate and other ESG related topics, and 2) our Capability forums where our technologists regularly come together to share learning, best practice and ideas, such as how to reduce the emissions impact of our project delivery teams.
[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

Regulatory compliance is fundamental to the ongoing viability of Kainos as a well managed business, in terms of the provision of services to our customers and our ability to operate in a sustainable and responsible way. As such, the interconnections between environmental dependencies, impacts, risks and opportunities are assessed in a number of ways: -Climate-related risks are reviewed alongside other enterprise risks by our Audit and Risk Committee, chaired by a Non-Executive Director at Board level. This approach allows for the assessment of interconnections between climate risks, environmental dependencies, and impacts, while taking into consideration strategic business opportunities and priorities. - through internal and external data sources, examples being existing regulation (e.g. Streamlined Energy and Carbon Reporting Regulation (SECR), Task Force on Climate-related Financial Disclosures (TCFD) and the sustainability accounting standard for the Software and IT services sector as defined by the Sustainability Accounting Standards Board (SASB) and emerging regulation (e.g. CSRD) which are always considered as part of our climate related risk, dependency, impact and opportunity assessments. Others are prompted, for example, by changes in policy, legal requirements, market drivers, technological advancements, investor sentiment and people/customer/partner preferences. - through external climate scenario risk assessment using IPCC-derived climate and related Shared Socioeconomic Pathways models. The output from this exercise provides additional evaluation of physical and transitional risk of various climate scenarios, over the short, medium and long term. - As described in Section 2.2.2., interconnections are also identified and assessed through our innovation process (Spark and Scale), through which new climate related innovations can be identified and nurtured (e.g. Carbono, Kainos Carbon Calculator). As a result of this holistic approach, we can confirm that there were zero breaches of any environmental regulations in the last reporting period.
[Fixed row]

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

	Identification of priority locations
	Select from: ☑ No, but we plan to within the next two years

[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

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % decrease

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Frequency of effect occurring

☑ Likelihood of effect occurring

(2.4.7) Application of definition

The Kainos risk management process defines substantive risk as those which have the potential to significantly affect Kainos' profitability and financial objectives, or risks which may result in an inability to meet our strategic and business goals, taking into consideration both quantitative and qualitative factors. While there are a number of factors considered which defining substantive risk, Kainos deem a risk substantive where, if realised, may impact Kainos revenue by 1.5% or more. Kainos' identified Risks are assessed and prioritised based on a number of factors, such as their potential impact on our people, our reputation with our customers and within our industry, our compliance with regulatory requirements, our ability to provide services to our customers, and risks that may prevent us from successfully executing our business strategy in the short, medium, and long term horizons. Risks, including climate related, are identified, assessed and managed following Kainos' Enterprise Risk Management process which includes the following steps: - Identification of risk through assessment and input from subject matter experts. - Assessment of risks and assignment of a risk severity score based on the likelihood of the risk materialising and it's potential impact on our business, taking into consideration any mitigating or compensating controls in place. - Assignment of appropriate ownership of risk within the business - Ongoing management of each risk, including ownership, documentation and implementation of action plans. - Inclusion of the risk on the Enterprise Risk Register, if when assessed, and assigned a risk score, is determined to be substantive to our business' financial or strategic objectives. When a risk is deemed substantive, it is required to be added to the Enterprise Risk Register and managed through the associated governance processes, with oversight from management and board members. The Register is reviewed twice a year by Kainos' Audit and Risk Committee, and more regularly by the management team. Additional updates are provided if substantial changes or updates occur between scheduled committee meetings. The Audit and Risk Committee also informs our Kainos Board of any significant changes to the register, new or emerging risks, areas of focus, or individual risks that require attention. This process and details of our climate related risks are described in our annual report.

Opportunities

(2.4.1) Type of definition

Select all that apply

☑ Qualitative

☑ Quantitative

(2.4.2) Indicator used to define substantive effect

Select from:

☑ Revenue

(2.4.3) Change to indicator

Select from:

☑ % increase

(2.4.4) % change to indicator

Select from:

☑ 1-10

(2.4.6) Metrics considered in definition

Select all that apply

☑ Likelihood of effect occurring

(2.4.7) Application of definition

For Kainos, it is critical to continue to be competitive and relevant with our increasingly climate-conscious customers, investors and employees. Our customers expect us to bring innovation and digital proof of concepts to showcase how technology can accelerate carbon reduction. This was the path on how the two offerings (opp1-2) were conceived, working closely with our partners from Microsoft and AWS. Key to this is to continue to innovate and provide customers with ways to reduce their own emissions and also to address their own Scope 3 emissions from products and services provided by Kainos. Strategically, we seek to achieve this by continued funding of the Kainos Sustainability Group which, in the current reporting period, were involved in the development of the current offerings (opp1-3). We have increased investment in R&D for climate and sustainability this year as evidenced by the appointment of Green Software Director and the new opportunities (opp3 and opp4) being pursued. This sees us budgeting for 25% of innovation spend on climate and sustainability through the work of our Applied Innovation team as well as investments made by the individual practices (opp1 - Cloud practice is a good example).
[Add row]

(2.5) Does your organization identify and classify potential water pollutants associated with its activities that could have a detrimental impact on water ecosystems or human health?

	Identification and classification of potential water pollutants
	Select from: ☑ No, we do not identify and classify our potential water pollutants

[Fixed row]

C3. Disclosure of risks and opportunities

(3.1) Have you identified any environmental risks which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ Environmental risks exist, but none with the potential to have a substantive effect on our organization

(3.1.3) Please explain

Using Kainos' risk management and assessment process and considering the risks documented within our Climate scenario risk report, Kainos does not consider environmental related risks as being substantive in the reporting year, nor do we anticipate substantive effects on Kainos in the future. This is primarily due to: 1) Kainos operations being distributed globally; 2) the ability for Kainos' employees to work remotely and not reliant on an office location, and 3) Kainos' cloud first approach, which reduces reliance on managing infrastructure to support critical business functions.

Water

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ No standardized procedure

(3.1.3) Please explain

Kainos is office based and does not operate data centers. We do not monitor water usage at present but plan to in the future.

Plastics

(3.1.1) Environmental risks identified

Select from:

☑ No

(3.1.2) Primary reason why your organization does not consider itself to have environmental risks in your direct operations and/or upstream/downstream value chain

Select from:

☑ No standardized procedure

(3.1.3) Please explain

Kainos does not produce or manufacture plastic products and is office based. We do minimise plastic packaging in offices working with our suppliers.
[Fixed row]

(3.3) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

	Water-related regulatory violations	Comment
	Select from: ☑ No	*Kainos is office based and has not been subject to fines or enforcement.*

[Fixed row]

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

Select from:

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

(3.6) Have you identified any environmental opportunities which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future?

Climate change

(3.6.1) Environmental opportunities identified

Select from:

☑ Yes, we have identified opportunities, and some/all are being realized

Water

(3.6.1) Environmental opportunities identified

Select from:

☑ No

(3.6.2) Primary reason why your organization does not consider itself to have environmental opportunities

Select from:

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

(3.6.3) Please explain

We do not measure or monitor water use at present.
[Fixed row]

(3.6.1) Provide details of the environmental opportunities identified which have had a substantive effect on your organization in the reporting year, or are anticipated to have a substantive effect on your organization in the future.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp1

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Increased sales of existing products and services

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Cloud Migration Service - Kainos has developed a low-emission service within its Cloud business. This helps customers understand the carbon footprint of their physical IT estate and enables emission reduction as part of a migration to cloud services. We intend to help our customers meet their sustainability goals specifically to measure and reduce the impact of IT using this low-emission service. To support this low-emission Cloud Migration service, our Sustainability Working Group working with the Cloud Practice has built a Carbon Calculator tool (supported by our internal opportunity process for the identification and nurturing of opportunities called 'Spark and Scale', as discussed in Section 2.2) to enable our customers to more easily measure the carbon emissions for their IT estate. We are taking this offering to clients in five ways: 1. Measuring and understanding the baseline for carbon emissions for local data centres before cloud migration. 2. Measuring and understanding the carbon emissions footprint of customers' IT estate after migrating to the cloud to calculate the reductions achieved. 3. Report and communicate the carbon emissions footprint for IT estate as part of corporate scope 3 emissions submissions. 4. Reducing carbon emissions following modernisation of the cloud estate, applying green software principles to minimise operational energy consumption of the migrated software services. 5. Visualising the ongoing carbon impact of your cloud

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Short-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Likely (66–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-high

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We expect this will increase demand for "green cloud" adoption for new and existing customers, driving services revenue and contributing to the financial performance of the Cloud Practice.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.17) Anticipated financial effect figure in the short-term - minimum (currency)

500004

(3.6.1.18) Anticipated financial effect figure in the short-term – maximum (currency)

1000000

(3.6.1.23) Explanation of financial effect figures

The introduction of the cloud migration impact modelling and the offering based on this concept is expected to result in Kainos winning 2-3 new cloud migration projects per year. The average deal size can be up to 1,000,000 based on similar projects undertaken by the Kainos Cloud Practice in the reporting period.

(3.6.1.24) Cost to realize opportunity

125000

(3.6.1.25) Explanation of cost calculation

The cost to realize is calculated based on the following expenditures: external consulting costs related to the development of cloud emissions models internal costs for the creation and launch of marketing campaigns related to the new offering and sales costs to take to market.

(3.6.1.26) Strategy to realize opportunity

Underpinned by our opportunity/innovation process 'Spark and Scale' (described in Section 2.2), Kainos has contracted an external specialist company to create an abstract model, based on the historical data on migrating the data centres to the cloud. This model will feed into a new offering, that combined with a marketing campaign should become an efficient generator for new business sales leads. This will directly feed into a "green cloud" go-to-market positioning for Kainos cloud services to enable sales team to use this as a driver for cloud migration.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp2

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

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

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Leveraging our 'Spark and Scale' innovation process, Kainos has developed "Carbono," an employee carbon calculator to measure the carbon footprint of software development teams. Identified by our green software team as a market gap, Carbono addresses the often-overlooked operational footprint of running software. Kainos' new methodology calculates carbon emissions per person per project, including office work, home work, business travel and device use. This real-time, granular calculation helps teams understand and reduce their weekly carbon footprint. Carbono aims to report emissions in delivery "highlight reports" aiding customers in scope 3 calculations and operational decisions to reduce impact. The tool enhances transparency about the carbon impact of the build phase, potentially increasing demand for Kainos services. It helps reduce business travel costs, with expected medium-term demand growth when licensing the tool. The kgCOe value will be calculated sprint-by-sprint, enabling regular communication and fast decision-making. Carbono is now standard for all Kainos delivery teams. We've presented to several interested customers like the FCA in the UK, to gauge support for a product-level employee emissions solution. This strategic tool differentiates us from competitors, offers improved customer service and has future revenue potential as licensed IP with bespoke integration. It supports scope 3 reporting and reduces emissions through travel reduction policies.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Reduced indirect (operating) costs

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Medium-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ More likely than not (50–100%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

We can expect the opportunity to increase profit level as part of financial performance in the reporting year as it is adopted by more teams. As teams become aware of it in FY25 we predict it will result in up to 10% reduction in business travel costs.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ Yes

(3.6.1.19) Anticipated financial effect figure in the medium-term - minimum (currency)

300000

(3.6.1.23) Explanation of financial effect figures

We are forecasting a 5-10% business travel reduction from previous year travel costs in addition to carbon emissions reduction benefits.

(3.6.1.24) Cost to realize opportunity

125000

(3.6.1.25) Explanation of cost calculation

The new tool was developed and refined across c. 500 development days which calculates using a blended internal day rate cost.

(3.6.1.26) Strategy to realize opportunity

Our strategy to realise the opportunity is to raise awareness and make it frictionless for teams. We are raising awareness for the topic through the Digital Sustainability book written by Kainos staff and published in 2024. We are also planning to make it's use standard across our delivery methodology and frictionless by automating the data collection and calculation for teams.

Climate change

(3.6.1.1) Opportunity identifier

Select from:

☑ Opp3

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

☑ Shift in consumer preferences

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Direct operations

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Since 2023, Kainos has prioritised low-carbon software services, aiming for substantial financial/strategic impacts by differentiating our offerings. This groupwide initiative integrates Green Software principles across sales and delivery teams, driving the measurement and reduction of software carbon emissions and environmental footprints, contributing to customers' scope 3 emissions and Kainos' sustainability goals. As customers focus on Net Zero goals, they can procure Kainos' low-carbon services over non-carbon-aware alternatives. We plan to roll this out over the next 12 months as our public Green Software Commitment: - Integrating Green Software practices into all new services ensuring lower carbon software - Educating customers/partners on applying these practices. In FY24, we published "Digital Sustainability: The Need for Greener Software" on Amazon, forming the core of our thought leadership - Measuring the carbon footprint of software development and operation using new tools for planning and optimisation To support this transition, we appointed a Director of Green Software in 2023, working with the Sustainability Working Group to prioritise this programme and develop a new sustainability assessment process. This commitment aims to reduce the environmental impact of software services as part of our Climate Action plan, helping customers reduce scope 3 emissions and broader environmental impact. Each part of this commitment includes specific success metrics.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ About as likely as not (33–66%)

(3.6.1.12) Magnitude

Select from:

☑ Low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This is expected to present long-term benefits to Kainos products and services that will improve the financial performance through increasing demand for Kainos services. It is difficult to predict how much this will increase demand but we expect particularly for organisations with a strong environmental conscience and/or those who have a mature Net Zero programme reducing Scope 3 emissions will drive this demand.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:
☑ No

(3.6.1.24) Cost to realize opportunity

200000

(3.6.1.25) Explanation of cost calculation

The cost to realise is made up of salary costs to support the effort to invest in these green software policies across the organisation for FY24. This includes both full-time employees but mostly part-time contributions to this project.

(3.6.1.26) Strategy to realize opportunity

The strategy to realise started with appointing a Director of Green Software to drive this agenda and coordinating a wider team to support this education and rollout.

Climate change

(3.6.1.1) Opportunity identifier

Select from:
☑ Opp4

(3.6.1.3) Opportunity type and primary environmental opportunity driver

Products and services

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

(3.6.1.4) Value chain stage where the opportunity occurs

Select from:

☑ Downstream value chain

(3.6.1.5) Country/area where the opportunity occurs

Select all that apply

☑ United Kingdom of Great Britain and Northern Ireland

(3.6.1.8) Organization specific description

Kainos is developing a Software Sustainability Certificate process through R&D to help customers measure the planetary impact of software services. This will provide a view of the wider environmental footprint of individual services aiding operational decision-making and service optimisation to reduce supply-chain and downstream footprints. In collaboration with other IT suppliers and the UK Government Digital Sustainability Alliance, this process aims for greater impact and uptake across IT suppliers to the UK government. The assessment aims to: - Raise awareness of the planetary impact of software services across the IT industry and UK government, integrating it into procurement practices - Provide guidance combining green software best practices on design thinking, hardware, and software efficiencies (qualitative assessment) - Provoke responses on water use, manufacturing, ecosystems, energy, carbon, etc., leading to optimisation recommendations (qualitative assessment) - Scope the assessment to specific software products, hardware products, and/or professional services - Lay the foundation for future quantitative assessments With growing demand for environmental action, Kainos is well-positioned to meet the need for responsible software, applying sustainability to customer services.

(3.6.1.9) Primary financial effect of the opportunity

Select from:

☑ Increased revenues resulting from increased demand for products and services

(3.6.1.10) Time horizon over which the opportunity is anticipated to have a substantive effect on the organization

Select all that apply

☑ Long-term

(3.6.1.11) Likelihood of the opportunity having an effect within the anticipated time horizon

Select from:

☑ Unlikely (0–33%)

(3.6.1.12) Magnitude

Select from:

☑ Medium-low

(3.6.1.14) Anticipated effect of the opportunity on the financial position, financial performance and cash flows of the organization in the selected future time horizons

This is expected to present long-term benefits to Kainos products and services that will improve the financial performance through increasing demand for Kainos services. It is difficult to predict how much this will increase demand but we expect particularly for organisations with a strong environmental conscience and/or those who have a mature Net Zero programme reducing Scope 3 emissions will drive this demand.

(3.6.1.15) Are you able to quantify the financial effects of the opportunity?

Select from:

☑ No

(3.6.1.24) Cost to realize opportunity

15000

(3.6.1.25) Explanation of cost calculation

The cost calculation is based on c. 25 days effort for Kainos staff taken using internal cost of day rate.

(3.6.1.26) Strategy to realize opportunity

The strategy to realise is based on sponsorship from the new UK government, DEFRA and support from the GDSA. This is already one of the priorities for GDSA Planetary Impact working group this FY.
[Add row]

(3.6.2) Provide the amount and proportion of your financial metrics in the reporting year that are aligned with the substantive effects of environmental opportunities.

Climate change

(3.6.2.1) Financial metric

Select from:

☑ Revenue

(3.6.2.2) Amount of financial metric aligned with opportunities for this environmental issue (unit currency as selected in 1.2)

260000

(3.6.2.3) % of total financial metric aligned with opportunities for this environmental issue

Select from:

☑ 1-10%

(3.6.2.4) Explanation of financial figures

Kainos Group revenue for FY24 was 382m while cloud services revenue across our business was 26m, meaning it was c.7% of total revenue.
[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:

☑ More frequently than quarterly

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

Select all that apply

☑ Executive directors or equivalent

☑ Independent non-executive directors or equivalent

(4.1.4) Board diversity and inclusion policy

Select from:

☑ Yes, and it is publicly available

(4.1.5) Briefly describe what the policy covers

Our publicly available DE&I policy states Kainos' commitment to creating a work environment where everyone is treated with dignity and respect, free from harassment, bullying and discriminatory or intimidating behaviour of any kind. It makes clear that we have a zero-tolerance attitude to any such behaviour, outlining what we mean by equality, diversity and inclusion; why it's important for our people and business; key responsibilities; how it is applied in practice; the process for raising concerns and compliance monitoring. The policy applies to the Board, promoting a diverse composition of members with varied backgrounds, experiences and perspectives. This ensures the Board reflects our commitment to DE&I. By prioritising diversity at the highest levels, the Board can make more informed, innovative

decisions and better represent the needs of all stakeholders. This commitment strengthens governance, enhances strategic decision-making and aligns with our core values.

(4.1.6) Attach the policy (optional)

Equality, Diversity & Inclusion Policy - 1 Nov 2019 (V3 - NB) (1).pdf
[Fixed row]

(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]*
Water	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ No standardized procedure	*This is not monitored or measured at present.*
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ No standardized procedure	*This is not monitored or measured at present.*

[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

☑ Other C-Suite Officer

☑ Other, please specify **:Other C-Suite: Chief People Officer; Sales Director for Central Europe. Others: Chief Risk Officer, Director of Green Software; Head of Engagement, Culture and Learning; and Environmental Lead. Board level committee: Audit and Risk**

☑ Board-level committee

☑ Chief Risk Officer (CRO)

☑ Chief Executive Officer (CEO)

☑ Chief Financial Officer (CFO)

(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

☑ Individual role descriptions

(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

☑ Overseeing and guiding public policy engagement

☑ Approving and/or overseeing employee incentives

☑ Overseeing and guiding the development of a climate transition plan

☑ Overseeing and guiding major capital expenditures

☑ Monitoring the implementation of the business strategy

☑ Overseeing reporting, audit, and verification processes

☑ Monitoring the implementation of a climate transition plan

☑ Overseeing and guiding the development of a business strategy

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

(4.1.2.7) Please explain

Kainos uses the UN Sustainability Development Goals (SDGs) as a framework to guide our Environment, Social and Governance (ESG) efforts as a responsible company. We focus on five SDGs, one of which is Climate Action. The Kainos Board oversees ESG activities. In relation to 'Environment', our Board Chair is the Non-Executive Director sponsor for climate action, with the Board having overall responsibility and accountability for the implementation of our climate action strategy, its associated reduction of our carbon impact, and business opportunities. Our CEO is ultimate sponsor and responsible individual for our climate strategy, creating continuity between operational and Board focus on this area. Operational activities are led by our Sustainability Group comprising C-suite Officers and Others who are responsible for day to day coordination of our climate strategy. On the Board's behalf, the Chair and CEO regularly meet with representatives from this Group to ascertain progress in reducing our carbon impact, set priorities and contribute to the plans. The main information flow to full Board is twice annually - to verify the Climate Action Plan, and then a detailed mid-year presentation on progress, jointly delivered by the CEO. Timings are typically linked to a notable milestone – a CDP response, SBTi updates or other events. Alongside this, our Board welcomes quarterly climate related agenda items at Board, including material change to the strategy, oversight of the implementation of major works or additional investment requests. The Sustainability Group also has a mid-year review with the Chair and CEO, outside of a Board meeting, to update on progress and get guidance. In addition, our Board determined that identifying, assessing and responding to climate risks should form part of our Enterprise Risk Register and monitored by our Audit and Risk Committee, chaired by a Senior Independent Director of our Board. The Register is reviewed twice a year by the Committee and more regularly by the Climate Sustainability Group. Additional updates are provided if substantial changes occur between scheduled Committee meetings. The Committee informs the Board of any significant changes to the Register, new or emerging climate risks, areas of focus or individual risks that require attention. Management ensures that climate-related risks and opportunities are acted upon. Provision for staffing and climate related costs are factored into the annual budget cycle for future years, including increased investment in carbon offsetting and removals, reporting costs and development of new business opportunities. For climate reporting we adhere to the Streamlined Energy and Carbon Reporting Regulation (SECR), the Task Force on Climate-related Financial Disclosures (TCFD) and the sustainability accounting standard for the software & IT services sector as defined by the Sustainability Accounting Standards Board (SASB).
[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

Water

(4.2.1) Board-level competency on this environmental issue

Select from:

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

(4.2.4) Primary reason for no board-level competency on this environmental issue

Select from:

☑ Not an immediate strategic priority

(4.2.5) Explain why your organization does not have a board with competence on this environmental issue

We do not currently measure or monitor water use at present.
[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]*
Water	*Select from:*	*Select from:* ☑ No standardized procedure	*It is something we do not do at present but plan to the future.*

	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
	☑ No, but we plan to within the next two years		
Biodiversity	*Select from:* ☑ No, but we plan to within the next two years	*Select from:* ☑ No standardized procedure	*It is something we do not do at present but plan to the future.*

[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

Executive level

☑ Chief Executive Officer (CEO)

(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

Policies, commitments, and targets

☑ Setting corporate environmental policies and/or commitments

☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Developing a climate transition plan

☑ Implementing the business strategy 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:

☑ Half-yearly

(4.3.1.6) Please explain

Our Board Chair is the Non-Executive Director sponsor for climate-related issues. Our Board has overall responsibility and accountability for the implementation of our climate action strategy, its associated reduction of our carbon impact and business opportunities. Our CEO. acting as the ultimate sponsor and responsible individual for our climate strategy, creates continuity between operational and Board focus on our climate action. The main information flow to the Board is on an annual basis via a detailed presentation, jointly delivered by the CEO and Sustainability Group representatives (as the team who provides day to day coordination of our climate strategy). The timing of our Board updates is typically linked to a notable milestone – a CDP response, SBTi updates or other events. In addition to the detailed annual presentations to/with the Board and CEO takes place more frequently throughout the year. Examples include: 1) the process of identifying, assessing and responding to climate risks as part of our Enterprise Risk Register, which is monitored by our Audit and Risk Committee and chaired by an Independent Director of our Board. The Register is reviewed twice a year, with the Board being updated about significant changes to the Register, new or emerging climate risks, areas of focus or individual risks that require attention. 2) ad hoc climate related agenda items at Board meetings (presented by our Sustainability Group), including material change to the strategy, oversight of the implementation of major works or additional investment requests. 3) mid-year reviews by the Sustainability Group with the Chair and CEO, outside of a Board meeting, to update on progress and provide strategic guidance. 4) short updates / new news about climate action as part of our monthly People / ESG Board papers. 5) ad-hoc discussions with the CEO in relation to budget allocation and climate action investments.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Assessing environmental dependencies, impacts, risks, and opportunities

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

☑ Implementing a climate transition plan

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

(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:

☑ As important matters arise

(4.3.1.6) Please explain

As an Executive Director and Kainos Board member, the Chief Financial Officer (CFO) will, when necessary, provide updates to the Board on climate-related issues to ensure that the financial implications of climate risks and opportunities are integrated into strategic decision-making. This reporting occurs as needed, to keep the Board informed about, for example, Kainos' progress in managing climate-related financial risks and investment in sustainability initiatives. These updates support the Board's ability to make informed decisions that align with both financial performance and long-term environmental sustainability objectives. This reporting is further supported by our Audit and Risk Committee which comprises independent non-executive directors and to which our CFO is invited to attend regularly. The Committee

reviews our Enterprise Risk Register (which includes identification, assessment and response to climate risks) twice yearly, with updates provided to the Board of any significant changes, new or emerging climate risks, areas of focus or individual risks that require attention.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Chief Risks Officer (CRO)

(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

(4.3.1.4) Reporting line

Select from:

☑ Reports to the Chief Financial Officer (CFO)

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

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

Our Chief Risks Officer reports to our CFO, who in turn reports to our CEO. The CRO works collaboratively with senior colleagues across Kainos to identify, assess and mitigate potential financial, operational, legal and strategic risks, including climate-related risks. These are recorded and monitored through our Enterprise Risk Register. Through our Audit and Risk Committee which comprises independent non-executive directors and to which our CRO may be invited when appropriate and necessary, the Committee reviews our Enterprise Risk Register (which includes identification, assessment and response to climate risks) twice yearly, with updates provided to the Board of any significant changes, new or emerging climate risks, areas of focus or individual risks that require attention.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify :Sales Director for Central Europe

(4.3.1.2) Environmental responsibilities of this position

Dependencies, impacts, risks and opportunities

☑ Managing environmental dependencies, impacts, risks, and opportunities

Engagement

☑ Managing public policy engagement related to environmental issues

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments
☑ Measuring progress towards environmental corporate targets
☑ Measuring progress towards environmental science-based targets
☑ Setting corporate environmental policies and/or commitments
☑ Setting corporate environmental targets

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues
☑ Developing a climate transition plan
☑ Implementing a climate transition plan
☑ Managing annual budgets related to environmental issues

(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:

☑ Half-yearly

(4.3.1.6) Please explain

Our Sales Director for Central Europe (SDCE) is a subject matter expert in climate action, reporting directly to our CEO. The SDCE is a core member of our Sustainability Group (comprising representatives who lead initiatives across all facets of Kainos' ESG priority areas - including health and wellbeing, quality education, reduced inequalities, gender equality, and climate action) and our global 'Green Team' - our network of employees from across Kainos who drive climate action initiatives at company and regional/local levels. With our dedicated Environmental Lead, the SDCE also works closely with our CRO to ensure the identification, assessment and mitigation of climate related risks as part of our Enterprise Risk Register. The SDCE meets monthly with our CEO to report on these operational climate action activities; to agree our annual climate action plan (for ratification by the Board) and to secure CEO sign off of our carbon reduction plans, environmental and renewable energy policies (for publication internally and externally). Annually, the SDCE will present our Climate Action strategy for ratification by the Board and provide a detailed Board presentation, jointly delivered by the CEO, on progress against this strategy - the timing of which is typically linked to a notable milestone such as a CDP response, SBTi updates or other events. Alongside these annual updates, our SDCE and others will have mid-year reviews with the Chair and CEO, outside of a Board meeting, to update on climate progress and provide strategic guidance. As our Board also welcomes ad hoc climate related agenda items, the SDCE has additional opportunities to update the Board on material change to the strategy, oversight of the implementation of major works or additional investment requests.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Executive level

☑ Other C-Suite Officer, please specify **:**Chief People Officer

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Developing a business strategy which considers environmental issues

Other

☑ Providing employee incentives related to environmental performance

(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:

☑ Half-yearly

(4.3.1.6) Please explain

Our Chief People Officer reports directly to the CEO and update the Board on a half yearly basis about progress with our People Experience/ESG related strategy. These Board updates describe the activities underway to support internal communications and learning in Kainos, based on continuous employee feedback. As such, these CPO updates include an overview of the learning, education and awareness raising activities in place to support climate action (and other ESG focus areas) across Kainos.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify **:**Director of Green Software

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Managing priorities related to innovation/low-environmental impact products or services (including R&D)

(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:

☑ As important matters arise

(4.3.1.6) Please explain

Our Director of Green Software (DGS) reports directly to the CEO and leads sustainability initiatives within Kainos' software development processes, ensuring that our solutions have a minimal environmental impact. The DGS promotes eco-friendly, energy-efficient, and sustainable practices in software development, usage, and maintenance. As such, the DGS works closely with our Sales Director for Central Europe (SDCE) and Environmental Lead to develop our annual Climate Action strategy - with a specific focus on the reduction of Scope 3 emissions through improved customer solutions – for approval by our CEO and ratification by the Board. Where appropriate, the DGS will support climate related presentations to the Board, and support our SDCE and others in mid-year reviews with the Chair and CEO, outside of a Board meeting, to update on climate progress and provide strategic guidance.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify **:**Head of Engagement, Culture and Development

(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

Policies, commitments, and targets

☑ Monitoring compliance with corporate environmental policies and/or commitments

☑ Measuring progress towards environmental corporate targets

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ 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:

☑ Other, please specify

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

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

Our Head of Engagement, Culture and Development (ECD) reports directly to the Chief People Officer (CPO), who in turn reports to our CEO. Responsibilities include day to day management of Kainos' people experience / ESG programme, which includes internal communications, quality education, health and wellbeing, and climate action. Our ECD supports our half-yearly CPO updates to the Board, describing the learning, education and awareness raising activities in place to support climate action (and other ESG focus areas) across Kainos. In addition, the ECD provides insights from our continuous listening platform (Peakon), which enables tracking of employee sentiment about Kainos' climate action activities.

Climate change

(4.3.1.1) Position of individual or committee with responsibility

Other

☑ Other, please specify **:**Environmental Sustainability Lead

(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

☑ Measuring progress towards environmental science-based targets

☑ Setting corporate environmental policies and/or commitments

Strategy and financial planning

☑ Conducting environmental scenario analysis

☑ Developing a climate transition plan

☑ Implementing a climate transition plan

☑ Managing annual budgets related to environmental issues

☑ Managing environmental reporting, audit, and verification processes

(4.3.1.4) Reporting line

Select from:

☑ Other, please specify

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

Select from:

☑ Half-yearly

(4.3.1.6) Please explain

Our Environmental Lead reports directly to the Head of Engagement, Culture and Development, and in turn to our Chief People Officer. The role involves day to day management of Kainos' efforts to minimise environmental impact by developing and implementing sustainability strategies, ensuring regulatory compliance, and fostering eco-friendly practices - working closely with our Sales Director for Central Europe (SDCE), the Director of Green Software, our Sustainability Group and the wider climate action Green Team (comprises colleagues from travel, finance, property and global employees). The role includes supporting the SDCE in annual presentation of our Climate Action strategy for ratification by the Board and a detailed Board presentation, jointly delivered by the CEO, on progress against this strategy. Alongside these annual updates, our Environmental Lead and others will have mid-year reviews with the Chair and CEO, outside of a Board meeting, to update on climate progress and provide strategic guidance. The Environmental Lead works closely with our CRO to ensure the identification, assessment and mitigation of climate related risks as part of our Enterprise Risk Register, for twice yearly review by our Board's Audit and Risk Committee.
[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:
☑ Yes

(4.5.2) % of total C-suite and board-level monetary incentives linked to the management of this environmental issue

1

(4.5.3) Please explain

The Kainos Executive Long Term Incentive Share plans have performance conditions attached to them, one of which is achievement against Kainos' emission reduction plan and achievement of SBTi Net Zero in 2025 (FY26). In summary, 5% of the overall performance share plan for C-suite relates to climate. As a percentage of the total reward for C-suite, the monetary incentive linked to the management of climate equates to 1.2%. This helps to incentivise implementation and support of the reduction initiatives required to achieve our SBTi targets, as outlined in our Climate Action strategy and plan.

Water

(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

This is not in place at present.
[Fixed row]

(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

☑ Board/Executive board

(4.5.1.2) Incentives

Select all that apply

☑ Shares

(4.5.1.3) Performance metrics

Targets

☑ Progress towards environmental targets

☑ Achievement of environmental targets

☑ Other targets-related metrics, please specify :SBTi Scope 3 intensity reduction target

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

☑ Long-Term Incentive Plan, or equivalent, only (e.g. contractual multi-year bonus)

(4.5.1.5) Further details of incentives

The Kainos Executive Long Term Incentive Share plans have performance conditions attached to them one of which is achievement against the Kainos emission reduction plan and achievement of SBTi Near term targets in 2025 (FY26).

(4.5.1.6) How the position's incentives contribute to the achievement of your environmental commitments and/or climate transition plan

Climate action is linked to our strategic ambitions (i.e. to be a growing, profitable and responsible company). It connects to our culture and values – so we believe it is the right thing to do. However, linking Board and senior level performance metrics to progress towards our science based environmental targets (specifically the reduction in Scope 3 intensity target emissions) helps to drive accountability and decision making for our environmental commitments and climate strategy. For example: - Ensures climate action and other broader ESG goals are hardwired into our corporate strategy and Enterprise Risk Register, with Board and CEO ownership and accountability. - Fosters regular and open dialogue and discussion at Board, Executive and Management meetings about climate action plans, progress, outcomes, risks and opportunities. - Supports data based decision making, innovative thinking and investment in initiatives to reduce carbon emissions, increase energy efficiency and the adoption of sustainable practices across our global business. An example is senior level focus on reducing Scope 3 business travel. - Connects the Board, Exec and our people to our strategy, through their involvement in continuous improvement and sustainability initiatives at local levels. - Allows us to individually and collectively share our experiences and innovation with external stakeholders; to collaborate and support others to achieve their own low carbon futures.

[Add 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

Kainos has an ambitious Climate Action Program in place, designed to reduce our ecological footprint and make a wider impact by helping our customers, employees and suppliers to achieve their own low carbon futures. Our Program and Environmental Policy (CEO signed) align with the Paris Agreement and BS8555/ ISO14005, underscoring our commitment to climate action and transparent reporting of progress towards SBTi net zero targets. The Policy describes our efforts to address our environmental dependencies, risks, issues and opportunities by engaging our people; compliance with environmental legislation; resource and energy efficiency; pollution prevention; sustainable supply chain; innovative solutions (green software); promotion of environmental protection and sustainability in communities; and collaboration with customers, governments and others to identify and address environmental opportunities and challenges, amplify our impact, and contribute to global sustainability efforts.

(4.6.1.5) Environmental policy content

Environmental commitments

☑ Commitment to comply with regulations and mandatory standards

☑ Commitment to stakeholder engagement and capacity building on environmental issues

Climate-specific commitments

☑ Commitment to net-zero emissions

(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

2023 - FINAL Environmental Policy.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

☑ Science-Based Targets Initiative (SBTi)

☑ Task Force on Climate-related Financial Disclosures (TCFD)

☑ The Climate Pledge

☑ UN Global Compact

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

Our role in the Science Based Targets Initiative (SBTi) is to set and achieve emissions reduction targets in line with climate science, to limit global warming to well below 2C, preferably 1.5C. Through the TCFD, we disclose the financial risks and opportunities related to climate change, improving transparency on how climate impacts our Kainos strategy, governance, and risk management, enhancing employee and investor confidence. As signatories of The Climate Pledge, Kainos is committed to achieving net-zero carbon emissions by 2040, 10 years ahead of the Paris Agreement, through implementing decarbonisation strategies, regular reporting and carbon offsetting/removals where necessary. Being a member of the UN Global Compact means that Kainos is a company committed to aligning its operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.
[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

☑ Yes, we engaged directly with policy makers

(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:

☑ Yes, we have a public commitment or position statement in line with global environmental treaties or policy goals

(4.11.3) Global environmental treaties or policy goals in line with public commitment or position statement

Select all that apply

☑ Paris Agreement

(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

Kainos has clear environmental commitments which we define and are publicly available. Any engagement with policy makers is about making a positive impact on environmental issues (e.g. Digital Sustainability Policy). To support our people, we provide internal training and organised sustainability events that raise awareness of our environmental goals, reduction initiatives and policy. We have engaged with stakeholders including customers, internal staff, suppliers and community groups to raise awareness of climate action and support external environmental initiatives. We focus on sharing information with our colleagues through our company-wide Green Team (274 members) which actively engage with the content published including webinars, guides and research. We monitor and report on our scope 1, 2 and 3 emissions and have had our emissions externally validated by a third party. We regularly monitor and update our processes to ensure they align with evolving environmental standards.
[Fixed row]

(4.11.1) On what policies, laws, or regulations that may (positively or negatively) impact the environment has your organization been engaging directly with policy makers in the reporting year?

Row 1

(4.11.1.1) Specify the policy, law, or regulation on which your organization is engaging with policy makers

Digital Sustainability policy as it applies to UK government suppliers

(4.11.1.2) Environmental issues the policy, law, or regulation relates to

Select all that apply
☑ Climate change

(4.11.1.3) Focus area of policy, law, or regulation that may impact the environment

Environmental impacts and pressures
☑ Emissions – CO2

(4.11.1.4) Geographic coverage of policy, law, or regulation

Select from:

☑ National

(4.11.1.5) Country/area/region the policy, law, or regulation applies to

Select all that apply

☑ Western Europe

(4.11.1.6) Your organization's position on the policy, law, or regulation

Select from:

☑ Support with no exceptions

(4.11.1.8) Type of direct engagement with policy makers on this policy, law, or regulation

Select all that apply

☑ Participation in working groups organized by policy makers

(4.11.1.9) Funding figure your organization provided to policy makers in the reporting year relevant to this policy, law, or regulation (currency)

0

(4.11.1.10) Explain the relevance of this policy, law, or regulation to the achievement of your environmental commitments and/or transition plan, how this has informed your engagement, and how you measure the success of your engagement

Kainos is a member of the UK Government Digital Sustainability Alliance (GDSA) that is sponsored by Defra to inform policy decisions on sustainability as it relates to IT/digital towards a 1.5 degree C future. We signed the GDSA Charter in January 2023 and participate in the GDSA board and working groups with other suppliers that inform future government policy, e.g. the impact of digital technology on ecology. Kainos is an active member of the GDSA Planetary Impact working group which aims to bring awareness and reduce the impact of wider planetary impact of technology across UK public sector. This working group is prioritising the influence of UK policy by seeking to change procurement rules to include planetary impact within UK contracts to the government. This is intended to include guidance on how to assess the planetary impact of a technology service with visibility on how to measure and reduce this impact. Kainos is also represented on the cloud leadership committee within Tech UK, a cross-industry body that lobbies government. The Cloud Leadership Committee provides strategic direction for techUK's Cloud Computing work programme, ensuring the programme accurately reflects members' priorities. The Committee identifies key opportunities and challenges that need to be addressed to develop the UK cloud computing market and provides strategic advice to develop action-orientated projects, thought leadership campaigns and engages in relevant policy discussions.

(4.11.1.11) Indicate if you have evaluated whether your organization’s engagement on this policy, law, or regulation is aligned with global environmental treaties or policy goals

Select from:
☑ Yes, we have evaluated, and it is aligned

(4.11.1.12) Global environmental treaties or policy goals aligned with your organization's engagement on this policy, law or regulation

Select all that apply
☑ Paris Agreement
[Add 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 mainstream reports, in line with environmental disclosure standards or frameworks

(4.12.1.2) Standard or framework the report is in line with

Select all that apply

☑ TCFD

(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

☑ Governance

☑ Public policy engagement

☑ Risks & Opportunities

☑ Emissions figures

☑ Emission targets

(4.12.1.6) Page/section reference

28-48

(4.12.1.7) Attach the relevant publication

AR FY24.pdf

(4.12.1.8) Comment

Our disclosures, consistent with the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, are summarised in our annual report.
[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:
☑ First time carrying out analysis
[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

Physical climate scenarios
☑ RCP 1.9

(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

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 1.5°C or lower

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Global regulation

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions are built into each scenario based on potential socioeconomic conditions, policy and technology developments, and greenhouse gas emission levels. The analysis does assume that Kainos' value chain (software provider) is consistent throughout each scenario and time horizon. RCPs are defined by their total radiative forcing levels (cumulative measure of human emissions of GHGs from all sources expressed in Watts per square meter) (IPCC 2019). SSPs are defined by socioeconomic narratives which are modeled in the IPCC 6th Assessment Report. Uncertainties naturally exist within each scenario as they are models for the future. Kainos has evaluated several scenarios to help account for the uncertainties of potential outcomes.

(5.1.1.11) Rationale for choice of scenario

Five emissions scenarios published in the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report were selected for analysis, aligned with current regulations and best practices. Both Task Force for Financial Climate Disclosure (TCFD) and Carbon Disclosure Project (CDP) recommend a minimum 2 degree Celsius lower-carbon transition scenario, which is represented in SSP1-2.6. Additionally, in alignment with the Paris Climate Agreement, and the European Financial Reporting Advisory Group's (EFRAG) Draft European Sustainability Reporting Standards (ESRS) (E1 – Climate Change), a 1.5 degree Celsius low-carbon transition scenario analysis, (identified as SSP1-1.9) was evaluated in our Risk Scenario analysis too. The remaining scenarios were evaluated to provide Kainos leadership and management with forecasts of other various climate action possibilities. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes. SSP1-1.9 and SSP-2.6 were evaluated to assess scenarios where there could be significant transitional risk and opportunities.

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

☑ Policy

☑ Market

☑ Liability

☑ Reputation

☑ Technology

☑ 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

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Stakeholder and customer demands

☑ Consumer sentiment

☑ Other stakeholder and customer demands driving forces, please specify :Socio- economic hardship

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions are built into each scenario based on potential socioeconomic conditions, policy and technology developments, and greenhouse gas emission levels. The analysis does assume that Kainos' value chain (software provider) is consistent throughout each scenario and time horizon. RCPs are defined by their total radiative forcing levels (cumulative measure of human emissions of GHGs from all sources expressed in Watts per square meter) (IPCC 2019). SSPs are defined by socioeconomic narratives which are modeled in the IPCC 6th Assessment Report. Uncertainties naturally exist within each scenario as they are models for the future. Kainos has evaluated several scenarios to help account for the uncertainties of potential outcomes.

(5.1.1.11) Rationale for choice of scenario

Five emissions scenarios published in the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report were selected for analysis, aligned with current regulations and best practices. Both Task Force for Financial Climate Disclosure (TCFD) and Carbon Disclosure Project (CDP) recommend a minimum 2 degree Celsius lower-carbon transition scenario, which is represented in SSP1-2.6. Additionally, in alignment with the Paris Climate Agreement, and the European Financial Reporting Advisory Group's (EFRAG) Draft European Sustainability Reporting Standards (ESRS) (E1 – Climate Change), a 1.5 degree Celsius low-carbon transition scenario analysis, (identified as SSP1-1.9) was evaluated in our Risk Scenario analysis too. The remaining scenarios were evaluated to provide Kainos leadership and management with forecasts of other various climate action possibilities.. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes. SSP1-1.9 and SSP-2.6 were evaluated to assess scenarios where there could be significant transitional risk and opportunities.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 4.5

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP2

(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

☑ Liability

☑ Reputation

☑ Technology

☑ Acute physical

☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 2.5ºC - 2.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025

☑ 2030

☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Stakeholder and customer demands

☑ Consumer sentiment

Regulators, legal and policy regimes

☑ Level of action (from local to global)

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions are built into each scenario based on potential socioeconomic conditions, policy and technology developments, and greenhouse gas emission levels. The analysis does assume that Kainos' value chain (software provider) is consistent throughout each scenario and time horizon. RCPs are defined by their total radiative forcing levels (cumulative measure of human emissions of GHGs from all sources expressed in Watts per square meter) (IPCC 2019). SSPs are defined by socioeconomic narratives which are modeled in the IPCC 6th Assessment Report. Uncertainties naturally exist within each scenario as they are models for the future. Kainos has evaluated several scenarios to help account for the uncertainties of potential outcomes. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes. SSP2-4.5 was evaluated as, according to the Climate Tracker, it has been suggested that based on the current global policies and status, this is currently projected as the most likely outcome.

(5.1.1.11) Rationale for choice of scenario

Five emissions scenarios published in the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report were selected for analysis, aligned with current regulations and best practices. Both Task Force for Financial Climate Disclosure (TCFD) and Carbon Disclosure Project (CDP) recommend a minimum 2 degree Celsius lower-carbon transition scenario, which is represented in SSP1-2.6. Additionally, in alignment with the Paris Climate Agreement, and the European Financial Reporting Advisory Group's (EFRAG) Draft European Sustainability Reporting Standards (ESRS) (E1 – Climate Change), a 1.5 degree Celsius low-carbon transition scenario analysis, (identified as SSP1-1.9) was evaluated in our Risk Scenario analysis too. The remaining scenarios were evaluated to provide Kainos leadership and management with forecasts of other various climate action possibilities. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes. SSP2-4.5 was evaluated as, according to the Climate Tracker, it has been suggested that based on the current global policies and status, this is currently projected as the most likely outcome.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

☑ RCP 7.0

(5.1.1.2) Scenario used SSPs used in conjunction with scenario

Select from:

☑ SSP3

(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

☑ Acute physical

☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:
☑ 3.5ºC - 3.9ºC

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply
☑ 2025
☑ 2030
☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts
☑ Climate change (one of five drivers of nature change)

Stakeholder and customer demands
☑ Consumer sentiment

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions are built into each scenario based on potential socioeconomic conditions, policy and technology developments, and greenhouse gas emission levels. The analysis does assume that Kainos' value chain (software provider) is consistent throughout each scenario and time horizon. RCPs are defined by their total

radiative forcing levels (cumulative measure of human emissions of GHGs from all sources expressed in Watts per square meter) (IPCC 2019). SSPs are defined by socioeconomic narratives which are modelled in the IPCC 6th Assessment Report. Uncertainties naturally exist within each scenario as they are models for the future. Kainos has evaluated several scenarios to help account for the uncertainties of potential outcomes.

(5.1.1.11) Rationale for choice of scenario

Five emissions scenarios published in the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report were selected for analysis, aligned with current regulations and best practices. Both Task Force for Financial Climate Disclosure (TCFD) and Carbon Disclosure Project (CDP) recommend a minimum 2 degree Celsius lower-carbon transition scenario, which is represented in SSP1-2.6. Additionally, in alignment with the Paris Climate Agreement, and the European Financial Reporting Advisory Group's (EFRAG) Draft European Sustainability Reporting Standards (ESRS) (E1 – Climate Change), a 1.5 degree Celsius low-carbon transition scenario analysis, (identified as SSP1-1.9) was evaluated in our Risk Scenario analysis too. The remaining scenarios were evaluated to provide Kainos leadership and management with forecasts of other various climate action possibilities. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes. SSP3-7.0 and SSP5-8.5 were analyzed to assess scenarios were there could be significant challenges to mitigation.

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

☑ Policy
☑ Market
☑ Liability
☑ Reputation
☑ Technology
☑ Acute physical
☑ Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

☑ 4.0°C and above

(5.1.1.7) Reference year

2023

(5.1.1.8) Timeframes covered

Select all that apply

☑ 2025
☑ 2030
☑ 2040

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

Finance and insurance

☑ Other finance and insurance driving forces, please specify :Extreme weather events become more prevalent, business travel is expected to be significantly impacted

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assumptions are built into each scenario based on potential socioeconomic conditions, policy and technology developments, and greenhouse gas emission levels. The analysis does assume that Kainos' value chain (software provider) is consistent throughout each scenario and time horizon. RCPs are defined by their total radiative forcing levels (cumulative measure of human emissions of GHGs from all sources expressed in Watts per square meter) (IPCC 2019). SSPs are defined by socioeconomic narratives which are modeled in the IPCC 6th Assessment Report. Uncertainties naturally exist within each scenario as they are models for the future. Kainos has evaluated several scenarios to help account for the uncertainties of potential outcomes.

(5.1.1.11) Rationale for choice of scenario

Five emissions scenarios published in the Intergovernmental Panel on Climate Change (IPCC) 6th Assessment Report were selected for analysis, aligned with current regulations and best practices. Both Task Force for Financial Climate Disclosure (TCFD) and Carbon Disclosure Project (CDP) recommend a minimum 2 degree Celsius lower-carbon transition scenario, which is represented in SSP1-2.6. Additionally, in alignment with the Paris Climate Agreement, and the European Financial Reporting Advisory Group's (EFRAG) Draft European Sustainability Reporting Standards (ESRS) (E1 – Climate Change), a 1.5 degree Celsius low-carbon transition scenario analysis, (identified as SSP1-1.9) was evaluated in our Risk Scenario analysis too. The remaining scenarios were evaluated to provide Kainos leadership and management with forecasts of other various climate action possibilities. Five scenarios were chosen to carefully evaluate various potential climate-related outcomes.. SSP3-7.0 and SSP5-8.5 were analyzed to assess scenarios were there could be significant challenges to mitigation.
[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

As this was our first climate scenario analysis, this report establishes a solid foundation. We quantitatively evaluated physical hazards such as temperature and sea level rise, while also assessing solar potential as an opportunity. Additionally, we conducted a qualitative risk analysis, examining the Enterprise risk register and business-as-usual risks identified in our annual report. This included evaluating materiality and identifying impacts on our value chain. Following the TCFD framework, we utilized a combination of representative concentration pathways from the IPCC 6th report. We evaluated nearly all shared socio-economic pathways (SSP1, SSP2, SSP3, and SSP5), considering short-, medium-, and long-term futures. This analysis incorporated material entities, activities, and key players in Kainos' supply chain, including offices, employees, IT property, cloud providers, electricity, and customers. Scenarios Highlighted: Acute physical hazards impacting our entire supply chain; Narrowing purchasing power of customers towards suppliers with greener credentials; Increased costs for IT, property, and cloud services; Rising temperatures leading to higher energy costs; Increased cybersecurity risks; Power outages and impacts on business travel; Outcomes and Implications: Internal improvements and external service offerings are underpinned by enterprise risk management, which addresses these risks and mitigations. Climate scenario planning, alongside our Enterprise Risk Register, allows senior stakeholders to assess identified risks and plan suitable mitigations. This process helps us to identify risks and opportunities internally and for our clients, enabling us to understand the impact of climate on decision-making. From the perspective of scenario analysis outcomes and their implications for other environmental issues, we identified reputation risks associated with not transitioning as part of our low-degree scenario risks and opportunities. Consequently, we are dedicating more resources to our sustainability program and the development of our Green Products.
[Fixed row]

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

(5.2.1) Transition plan

Select from:
☑ Yes, we have a climate transition plan which aligns with a 1.5°C world

(5.2.3) Publicly available climate transition plan

Select from:
☑ No

(5.2.4) Plan explicitly commits to cease all spending on, and revenue generation from, activities that contribute to fossil fuel expansion

Select from:
☑ No, but we plan to add an explicit commitment within the next two years

(5.2.6) Explain why your organization does not explicitly commit to cease all spending on and revenue generation from activities that contribute to fossil fuel expansion

Kainos is committed to reducing emissions but has not yet explicitly committed to ceasing all spending on and revenue generation from activities that contribute to fossil fuel expansion for several reasons: - Some of our customers operate in industries such as energy, transport and manufacturing, where fossil fuels remain integral to their supply chains. A sudden divestment from these sectors could harm our business and negatively impact our customers. We believe it's important to strike a balance between environmental sustainability and profitability. - In many sectors, renewable energy sources are not yet fully scalable or technologically advanced. For example, industries like aviation and manufacturing currently lack viable renewable energy solutions. This makes it difficult for companies like Kainos to fully disengage from fossil fuel-related activities without disrupting core operations. - Our customers often have complex supply chains that may rely on fossil fuel-dependent industries. Fully withdrawing from fossil fuel expansion would require a significant transformation of these supply chains, which is costly, complex, and time-consuming. - In regions where government regulations on fossil fuel usage are still evolving, some customers may not face external pressures to completely phase out fossil fuels. Many prefer a gradual transition to more sustainable practices over an immediate disengagement. For these reasons, Kainos is pursuing a balanced approach. We are focused on reducing emissions and investing in cleaner energy, while phasing out fossil fuel reliance over time to ensure we can transition to carbon net zero without compromising our operational or financial stability.

(5.2.7) Mechanism by which feedback is collected from shareholders on your climate transition plan

Select from:

☑ Our climate transition plan is voted on at AGMs and we also have an additional feedback mechanism in place

(5.2.8) Description of feedback mechanism

Our shareholder community comprises 3 broad groups for whom various climate action feedback mechanisms are in place: 1) Employee investors: can avail of rich and detailed information about our climate response plans via internal systems. We encourage them to actively participate in our plans and to reduce their own climate impact. Our employee shareholder feedback is very positive (measured monthly through our Workday Peakon platform). Over 75% of respondents have a positive view about our 'responsibility metrics' of which our climate action plan is a major component. Over 76% agree "Kainos makes a positive contribution to climate action". 2) Retail investors: a large community of shareholders, often with a modest shareholding. We broadcast to this group informally through climate-related content on our website and social media channels. We formally publish information in our Investor Presentation (updated every six months) and our Annual Report (pages 28-33). 3) Institutional investors: we use the Investor Presentation and the Annual Report and the principal mechanism, outlining our commitments and progress on climate action. We supplement this with c.200 presentations to institutional shareholders each year, highlighting our progress and, for some shareholders, discuss in detail our climate-related efforts. Regarding our AGM, there has been zero instances of shareholder objection to our climate action plan. During meetings with institutional investors, feedback, when offered, is positive about our climate action plan which is regularly described as one of the most advanced plans across their investment portfolio. The corporate governance review bodies, PIRC and IVIS have given Kainos a positive rating on our climate action plan.. We have found that the effort required in maintaining different information on multiple platforms to be a significant burden and we have chosen to use CDP as our sole independent reporting and publishing platform.

(5.2.9) Frequency of feedback collection

Select from:

☑ More frequently than annually

(5.2.10) Description of key assumptions and dependencies on which the transition plan relies

Kainos' climate transition plan relies on key assumptions and dependencies that shape our success in reducing emissions and achieving sustainability goals: 1) We assume that Governments will continue to strengthen climate-related regulations, such as carbon pricing, emissions caps and renewable energy incentives. For us, success depends on stable and predictable policies across the regions in which we operate, allowing risk analysis, long-term planning and investment in low-carbon solutions. 2) Emerging technologies like renewable energy, carbon capture and energy storage will continue to develop, mature and become commercially viable at scale. Thus, our decarbonisation efforts rely on innovations that reduce costs and increase the efficiency of clean technologies. 3) We assume that there will be growing market demand for sustainable products and services, driven by customer preferences and investor requirements. For Kainos, such market shifts align with our corporate goals, and depend on cost-effective solutions that support transition without compromising operational or financial stability. 4) We assume that supply chains will be able to adapt to more sustainable practices, including sourcing low-carbon materials and ensuring energy efficiency. The success of our transition plan therefore depends on suppliers adopting similar climate commitments and being able to meet sustainability standards. 5) We assume that the global energy sector will continue shifting towards renewable energy, reducing reliance on fossil fuels. As outlined earlier in this section, the availability and scalability of renewable energy sources is essential for powering low-carbon operations. 6) We assume that our people, shareholders and customers will continue to support Kainos' sustainability efforts. This depends on ongoing stakeholder engagement and education to maintain momentum. 7) We can continue to manage risks from physical climate impacts, such as extreme weather or supply chain di

(5.2.11) Description of progress against transition plan disclosed in current or previous reporting period

We have made steady progress in advancing our climate transition goals, as outlined in our annual report and CDP submission. Through our verified near-term Science Based Targets initiative (SBTi) targets, we remain committed to reducing our absolute Scope 1 and 2 emissions by 70% on an absolute basis and our Scope 3 emissions by 45% on an intensity basis, using 2020 as our base year. Focus areas for continued reduction in Scope 1, 2 and 3 emissions are: 1) Green / sustainable business travel 2) Supply chain engagement 3) Customer impact 4) Ongoing education internally and externally We openly disclose emissions across Scopes 1, 2, and 3, including operational waste, business travel, and employee commuting. Our externally validated emissions data for the period shows significant progress towards our SBTi near term targets: a 12% reduction in Scope 1 emissions and a 40% reduction in Scope 2 emissions from FY23. We are well on our way to achieving our goal of a 70% reduction, (from our base line year 2020) having already reached a 68% reduction in FY24, which is significant as these represent the majority of our carbon footprint. We continue to emphasise transparency and accountability in our climate reporting. We align our efforts with industry standards, particularly through clear and consistent disclosure of carbon reduction targets. This approach enables shareholders and other stakeholders to track and provide feedback on progress against these targets, as part of our broader ESG strategy. Our ongoing updates through annual reports, investor presentations and other channels highlight our long-term commitment to reducing environmental impact. We are proud of our progress to date but recognise that our sustainable and responsible growth as not a goal, it is a continuous process. We are moving in the right direction.

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

FY24 Kainos Climate Action Plan.pdf

(5.2.13) Other environmental issues that your climate transition plan considers

Select all that apply

☑ Other, please specify

(5.2.14) Explain how the other environmental issues are considered in your climate transition plan

Our climate plan addresses a range of environmental issues beyond carbon emissions. These include: - the development of energy-efficient software through green engineering, ensuring that the digital solutions we provide meet customer needs but also help reduce overall energy consumption and carbon emissions. - through our digital transformation services, we replace outdated, energy-inefficient IT systems with more modern and sustainable alternatives, supporting lower energy consumption and improved efficiency. - we work to minimise emissions from our own operations, targeting Scope 1, 2, and 3 emissions. This includes optimising energy use across our offices, waste management initiatives, and reducing travel-related emissions through hybrid working and digital collaboration tools (MS Teams). - we invest in education to support our people to deliver innovative, sustainable solutions in the tech sector. - we align climate action with the UN Sustainable Development Goals (SDGs), including broader environmental and social objectives like gender equality, reduced inequalities, and well-being. For example, we merge environmental sustainability with social activities like staff volunteering. These initiatives demonstrate that we are thinking holistically about climate action.
[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

☑ Investment in R&D

[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

Kainos actively considers the climate-related risks and opportunities of our services-based business model, particularly in terms of customer expectations as it was described in the Risk 2 section. We see an increasing number of requests for our emission information, climate strategy or CDP score during RFP, RFI or the bidding stage. Responsibly managing our climate strategy is an important factor in customer requirements and will only move up on the priority ladder. Through our own solutions, listed in opp1-4 we see a potential opportunity to serve the client which may fetch a revenue of about 2 million in the next 5 years. As an innovation leader, our customers expect us to bring digital solutions to help them with reducing emissions and achieve their climate goals. We expect the climate-related offerings revenue number to grow significantly in the next 10 years. Our Cloud practice has the most advanced carbon reduction offering as it focuses on a high carbon reduction impact activity, which is migrating data from on-premise centres to the cloud working closely with our partners AWS and Microsoft. This helps customers to lower their operational costs and reduce their carbon footprint. Given the opportunity this presents, we have invested in our Cloud practice and it now encompasses 160 people, with revenues of 11.7 million (2021: 6.8 million), a growth of 73%. As described in the opp1-3 section, our goal is to gradually embed the climate offering thinking into all the practices in Kainos.

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

For Kainos, it is critical to continue to be competitive and relevant with our increasingly climate-conscious customers, investors and employees. Our customers expect us to bring innovation and digital proof of concepts to showcase how technology can accelerate carbon reduction. This was the path on how the two offerings (opp1-2) were conceived, working closely with our partners from Microsoft and AWS. Key to this is to continue to innovate and provide customers with ways to reduce their own emissions and also to address their own Scope 3 emissions from products and services provided by Kainos. Strategically, we seek to achieve this by continued funding of the Kainos Sustainability Group which, in the current reporting period, were involved in the development of the current offerings (opp1-3). We have increased investment in R&D for climate and sustainability this year as evidenced by the appointment of Green Software Director and the new opportunities (opp3 and opp4) being pursued. This sees us budgeting for 25% of innovation spend on climate and sustainability through the work of our Applied Innovation team as well as investments made by the individual practices (opp1 - Cloud practice is a good example).
[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
☑ Direct costs
☑ Indirect costs

(5.3.2.2) Effect type

Select all that apply
☑ 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

Resourcing of emissions reduction initiatives and financial planning: Business travel costs are now closely monitored and Kainos has worked with Watershed (our Climate platform) to develop a dashboard so we can monitor travel on a month-to-month basis. This permeates both our internal cost planning and our policy with

customers. We anticipate making savings on internal travel of at least 45% per 1m of gross profit by 2025 (compared to a base year of 2020) in order to align to our Scope 3 SBTi intensity targets. Resourcing and allocation may change, and the relevant time horizons. We also allocate funds to climate-related areas of our direct operations, both to reduce our emissions but also to fund carbon offset and sequestration schemes as we track towards achieving our SBTi near-term targets. In the current reporting year, we have also budgeted for offset and sequestration schemes. We are forecasting these costs to increase, dependent on market conditions for carbon schemes, and this awareness influences our financial plan significantly as, without achieving our SBTi targets, the costs of offsetting and sequestration schemes will be substantial and could equate to a material drag on the profitability of up to 1%.
[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, but we plan to in the next two years

[Fixed row]

(5.9) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

(5.9.1) Water-related CAPEX (+/- % change)

0

(5.9.2) Anticipated forward trend for CAPEX (+/- % change)

0

(5.9.3) Water-related OPEX (+/- % change)

0

(5.9.4) Anticipated forward trend for OPEX (+/- % change)

0

(5.9.5) Please explain

This is not monitored at present.
[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: ☑ No, but we plan to in the next two years	*Select from:* ☑ Lack of internal resources, capabilities, or expertise (e.g., due to organization size)	*Lack of internal resources, capabilities, or expertise*

[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
Customers	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
Investors and shareholders	*Select from:* ☑ Yes	*Select all that apply* ☑ Climate change
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?

	Assessment of supplier dependencies and/or impacts on the environment
Climate change	*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:

☑ No, we do not prioritize which suppliers to engage with on this environmental issue

(5.11.2.3) Primary reason for no supplier prioritization on this environmental issue

Select from:

☑ No standardized procedure

(5.11.2.4) Please explain

Based on detailed understanding and ongoing analysis of our climate data, Kainos is developing a formal process for prioritising suppliers based on climate information. This process will be refined through consultation with our top 10 existing suppliers throughout FY25, before implementation. This process has not yet been embedded in our business operations for two key reasons: - Suppliers may not yet see the need to integrate climate information into their business operations. For example, without significant external regulatory pressure, it can be difficult for them to see the direct benefits of incorporating climate information into their operations, or to justify the effort and investment required to develop a system for climate data capture and analysis. - Given the nature of Kainos' work, climate information can be complex and difficult to translate into actionable criteria for supplier selection. 1) ensure we balance our own climate action priorities with the need for continued, high quality customer delivery, and 2) that we do not negatively impact the business operations of our suppliers or create operational disruption for our customers. For these reasons, we are taking a phased approach, step 1 being to engage suppliers in open discussions about: - environmental issues and the Paris Agreement - legislation such as CSRD - our net zero journey and lessons learned to date, particularly Scope 3 emissions - collaborative opportunities to reduce climate impact.
[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:

☑ No, but we plan to introduce environmental requirements related to this environmental issue within the next two years

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

Select from:

☑ No, we do not have a policy in place for addressing non-compliance

(5.11.5.3) Comment

Kainos will engage key suppliers throughout FY25 - about our plans within the next 2 years to set environmental requirements for suppliers as part of our procurement process. This dialogue provides opportunities to share issues, concerns and learning; to talk about collaboration to the supply chain climate impact, and about the future implications for suppliers of non-compliance with Kainos' climate priorities. Within the next 2 years we plan to embed environmental requirements into our procurement processes, supported by clear policy for our non-compliance.
[Fixed 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:

☑ No other supplier engagement
[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:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Share information on environmental initiatives, progress and achievements

Innovation and collaboration

☑ Align your organization’s goals to support customers’ targets and ambitions

(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

Kainos developed a Green Software series, looking at the role software design plays in our future. This series focuses on how green software can reduce this impact and contribute to individual, organisational and national sustainability goals such as Net Zero.

(5.11.9.6) Effect of engagement and measures of success

Kainos hosted the first Green Software event in Northern Ireland. The Green Software Foundation is a global community working to change the culture of building software across the tech industry, so sustainability becomes a core priority. We're big supporters of their work, so hosting the first NI meet-up at our offices is a great fit for us! Since publication the green software content has had 4,732 views combined. Green Workshop held in Belfast Office with 20 people attending.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Run an engagement campaign to educate stakeholders about the environmental impacts about your products, goods and/or services

(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

Kainos published a Green Software eBook "Digital Sustainability: The Need for Greener Software." The book addresses the urgent need for sustainable practices in digital and offers guidance on integrating these practices into corporate strategies. This examined how green software can reduce this impact and contribute to individual, organisational and national sustainability goals such as Net Zero.

(5.11.9.6) Effect of engagement and measures of success

250 downloads on Amazon

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Investors and shareholders

(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:

☑ 26-50%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

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

We believe that it is important to engage fully with all stakeholders regarding our climate-focused activity - suppliers, customers, colleagues, shareholders and other external stakeholders. Our primary motivation is a desire to be transparent about the business decisions that we make, the reasons for making these decisions and the interaction and, sometimes, conflict between different the priorities of our business. This is especially true for our climate-related activity. Our shareholder community comprises three broad groups – employee shareholders (c.95% of our colleagues), institutional shareholders and retail investors. We estimate that the shareholding of each these groups is roughly similar. Our engagement varies across these groups 1) Employees investors. Our colleagues are able to avail of the rich and detailed information about our climate response plans from our internal systems, and we encourage them to actively participate in our plans and inform themselves about how they can also reduce their climate impact. 2) Retail investors. This is a large community of shareholders, often with a modest shareholding in Kainos. We broadcast to this group informally through the publication of climate-related content to our website and social media. We formally, publish information in our Investor Presentation and our Annual Report. 3) Institutional investors. As with the retail investors, we use the Investor Presentation and the Annual Report as the principal publishing mechanism, outlining our commitments and progress on our climate action plan. We supplement with c.200 presentations to institutional shareholders each year where we will highlight our climate plan progress and, for some shareholders, discuss in detail our climate-related efforts. Our climate-related activity features prominently in our formal publications. Within the Investor Presentation detailed on Slide 9 and within the Annual Report it is detailed extensively pages 28-33.

(5.11.9.6) Effect of engagement and measures of success

The feedback is very positive, as measured on monthly through our employee voice platform, Workday Peakon. Over 75% of respondents have a positive view about our ‘responsibility metrics’, of which our climate action plan is a major component. Over 76% of respondents agree that "Kainos makes a positive contribution to climate action”. Regarding the Investor Presentation and Annual Report 1) Investor Relations page had 13,000 unique visitors in 12 months (adjusted for the removal

of automated visits). 2) Investor Presentation (Interim) downloaded over 700 times in 12 months 3) Annual Report downloaded over 1,000 times in 12 months 4) Interim Statement downloaded over 1,000 times in 12 months However, these are crude metrics, as there can be several reasons to explains why an investor might access these materials. During meetings with institutional investors, feedback, when offered, is positive about our climate action plan, and it is regularly described as one of the most advanced plans across their investment portfolio. Other measures: - Our AGM has recorded zero instances of shareholder objection to our climate action plan. - The corporate governance review bodies, PIRC and IVIS have given Kainos a positive rating Other information: We have found that the effort required in maintaining different information on multiple platforms to be a significant burden and we have chosen to use CDP as our sole independent reporting and publishing platform.

Climate change

(5.11.9.1) Type of stakeholder

Select from:

☑ Customers

(5.11.9.2) Type and details of engagement

Education/Information sharing

☑ Other education/information sharing, please specify **:**Membership of the UK Government Digital Sustainability Alliance (GDSA).ip of

(5.11.9.3) % of stakeholder type engaged

Select from:

☑ 1-25%

(5.11.9.4) % stakeholder-associated scope 3 emissions

Select from:

☑ None

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

Kainos is a member of UK Government Digital Sustainability Alliance (GDSA). We are already working with other leading global technology organisations to support the UK Greening Government Commitments.

(5.11.9.6) Effect of engagement and measures of success

The climate emergency will not be solved by any one party. We must work together, sharing creative ideas and solutions that help move society towards a low-carbon future. With sustainability and green-tech placed at the heart of all we do, we're stepping up to bring carbon down – committed to creating a positive, lasting impact that will shape the world for future generations.
[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

Other
☑ Other initiative type, please specify **:**Kainos was contacted and requested by Dentsu International Limited to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Dentsu International Limited for goods and services we supply to them in this reportin

(5.12.5) Details of initiative

Kainos was contacted and requested by Dentsu International Limited to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Dentsu International Limited for goods and services we supply to them in this reporting period.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify :Collaboration and sharing of information

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ > 5 years

(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

Further collaboration is required.

Row 2

(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

Other

☑ Other initiative type, please specify :Kainos was contacted and requested by Autodesk Inc. to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Autodesk Inc. for goods and services we supply to them in this reporting period.

(5.12.5) Details of initiative

Kainos was contacted and requested by Autodesk Inc. to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Autodesk Inc. for goods and services we supply to them in this reporting period.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify :Collaboration and sharing of information

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ > 5 years

(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

Further collaboration is required.

Row 3

(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

Other

☑ Other initiative type, please specify **:**Kainos was contacted and requested by Ordnance Survey to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Ordnance Survey for goods and services we supply to them in this reporting period.

(5.12.5) Details of initiative

Kainos was contacted and requested by Ordnance Survey to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Ordnance Survey for goods and services we supply to them in this reporting period.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ > 5 years

(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

Further collaboration is required.

Row 4

(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

Other

☑ Other initiative type, please specify **:**Kainos was contacted and requested by Icon PLC to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Icon PLC for goods and services we supply to them in this reporting period.

(5.12.5) Details of initiative

Kainos was contacted and requested by Icon PLC to disclose environmental information through CDP's 2024 questionnaire and allocate emissions to Icon PLC for goods and services we supply to them in this reporting period.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify **:**Collaboration and sharing of information

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ > 5 years

(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

Further collaboration is required.

Row 5

(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

Other

☑ Other initiative type, please specify **:**Kainos was contacted and requested by Specialist Computer Centres PLC to disclose environmental information through CDP's 2024 questionnaire and allocate emissions for goods and services we supply to them in this reporting period.

(5.12.5) Details of initiative

Kainos was contacted and requested by Specialist Computer Centres PLC to disclose environmental information through CDP's 2024 questionnaire and allocate emissions for goods and services we supply to them in this reporting period.

(5.12.6) Expected benefits

Select all that apply

☑ Other, please specify **:**Collaboration and sharing of information

(5.12.7) Estimated timeframe for realization of benefits

Select from:

☑ > 5 years

(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

Further collaboration is required.
[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

Kainos has not implemented any mutually beneficial environment initiatives due to CDP supply chain member engagement because this is not an immediate priority at this time. For example, engaging with CDP Supply Chain members requires time, effort and financial resources that are better focused on implementation of our current climate action plan. By doing so, we will continuously improve the quality of our data and be better able to articulate the benefits from our own reduction initiatives – which can be used in the future when engaging others (including CDP Supply Chain members) on potential joint environmental initiatives.
[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	*Kainos full authority to introduce and implement operating policies at the operation.*
Water	*Select from:* ☑ Other, please specify :No measured at present	*To be taken into account in the future, not measured at present.*
Plastics	*Select from:* ☑ Other, please specify :Not measured at present	*Not taken into account at present, use of plastics is minimal.*
Biodiversity	*Select from:* ☑ Other, please specify :Small scale activities, not measured at present	*Small scale activities, to be taken into account in the future.*

[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?

(7.1.1.1) Has there been a structural change?

Select all that apply
☑ Yes, an acquisition

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

RapidIT-Cloudbera, Inc.

(7.1.1.3) Details of structural change(s), including completion dates

Established in 2017, RapidIT-Cloudbera is the creator of Genie, a Workday-focused automated testing product which has the ability to rapidly auto-generate test cases, allowing customers to quickly launch their automated testing efforts. Genie is used by over 100 organisations to streamline their testing activity. Kainos will combine Genie with its own market-leading automated testing product, Smart Test, which will provide customers the ability to achieve greater compliance and quality assurance - more quickly, with less internal effort and with increased testing coverage. Integration of the products took place in March 24. No significant impacts on emissions- employee circa 100.
[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?
	Select all that apply ☑ No

[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:

☑ No, because the impact does not meet our significance threshold

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

This will take place for the following activities: Large significant Mergers, acquisitions, and divestments, Changes in calculation methodology or improvements in the accuracy of emission factors or activity data that result in a significant impact on the base year emissions data, Discovery of significant errors, or a number of cumulative errors, that are collectively significant. We do not set a numerical threshold for significance but will consider the impact of the activities above and the need for recalculation on an annual basis.

(7.1.3.4) Past years' recalculation

Select from:

☑ No

[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.

(7.3.1) Scope 2, location-based

Select from:

☑ We are reporting a Scope 2, location-based figure

(7.3.2) Scope 2, market-based

Select from:

☑ We are reporting a Scope 2, market-based figure

(7.3.3) Comment

Kainos reports both location and market-based Scope 2 emissions. Data is gathered on energy consumption from utility bills, energy meters, and other relevant sources. An appropriate carbon emissions factor is applied. We record all green energy contracts.
[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:

☑ No

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

Scope 1

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

87

(7.5.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Scope 2 (location-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

465

(7.5.3) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are applied to estimate consumption. The consumption data is then multiplied by the relevant location-based CO2e EF for electricity generation. Renewable electricity purchases and clean energy programs are also considered in the calculations. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are applied to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant emission factors, using representative data where necessary. For location-based electricity emissions factors we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources.

Scope 2 (market-based)

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

409

(7.5.3) Methodological details

Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the EFs. For market-based electricity EFs we use the following sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based emissions factors are default for Scope 2 electricity. Location-based emission factors are used to calculate electricity emissions if no other market-based emission factors are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

3822

(7.5.3) Methodological details

For most purchased goods and services estimates, we calculate emissions using Watershed's CEDA database or EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier and procurement spend data. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend with select vendors are mapped to those vendors' unique revenue intensity estimates when complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the EPA EF for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis (e.g. electricity from facilities). For cloud computing emissions, we use either cloud usage data or spend data to estimate electricity consumed and calculate electricity emissions by applying regional EFs. We also use spend data to estimate the indirect emissions associated with the cloud vendor. For some physical goods where we have SKU data, BOMs are used to separate the SKU mass into individual commodities, which are multiplied by the total SKUs purchased to obtain the total mass per commodity per SKU. Mass is aggregated by each commodity to get total mass per commodity, and each commodity is mapped to the most accurate Emissions Factor(s). Emissions factors primarily come from ecoinvent and, in a few cases, publicly available scientific papers. We multiply total mass by the Emissions Factor(s) for that commodity to calculate CO2e emissions. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spending. As for Scope 2, market-based emissions are a default.

Scope 3 category 2: Capital goods

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

325

(7.5.3) Methodological details

We calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier & procurement spend data. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the

industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. Spend with select vendors is mapped to those vendors' unique revenue intensity estimates when they have submitted complete reports to complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the Emissions Factor for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spend. As for Scope 2, market-based emissions are a default.

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

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

55

(7.5.3) Methodological details

We estimate fuel and energy related activities emissions for three categories: 1) Transmission and Distribution (T&D) - We estimate electricity lost to transmission and distribution. We apply regional grid loss rates from eGRID and Ecoinvent to estimate electricity lost in transmission and distribution, and apply the correct electricity emissions factor to estimate emissions. 2) Natural Gas Leakage - We use fugitive emissions data from chapter 4.2 of the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas inventories. A tier 1 approach was taken to evaluate fugitive emissions from exploration, production, processing, and transmission & storage of natural gas. Tier 1 was chosen as specific supply chain data was unavailable, and fugitive natural gas emissions are typically not significant for Watershed customers. 3) Upstream (well-to-tank or WTT) emissions- We calculate WTT emissions for stationary and mobile combustion, as well as WTT emissions for electricity production and electricity T&D loss. We use DEFRA EFs for WTT emissions. It is noteworthy that the choice of market- vs. location-based emissions in Scope 2 will also affect this category because electricity WTT and T&D loss emissions differ between the two methods. As for Scope 2, market-based emissions are a default.

Scope 3 category 4: Upstream transportation and distribution

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

244

(7.5.3) Methodological details

1) We estimate waste emissions by evaluating the number of employees working from each office location - this is assumed to match the number of employees that are actively commuting each day (see Scope 3.7). We use the CalRecycle benchmarks as an estimate for waste produced per employee per day. We multiply waste produced for each month by emissions factors for landfill and recycling. No waste estimate is included for work from home employees. We use emissions factors from DEFRA for landfill, composting, and recycling. We use emission factors from the USEPA EF Hub for landfill, composting, incineration, and digestion in the US. 2) Where waste other than employee-generated waste is expected to be relevant, we collect information on tonnage of waste disposal by waste type and treatment methods, total tonnage of waste disposal, or spend on waste disposal services.

Scope 3 category 6: Business travel

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

3456

(7.5.3) Methodological details

We estimate three emissions inputs for business travel. 1) Flights - We calculate the distance traveled by looking at flight routes and calculating the distance between airports. We calculate total emissions using Emissions Factors from DEFRA, grouped by category of flight (e.g. long haul, medium haul, short haul). When origin, destination, and mileage data is not available, we use spend on flights applied to the relevant EEIO emissions factor. 2) Hotels - We calculate the number of nights stayed at a hotel using the check-in and check-out dates, and apply a country specific emission factors (kg CO2e / room per night) from DEFRA. When this data is

not available, we use spend on hotels applied to the relevant EEIO emissions factor. 3) For all other types of business travel (e.g. Uber, Trains), we calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual spend data. Spend is aggregated by each travel category to get total spend. Each accounting category is mapped to the most accurate EEIO category. For all EEIO EFs, we account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

03/31/2020

(7.5.2) Base year emissions (metric tons CO2e)

1925

(7.5.3) Methodological details

We estimate emissions in two categories. 1) Commute. We estimate the number of employees commuting in each location by aggregating employees by location. We exclude any remote employees, and exclude any months where employees were working from home due to COVID-19. We use data published by governments to estimate average commute mix and distance for each location, and apply that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking (Example sources: US Census Bureau for US states, Euro State for select EU cities). We multiply miles by the emissions factor for that commute-method category. For commute, we use EFs from EPA EF Hub for cars and public transit, while for walking and biking, we assume that EFs are 0. 2) Remote work. We estimate that the square footage occupied by a home office is 150 square feet. We use the Department of Energy's Building Performance Database to find benchmarks for electricity consumption per square foot of residential space and natural gas per square foot of residential space. We then multiply energy usage by the corresponding region's electricity and natural gas emissions factors. Since the DoE's data set does not assume homes are being used non-stop during working hours, we adjust these estimates up to correct for this. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category for remote work electricity usage. As for Scope 2, market-based emissions are a default.

Scope 3 category 8: Upstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 9: Downstream transportation and distribution

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 10: Processing of sold products

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 11: Use of sold products

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

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

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 13: Downstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 14: Franchises

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3 category 15: Investments

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3: Other (upstream)

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA

Scope 3: Other (downstream)

(7.5.2) Base year emissions (metric tons CO2e)

`Numeric input

(7.5.3) Methodological details

NA
[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)

95

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel

type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Past year 1

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

108

(7.6.2) End date

03/31/2023

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This

methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Past year 2

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

112

(7.6.2) End date

03/31/2022

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Past year 3

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

46

(7.6.2) End date

03/31/2021

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.

Past year 4

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

87

(7.6.2) End date

03/31/2020

(7.6.3) Methodological details

We include the assessment of GHGs associated with stationary combustion in company owned buildings or facilities, emissions of refrigerants, emissions of company-owned vehicles and aircrafts, as well as the backup generators. For fuel stationary combustion in buildings and facilities, we collect the data on fuel consumption for each building or shared workspace used by the company. The primary data on fuel consumption typically comes from the utility-bills and internal

meter readings or landlord provided consumption. If primary activity data is not available, benchmarks for fuel consumption per floor area by building type and fuel type breakdown from Building Performance Database are applied as a secondary activity data to estimate consumption. The consumption data is then multiplied by the relevant CO2e emission factor (EF) for that fuel. We use US EPA and DEFRA EFs for fuel combustion. Fugitive emissions from refrigerants are measured using the purchase data on refrigerant refills. We use a conservative assumption that all refrigerant refills are due to the refrigerant leakage. If purchase data is not available, refrigerant leakage is estimated based on building floor area using EPA HFC accounting tool. Refrigerant quantities are multiplied by their 100-year GWP from IPCC. Company-owned and company-operated vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects fuel use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying fuel use or distance by relevant emission factors coming from US EPA, DEFRA, and ecoinvent. Company-owned and company-operated aircraft emissions are calculated using flight records, aircraft make/model, and fuel consumption data. Emissions are calculated by multiplying fuel consumed by jet fuel emission factors from the US EPA. Backup generators or other stationary sources that are not otherwise used for regular building heating result in Scope 1 combustion emissions. This methodology collects fuel use data and calculate emissions by multiplying fuel consumption by the relevant emission factors for each fuel type from the US EPA EF Hub.
[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)

199

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

63

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the

following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).

Past year 1

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

288

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

105

(7.7.3) End date

03/31/2023

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based

grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).

Past year 2

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

271

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

84

(7.7.3) End date

03/31/2022

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).

Past year 3

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

298

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

257

(7.7.3) End date

03/31/2021

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).

Past year 4

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

465

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

409

(7.7.3) End date

03/31/2020

(7.7.4) Methodological details

Purchased or acquired electricity emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on electricity consumption for each building used by the company. If consumption data is not available, benchmarks for electricity consumption per floor area are used as estimates. The consumption data is then multiplied by the relevant location-based CO2e emissions factors (EFs) for electricity generation. Renewable electricity purchases and clean energy programs are also considered. Purchased heat, steam, or cooling emissions are evaluated in Scope 2 consistent with GHG Protocol guidance. This methodology collects data on district heat, cooling, and steam consumption for each building used by the company. If consumption data is not available, benchmarks for district heat and steam consumption per floor area by country are used to estimate consumption. The consumption data is then multiplied by the relevant CO2e EF for heat and steam generation. Company-owned vehicle combustion emissions are evaluated as Scope 1, while company-owned electric vehicle emissions are evaluated in Scope 2. This methodology collects electricity use data or vehicle class, distance traveled, and location data. Emissions are calculated by multiplying electricity use or distance by relevant EFs, using representative data where necessary. For location-based electricity EFs we use the following sources: eGRID for the US, Canada National Inventory Report (1998-2020) for Canada, Australia National GHG Accounts Factors for Australia, IEA 2022 for all other countries, and ecoinvent 3.9.1. for each country where the grid data is not available from the aforementioned sources. Market-based method of estimating Scope 2 electricity emissions is based on the same principles as the location-based approach, the difference is in the emissions factors (EFs). For market-based electricity EFs we use these sources: supplier-specific EFs following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3), provided that the factors meet the Scope 2 Quality Criteria; Green-e residual EFs for the US grids, European Residual Mixes with CH4 and N2O emissions added from DEFRA for EU-based grids. Market-based EFs are default for Scope 2 electricity. Location-based EFs are used to calculate electricity emissions if no other market-based EFs are available, following the data hierarchy in the GHG Protocol Scope 2 Guidance (Table 6.3).
[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)

4938

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average data method

☑ Spend-based method

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

18

(7.8.5) Please explain

For most purchased goods and services estimates, we calculate emissions using Watershed's CEDA database or EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier and procurement spend data. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend with select vendors are mapped to those vendors' unique revenue intensity estimates when complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the EPA EF for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis (e.g. electricity from facilities). For cloud computing emissions, we use either cloud usage data or spend data to estimate electricity consumed and calculate electricity emissions by applying regional EFs. We also use spend data to estimate the indirect emissions associated with the cloud vendor. For some physical goods where we have SKU data, BOMs are used to separate the SKU mass into individual commodities, which are multiplied by the total SKUs purchased to obtain the total mass per commodity per SKU. Mass is aggregated by each commodity to get total mass per commodity, and each commodity is mapped to the most accurate Emissions Factor(s). Emissions factors primarily come from ecoinvent and, in a few cases, publicly available scientific papers. We multiply total mass by the Emissions Factor(s) for that commodity to calculate CO2e emissions. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spending. As for Scope 2, market-based emissions are a default.

Capital goods

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1848

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Spend-based method

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

4.1

(7.8.5) Please explain

We calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual supplier & procurement spend data. We account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values. Spend is aggregated by each accounting category to get total spend. Each accounting category is mapped to the most accurate EEIO category. Spend with select vendors is mapped to those vendors' unique revenue intensity estimates when they have submitted complete reports to complete and reported to the Carbon Disclosure Project (CDP). Total spend is multiplied by the Emissions Factor for that category or for that vendor to calculate CO2e emissions. To prevent double counting, supplier spend data that is accounted for under alternative scopes are removed from this analysis. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of cloud usage and spend. As for Scope 2, market-based emissions are a default.

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)

82

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Supplier-specific method

☑ Average data method

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

0

(7.8.5) Please explain

We estimate fuel and energy related activities emissions for three categories: 1) Transmission and Distribution (T&D) - We estimate electricity lost to transmission and distribution. We apply regional grid loss rates from eGRID and Ecoinvent to estimate electricity lost in transmission and distribution, and apply the correct electricity emissions factor to estimate emissions. 2) Natural Gas Leakage - We use fugitive emissions data from chapter 4.2 of the 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas inventories. A tier 1 approach was taken to evaluate fugitive emissions from exploration, production, processing, and transmission & storage of natural gas. Tier 1 was chosen as specific supply chain data was unavailable, and fugitive natural gas emissions are typically not significant for Watershed customers. 3) Upstream (well-to-tank or WTT) emissions- We calculate WTT emissions for stationary and mobile combustion, as well as WTT emissions for electricity production and electricity T&D loss. We use DEFRA EFs for WTT emissions. It is noteworthy that the choice of market- vs. location-based emissions in Scope 2 will also affect this category because electricity WTT and T&D loss emissions differ between the two methods. As for Scope 2, market-based emissions are a default.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos is a software services company and does not produce, transport or distribute physical goods, its services are digital services. Given technical guidance from GHG Protocol, this is not relevant to our emissions measurement.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

35

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Waste-type-specific method

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

0

(7.8.5) Please explain

1) We estimate waste emissions by evaluating the number of employees working from each office location - this is assumed to match the number of employees that are actively commuting each day (see Scope 3.7). We use the CalRecycle benchmarks as an estimate for waste produced per employee per day. We multiply waste produced for each month by emissions factors for landfill and recycling. No waste estimate is included for work from home employees. We use emissions factors from DEFRA for landfill, composting, and recycling. We use emission factors from the USEPA EF Hub for landfill, composting, incineration, and digestion in the US. 2) Where waste other than employee-generated waste is expected to be relevant, we collect information on tonnage of waste disposal by waste type and treatment methods, total tonnage of waste disposal, or spend on waste disposal services.

Business travel

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

2570

(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

0

(7.8.5) Please explain

We estimate three emissions inputs for business travel. 1) Flights - We calculate the distance traveled by looking at flight routes and calculating the distance between airports. We calculate total emissions using Emissions Factors from DEFRA, grouped by category of flight (e.g. long haul, medium haul, short haul). When origin, destination, and mileage data is not available, we use spend on flights applied to the relevant EEIO emissions factor. 2) Hotels - We calculate the number of nights stayed at a hotel using the check-in and check-out dates, and apply a country specific emission factors (kg CO2e / room per night) from DEFRA. When this data is not available, we use spend on hotels applied to the relevant EEIO emissions factor. 3) For all other types of business travel (e.g. Uber, Trains), we calculate emissions using Watershed's CEDA database or the EPA Environmentally Extended Economic Input Output (EEIO) emissions factors applied to annual spend data. Spend is aggregated by each travel category to get total spend. Each accounting category is mapped to the most accurate EEIO category. For all EEIO EFs, we account for the inflation or deflation to convert the EFs to the US dollars value for the year of the activity. We use the industry-level price index data (2012-2021 and 2022) published by the US. Bureau of Economic Analysis to get sector-specific inflation and deflation values.

Employee commuting

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1829

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Distance-based method

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

0

(7.8.5) Please explain

We estimate emissions in two categories. 1) Commute. We estimate the number of employees commuting in each location by aggregating employees by location. We exclude any remote employees, and exclude any months where employees were working from home due to COVID-19. We use data published by governments to estimate average commute mix and distance for each location, and apply that to the total number of commuting employees in each location to determine miles traveled by car, public transit, walking and biking (Example sources: US Census Bureau for US states, Euro State for select EU cities). We multiply miles by the emissions factor for that commute-method category. For commute, we use EFs from EPA EF Hub for cars and public transit, while for walking and biking, we assume that EFs are 0. 2) Remote work. We estimate that the square footage occupied by a home office is 150 square feet. We use the Department of Energy's Building Performance Database to find benchmarks for electricity consumption per square foot of residential space and natural gas per square foot of residential space. We then multiply energy usage by the corresponding region's electricity and natural gas emissions factors. Since the DoE's data set does not assume homes are being used non-stop during working hours, we adjust these estimates up to correct for this. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category for remote work electricity usage. As for Scope 2, market-based emissions are a default.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Relevant, calculated

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

1

(7.8.3) Emissions calculation methodology

Select all that apply

☑ Average data method

☑ Asset-specific method

☑ Lessor-specific method

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

0

(7.8.5) Please explain

We estimate emissions from upstream leased assets in the following ways: 1) We use the same inputs as for Scope 1 and 2. Alternatively, the record of all leasing-related expenses during the measurement period, including account, currency, total spend, details (where available), vendor (where available). 2) For some leased assets such as shared co-working spaces, we have sq-ft estimates and then generate activity based EFs for electricity and natural gas then calculate emissions based on assumed activity. It is noteworthy that the choice of market- vs. location-based electricity emissions will also affect this category in the case of assets that utilize electricity. As for Scope 2, market-based emissions are a default.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos is a software services company and does not produce, transport or distribute physical goods, its services are digital services. Given technical guidance from GHG Protocol, this is not relevant to our emissions measurement.

Processing of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos is a software services company and does not produce, transport or distribute physical goods, its services are digital services. Given technical guidance from GHG Protocol, this is not relevant to our emissions measurement.

Use of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos do not manufacture or have goods manufactured on our behalf therefore this is not applicable in our GHG emissions measurement.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos do not manufacture or have goods manufactured on our behalf therefore this is not applicable in our GHG emissions measurement.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos is a software services company and does not produce, transport or distribute physical goods, its services are digital services. Given technical guidance from GHG Protocol, this is not relevant to our emissions measurement.

Franchises

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos does not have a franchise structure & therefore this is not applicable in our GHG emissions measurement.

Investments

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable in our GHG emissions measurement.

Other (upstream)

(7.8.1) Evaluation status

Select from:
☑ Not relevant, explanation provided

(7.8.5) Please explain

Kainos is a software services company and does not produce, transport or distribute physical goods, its services are digital services. Given technical guidance from GHG Protocol, this is not relevant to our emissions measurement.

Other (downstream)

(7.8.1) Evaluation status

Select from:

☑ Not relevant, explanation provided

(7.8.5) Please explain

Not applicable in our GHG emissions measurement.
[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

03/31/2023

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

4960

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

343

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

103

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

34

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

1903

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

1867

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

3

(7.8.1.19) Comment

The data above outlines Kainos' historical data and reflects current organizational boundary.

Past year 2

(7.8.1.1) End date

03/31/2022

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

5400

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

745

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

31

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

7

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

382

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

972

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

1

(7.8.1.19) Comment

The data above outlines Kainos' historical data and reflects current organizational boundary.

Past year 3

(7.8.1.1) End date

03/31/2021

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

4483

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

156

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

43

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

0

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

15

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

1083

(7.8.1.19) Comment

The data above outlines Kainos' historical data and reflects current organizational boundary.

Past year 4

(7.8.1.1) End date

03/31/2020

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

3822

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

325

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

55

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

244

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

3456

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

1925

(7.8.1.19) Comment

The data above outlines Kainos' historical data and reflects current organizational boundary.
[Fixed row]

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

	Verification/assurance status
Scope 1	*Select from:* ☑ Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	*Select from:* ☑ Third-party verification or assurance process in place

	Verification/assurance status
Scope 3	*Select from:* ☑ Third-party verification or assurance process in place

[Fixed row]

(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.

Row 1

(7.9.1.1) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.1.2) Status in the current reporting year

Select from:
☑ Complete

(7.9.1.3) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.1.4) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.1.5) Page/section reference

Page 1 - GHG Emissions Statement: • Scope 1: 95 metric tons of CO2 equivalent

(7.9.1.6) Relevant standard

Select from:
☑ ISO14064-3

(7.9.1.7) Proportion of reported emissions verified (%)

98
[Add row]

(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.

Row 1

(7.9.2.1) Scope 2 approach

Select from:
☑ Scope 2 location-based

(7.9.2.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.2.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.2.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.2.5) Attach the statement

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(7.9.2.6) Page/ section reference

Page 1- • Scope 2 (Location-Based): 199 metric tons of CO2 equivalent • Scope 2 (Market-Based): 63 metric tons of CO2 equivalent

(7.9.2.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.2.8) Proportion of reported emissions verified (%)

100
[Add row]

(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.

Row 1

(7.9.3.1) Scope 3 category

Select all that apply
☑ Scope 3: Purchased goods and services

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1 Scope 3: o Category 1 – Purchased Goods and Services: (Market based) 4,938 metric tons of CO2 equivalent

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 2

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Capital goods

(7.9.3.2) Verification or assurance cycle in place

Select from:
☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:
☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:
☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1- o Category 2 – Capital Goods: 1,848 metric tons of CO2 equivalent

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 3

(7.9.3.1) Scope 3 category

Select all that apply

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

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1 o Category 3 – Fuel and energy-related activities: Market based 82 metric tons of CO2 equivalent; Location based: 93 metric tons of CO2 equivalent.

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 4

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Waste generated in operations

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1- o Category 5 – Waste generated in operations: 35 metric tons of CO2 equivalent

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 5

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Business travel

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1 o Category 6 – Business Travel: 2,570 metric tons of CO2 equivalent

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 6

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Employee commuting

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1- o Category 7 – Employee commuting Market based: 1,829 metric tons of CO2 equivalent; (Location-based): 1,651 metric tons of CO2 equivalent.

(7.9.3.7) Relevant standard

Select from:

☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100

Row 7

(7.9.3.1) Scope 3 category

Select all that apply

☑ Scope 3: Upstream leased assets

(7.9.3.2) Verification or assurance cycle in place

Select from:

☑ Annual process

(7.9.3.3) Status in the current reporting year

Select from:

☑ Complete

(7.9.3.4) Type of verification or assurance

Select from:

☑ Limited assurance

(7.9.3.5) Attach the statement

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

(7.9.3.6) Page/section reference

Page 1- o Category 8: Upstream leased assets Market based: 1.5 metric ton of CO2 equivalent; Location-based: 1 metric ton of CO2 equivalent

(7.9.3.7) Relevant standard

Select from:
☑ ISO14064-3

(7.9.3.8) Proportion of reported emissions verified (%)

100
[Add 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)

67

(7.10.1.2) Direction of change in emissions

Select from:

☑ Increased

(7.10.1.3) Emissions value (percentage)

32

(7.10.1.4) Please explain calculation

[Manual additional explanation required] In 2024, we purchased renewable energy equivalent to 142 tCO_2e. In 2023, we purchased renewable energy equivalent to 209 tCO_2e. In 2023, our total Scope 1 and 2 emissions were approximately 212 tCO_2e. With a decrease in renewable energy consumption equivalent to 67 tCO_2e, we calculate our reduction to be 31.6% (142 - 209) / 212.

Other emissions reduction activities

(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

NA

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

NA

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

NA

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

NA

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

NA

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

NA

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

NA

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

NA

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

NA

Other

(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

NA
[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:

☑ No

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

Argentina

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.1

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

14

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

14

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.5

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

1.2

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

1.1

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.4

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

0.3

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

0.3

Denmark

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.1

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

1.3

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

7.4

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.1

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

1.2

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

2.6

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

11

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

49

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

0.9

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

76

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

79

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

2.2

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.2

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

54

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

34
[Fixed row]

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

Select all that apply
☑ By activity

(7.17.3) Break down your total gross global Scope 1 emissions by business activity.

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	*Emissions from stationary combustion*	*74*
Row 2	*Emissions from mobile combustion*	*0*
Row 3	*Emissions from fugitive emissions*	*21*

[Add row]

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

Select all that apply

☑ By facility

(7.20.2) Break down your total gross global Scope 2 emissions by business facility.

Row 1

(7.20.2.1) Facility

111 Monument Circle

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

34

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

16

Row 2

(7.20.2.1) Facility

28 university Road

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

10

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

0

Row 3

(7.20.2.1) Facility

2nd Floor

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

11

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

0.1

Row 4

(7.20.2.1) Facility

4-6 Upper Cres

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

30

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

0

Row 5

(7.20.2.1) Facility

6a Upper Cres

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

3

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

0

Row 6

(7.20.2.1) Facility

8-14 Mount Charles

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

0.5

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

0

Row 7

(7.20.2.1) Facility

Antwerp Office 217/215, Interoffices

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

1.2

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

1.1

Row 8

(7.20.2.1) Facility

Charcas 5150

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

14

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

14

Row 9

(7.20.2.1) Facility

Corner Block

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

9.6

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

0

Row 10

(7.20.2.1) Facility

Floor 5

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

0.3

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

0.3

Row 11

(7.20.2.1) Facility

GbR Klopstockstralle 5

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

1.2

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

2.6

Row 12

(7.20.2.1) Facility

Glandore, Fitzwilliam Court

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

1.1

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

2

Row 13

(7.20.2.1) Facility

Harsdorffs Hus Office Club

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

1.3

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

7.4

Row 14

(7.20.2.1) Facility

Office 800A

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

14

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

13

Row 15

(7.20.2.1) Facility

Timber Quay

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

14

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

0.1

Row 16

(7.20.2.1) Facility

Tower Place 100

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

4.9

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

4.8

Row 17

(7.20.2.1) Facility

Tryton Business House

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

49

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

0.9
[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)

95.26

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

198.57

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

62.56

(7.22.4) Please explain

Figures for Kainos Group PLC

All other entities

(7.22.4) Please explain

NA
[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:
☑ No

(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 3

(7.26.3) Scope 3 category(ies)

Select all that apply

☑ Category 6: Business travel

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

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

Select from:

☑ Currency

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

54000

(7.26.9) Emissions in metric tonnes of CO2e

2

(7.26.10) Uncertainty (±%)

25

(7.26.11) Major sources of emissions

Business Travel

(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

Scope 3 Good and Services -Using revenue and emissions data. Total emissions /Kainos total revenue Intensity metric X revenue received from customer.

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

NA

Row 2

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

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

Select from:

☑ Currency

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

274000

(7.26.9) Emissions in metric tonnes of CO2e

9

(7.26.10) Uncertainty (±%)

25

(7.26.11) Major sources of emissions

Business Travel

(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

Scope 3 Good and Services -Using revenue and emissions data. Total emissions /Kainos total revenue Intensity metric X revenue received from customer

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

NA

Row 3

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:
☑ Allocation based on the market value of products purchased

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

Select from:
☑ Currency

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

8100

(7.26.9) Emissions in metric tonnes of CO2e

0.3

(7.26.10) Uncertainty (±%)

25

(7.26.11) Major sources of emissions

Business Travel

(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

Scope 3 Good and Services -Using revenue and emissions data. Total emissions /Kainos total revenue Intensity metric X revenue received from customer

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

NA

Row 4

(7.26.2) Scope of emissions

Select from:
☑ Scope 3

(7.26.4) Allocation level

Select from:
☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

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

Select from:
☑ Currency

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

329000

(7.26.9) Emissions in metric tonnes of CO2e

10

(7.26.10) Uncertainty (±%)

25

(7.26.11) Major sources of emissions

Business Travel

(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

Scope 3 Good and Services -Using revenue and emissions data. Total emissions /Kainos total revenue Intensity metric X revenue received from customer

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

NA

Row 5

(7.26.2) Scope of emissions

Select from:

☑ Scope 3

(7.26.4) Allocation level

Select from:

☑ Company wide

(7.26.6) Allocation method

Select from:

☑ Allocation based on the market value of products purchased

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

Select from:

☑ Currency

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

0

(7.26.9) Emissions in metric tonnes of CO2e

0

(7.26.10) Uncertainty (±%)

0

(7.26.11) Major sources of emissions

Business travel

(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

No revenue generated from this customer in FY24.

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

NA
[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:

☑ We face no challenges

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

Scope 3 Good and Services -Using revenue and emissions data. Total emissions /Kainos total revenue Intensity metric X revenue received from customer.
[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

Kainos have developed Carbono a tool to calculate employee emissions for staff when working on projects with our customers. Carbono estimates scope 3 carbon emissions generated by Kainos teams during software and digital service delivery. Kainos aims to reduce its carbon footprint and promote sustainable practices. It serves as a technical enabler supporting our customers as they reduce emissions through their supply chain.
[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

	Indicate whether your organization undertook this energy-related activity in the reporting year
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:* ☑ 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:

☑ Unable to confirm heating value

(7.30.1.2) MWh from renewable sources

0

(7.30.1.3) MWh from non-renewable sources

308

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

308

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

486

(7.30.1.3) MWh from non-renewable sources

168

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

654

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

12

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

12

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

486

(7.30.1.3) MWh from non-renewable sources

488

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

974
[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:* ☑ No
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

(7.30.7.8) Comment

Zeros added for non-activity

Other biomass

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4.2

(7.30.7.8) Comment

HHV

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

(7.30.7.8) Comment

Zeros added for non-activity

Coal

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4

(7.30.7.8) Comment

HHV

Oil

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

240

(7.30.7.8) Comment

HHV

Gas

(7.30.7.1) Heating value

Select from:
☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

60

(7.30.7.8) Comment

HHV

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

(7.30.7.8) Comment

Zeros added for non-activity

Total fuel

(7.30.7.1) Heating value

Select from:

☑ HHV

(7.30.7.2) Total fuel MWh consumed by the organization

308

(7.30.7.8) Comment

HHV
[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)

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

Heat

(7.30.9.1) Total Gross generation (MWh)

308

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

308

(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:
☑ United Kingdom of Great Britain and Northern Ireland

(7.30.14.2) Sourcing method

Select from:
☑ Project-specific contract with an electricity supplier

(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)

374

(7.30.14.6) Tracking instrument used

Select from:
☑ REGO

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

Select from:
☑ United Kingdom of Great Britain and Northern Ireland

(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

Clean energy

Row 2

(7.30.14.1) Country/area

Select from:
☑ Poland

(7.30.14.2) Sourcing method

Select from:
☑ Project-specific contract with an electricity supplier

(7.30.14.3) Energy carrier

Select from:
☑ Electricity

(7.30.14.4) Low-carbon technology type

Select from:
☑ Low-carbon energy mix, please specify **:**Renewable energy sources or in the process of high-efficiency cogeneration (CHP, i.e. Combined Heat and Power).

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

76

(7.30.14.6) Tracking instrument used

Select from:
☑ REGO

(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, guarantees of origin for renewable energy sources are defined in the Renewable Energy Sources Act of 20 February 2015 (Chapter V, Articles 120–125). The legal basis for the guarantees of origin for cogeneration sources is provided for in the Act of 14 December 2018 on the promotion of electricity from high-efficiency cogeneration sources.

Row 3

(7.30.14.1) Country/area

Select from:

☑ United States of America

(7.30.14.2) Sourcing method

Select from:

☑ Project-specific contract with an electricity supplier

(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)

36

(7.30.14.6) Tracking instrument used

Select from:
☑ US-REC

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

Select from:
☑ United States of America

(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

AES Indiana will periodically purchase enough renewable energy to satisfy the prospective needs of our customers choosing this option, balancing the cost with the geographical proximity to our customers. Recent sources have been wind facilities located in the Midwest. AES Indiana purchases the renewable energy in the form of Renewable Energy Certificates, or RECs.
[Add row]

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

Argentina

(7.30.16.1) Consumption of purchased electricity (MWh)

50

(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)

11

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

61.00

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

7.4

(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)

1.6

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

9.00

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

10

(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)

1.3

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

12

Denmark

(7.30.16.1) Consumption of purchased electricity (MWh)

13

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

0

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

2.1

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

0.8

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

16

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

3.8

(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)

0.8

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

4.6

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

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

76

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

0

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

8.3

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

27

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

111.30

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

379

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

0

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

1.2

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

256

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

637

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

114

(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)

9.4

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

123
[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

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

158

(7.45.3) Metric denominator

Select from:
☑ unit total revenue

(7.45.4) Metric denominator: Unit total

480081796

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

30

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Change in renewable energy consumption

(7.45.9) Please explain

We have procured and purchased more green energy contracts in FY24.

Row 2

(7.45.1) Intensity figure

0.1

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

158

(7.45.3) Metric denominator

Select from:
☑ full time equivalent (FTE) employee

(7.45.4) Metric denominator: Unit total

3018

(7.45.5) Scope 2 figure used

Select from:
☑ Market-based

(7.45.6) % change from previous year

29

(7.45.7) Direction of change

Select from:
☑ Decreased

(7.45.8) Reasons for change

Select all that apply
☑ Change in renewable energy consumption

(7.45.9) Please explain

We have procured and purchased more green energy contracts in FY24.
[Add row]

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

Row 1

(7.52.1) Description

Select from:
☑ Other, please specify **:**NA

(7.52.2) Metric value

0

(7.52.3) Metric numerator

NA

(7.52.4) Metric denominator (intensity metric only)

NA

(7.52.5) % change from previous year

0

(7.52.6) Direction of change

Select from:
☑ No change

(7.52.7) Please explain

NA
[Add row]

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

Select all that apply
☑ Absolute target
☑ Intensity target

(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.

Row 1

(7.53.1.1) Target reference number

Select from:

☑ Abs 1

(7.53.1.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.1.3) Science Based Targets initiative official validation letter

SBTI REPORT 22.pdf

(7.53.1.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.1.5) Date target was set

05/21/2022

(7.53.1.6) Target coverage

Select from:

☑ Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.1.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

(7.53.1.9) Scope 2 accounting method

Select from:

☑ Market-based

(7.53.1.11) End date of base year

03/30/2020

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

87

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

409

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

0.000

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

496.000

(7.53.1.33) Base year Scope 1 emissions covered by target as % of total base year emissions in Scope 1

100

(7.53.1.34) Base year Scope 2 emissions covered by target as % of total base year emissions in Scope 2

100

(7.53.1.53) Base year emissions covered by target in all selected Scopes as % of total base year emissions in all selected Scopes

4.8

(7.53.1.54) End date of target

03/30/2027

(7.53.1.55) Targeted reduction from base year (%)

70

(7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

148.800

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

95

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

63

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

158.000

(7.53.1.78) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.1.79) % of target achieved relative to base year

97.35

(7.53.1.80) Target status in reporting year

Select from:
☑ Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The target(s) cover all scope 1 and 2 emissions in the company's GHG inventory, developed in line with the GHG Protocol Corporate Standard.

(7.53.1.83) Target objective

As part of our Climate transition planning, we have committed to a 1.5 C aligned Scope 1 and 2 target validated by SBTi. Kainos Group commits to reduce absolute scope 1 and 2 GHG emissions 70% by FY2026 from a FY2020 base year.

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

Kainos actively promotes the efficient use of natural resources and reduce our carbon footprint by Kainos are procuring and purchasing renewable green energy.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:
☑ No
[Add row]

(7.53.2) Provide details of your emissions intensity targets and progress made against those targets.

Row 1

(7.53.2.1) Target reference number

Select from:

☑ Int 1

(7.53.2.2) Is this a science-based target?

Select from:

☑ Yes, and this target has been approved by the Science Based Targets initiative

(7.53.2.3) Science Based Targets initiative official validation letter

SBTI REPORT 22.pdf

(7.53.2.4) Target ambition

Select from:

☑ 1.5°C aligned

(7.53.2.5) Date target was set

05/21/2022

(7.53.2.6) Target coverage

Select from:

☑ Organization-wide

(7.53.2.7) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.53.2.8) Scopes

Select all that apply

☑ Scope 3

(7.53.2.10) Scope 3 categories

Select all that apply

☑ Category 2: Capital goods

☑ Category 6: Business travel

☑ Category 7: Employee commuting

☑ Category 8: Upstream leased assets

☑ Category 1: Purchased goods and services

☑ Category 5: Waste generated in operations

☑ Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)

(7.53.2.11) Intensity metric

Select from:

☑ Other, please specify

(7.53.2.12) End date of base year

03/30/2020

(7.53.2.15) Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

100

(7.53.2.16) Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

100

(7.53.2.17) Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

100

(7.53.2.19) Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

100

(7.53.2.20) Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

100

(7.53.2.21) Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

100

(7.53.2.22) Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

100

(7.53.2.32) Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

700.0000000000

(7.53.2.33) Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

700.0000000000

(7.53.2.36) % of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

39

(7.53.2.37) % of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

3.3

(7.53.2.38) % of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

0.6

(7.53.2.40) % of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

2.5

(7.53.2.41) % of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

35

(7.53.2.42) % of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

19

(7.53.2.43) % of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

0

(7.53.2.53) % of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure

95

(7.53.2.54) % of total base year emissions in all selected Scopes covered by this intensity figure

95

(7.53.2.55) End date of target

03/30/2027

(7.53.2.56) Targeted reduction from base year (%)

45

(7.53.2.57) Intensity figure at end date of target for all selected Scopes (metric tons CO2e per unit of activity)

385.0000000000

(7.53.2.59) % change anticipated in absolute Scope 3 emissions

45

(7.53.2.62) Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

4938

(7.53.2.63) Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

1848

(7.53.2.64) Intensity figure in reporting year for Scope 3, Category 3: Fuel- and energy-related activities (metric tons CO2e per unit of activity)

79

(7.53.2.66) Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

35

(7.53.2.67) Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

2570

(7.53.2.68) Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

1829

(7.53.2.69) Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

1

(7.53.2.79) Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)

11300.0000000000

(7.53.2.80) Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)

11300.0000000000

(7.53.2.81) Land-related emissions covered by target

Select from:

☑ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

(7.53.2.82) % of target achieved relative to base year

-3365.08

(7.53.2.83) Target status in reporting year

Select from:

☑ Underway

(7.53.2.85) Explain target coverage and identify any exclusions

A complete screening has been carried out with scope 3 GHG emissions accounting for 95.2% of the total emissions, and a scope 3 target has been set. This includes scope 3.1, 3.2, 3.3, 3,5,3.6, 3.7 and 3.78, It does not include 3.4, 3.9, 3.10, 3.11, 3.12, 3.13, 3.14 or 3.15.

(7.53.2.86) Target objective

This target helps to understand Kainos' role in value chain emissions which have a big impact for global economy transition to 1.5C. Kainos is doing our part by aligning to SBT's for Scope 3.

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

Green travel principles: promotion of green travel ensure our people are equipped with the information to make informed decisions about travel, encouraging reduced and limiting travel growth reducing the impact this has on the environment and business costs. Supply chain: engagement strategy recognises that Scope 3 'purchased goods and services' is our largest source of emissions, we will continue to engage with our main suppliers to get gather baseline data and accurate emissions data, supporting them to reduce these for the benefit of our planet. The first stage in our strategy is assessment and communications- We have assessed our current supply chain carbon footprint, identified top 10 suppliers regarding spend and emissions (focusing on suppliers who don't publicity disclosure emissions data) and initiated dialogue with your top 5 suppliers. Through this we have emphasized the importance of reducing emissions, setting targets and publicly disclosing this information and the mutual benefits of this. In FY25 we plan to extend engagement and educate and collaborate future to help suppliers understand their emissions and explore ways to reduce them. Green software & customer impact: most of our digital solutions significantly reduce the carbon impact of the ageing, inefficient and manually intensive systems we are replacing. This year our focus is working closely with customers and partners to calculate these savings and more fully understand the climate impact of our delivery work and what more we can do to reduce this and share the learning with others. Education and awareness: continue to engage our diverse global workforce about our carbon reduction initiatives, our engagement with suppliers, partners and customers, and to educate about what our people can do inside and outside work to reduce their own climate impact. Through our people, not only do we aim to help our customers, suppliers and partners to be more sustainable, we want to be a leader in sustainability solutions and green engineering. To do this, a relentless focus on education, thought leadership, innovation and strategic investment is key.

(7.53.2.88) Target derived using a sectoral decarbonization approach

Select from:

☑ No
[Add row]

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

Select all that apply
☑ Net-zero targets

(7.54.3) Provide details of your net-zero target(s).

Row 1

(7.54.3.1) Target reference number

Select from:
☑ NZ1

(7.54.3.2) Date target was set

03/31/2020

(7.54.3.3) Target Coverage

Select from:
☑ Organization-wide

(7.54.3.4) Targets linked to this net zero target

Select all that apply
☑ Abs1

(7.54.3.5) End date of target for achieving net zero

03/30/2026

(7.54.3.6) Is this a science-based target?

Select from:

☑ No, but we are reporting another target that is science-based

(7.54.3.8) Scopes

Select all that apply

☑ Scope 1

☑ Scope 2

☑ Scope 3

(7.54.3.9) Greenhouse gases covered by target

Select all that apply

☑ Carbon dioxide (CO2)

☑ Methane (CH4)

☑ Nitrous oxide (N2O)

☑ Hydrofluorocarbons (HFCs)

(7.54.3.10) Explain target coverage and identify any exclusions

Kainos has an internal target of Net Zero 2025 and are committed to reducing our emissions. Beyond our value chain mitigation, we have invested in carbon credits both through offsetting and removal projects. We have been carbon neutral from 2021 and will continue to invest in carbon credits going forward. In addition to this we invest in removals for 14% of our emissions, helping to contribute to a low carbon economy and going beyond our value chain emissions.

(7.54.3.11) Target objective

Kainos is commitment to reducing emissions and has been carbon neutral since 2021. Through Investing in carbon credits, offsetting, and removal projects we want to demonstrate a proactive approach to sustainability. Contributing to a low-carbon economy we also have by investing in removals for 14% of our emissions this is a significant step our net zero journey.

(7.54.3.12) Do you intend to neutralize any residual emissions with permanent carbon removals at the end of the target?

Select from:

☑ Yes

(7.54.3.13) Do you plan to mitigate emissions beyond your value chain?

Select from:

☑ Yes, and we have already acted on this in the reporting year

(7.54.3.14) Do you intend to purchase and cancel carbon credits for neutralization and/or beyond value chain mitigation?

Select all that apply

☑ Yes, we are currently purchasing and cancelling carbon credits for beyond value chain mitigation

(7.54.3.15) Planned milestones and/or near-term investments for neutralization at the end of the target

Linked to our company strategy, the priorities of our FY24 climate action plan focus on actual reductions in Scope 1, 2 and 3 emissions. Key activities include: 1) Green travel: ensuring our people are equipped with the information to make informed decisions about travel, to limit travel growth and the impact it has on the environment and business costs 2) Supply chain engagement: recognising that Scope 3 'purchased goods and services' is our largest source of emissions, we will continue to engage our main suppliers to get accurate emissions data, supporting them to reduce these for the benefit of our planet. 3) Customer impact: most of our digital solutions significantly reduce the carbon impact of the ageing, inefficient and manually intensive systems we are replacing. This year our focus is working closely with customers and partners to calculate these savings and more fully understand the climate impact of our delivery work and what more we can do to reduce this, and share the learning with others. 4) Education and awareness: continue to engage our diverse global workforce about our carbon reduction initiatives, our engagement with suppliers, partners and customers, and to educate about what our people can do inside and outside work to reduce their own climate impact. Through our people, not only do we aim to help our customers, suppliers and partners to be more sustainable, we want to be a leader in sustainability solutions and green engineering. To do this, a relentless focus on education, thought leadership, innovation and strategic investment is key. We plan to increase our neutralization investment each year until we reach our SBTI net zero targets.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

Kainos continue to reduce emissions across all scopes as much as possible, we have been carbon neutral from 2020, continuing to invest annually in portfolios of high-quality, certified offsets and removals to contribute to a low carbon economy. For FY24 emissions we have invested in a blend of local and international projects as well as carbon removal and renewable energy projects. We supported projects that actively remove CO2 from the atmosphere, such as: afforestation and reforestation. All projects supported are 3rd party verified, offer significant additionally and provide positive social, as well as environmental, impacts. In FY24 Kainos collaborated, supported and partnered with various local charities globally to promote sustainability and biodiversity projects such as through waste management reduction initiatives i.e. Christmas pre-loved toy appeal, raising awareness of the negative impacts of fast fashion through an educational webinar i.e. how to fall back in love with your clothes. Took part in the development of local community gardens and completed various litter picks and river clean ups. And donated and partnered with Local food banks to distribute food to those in need to mitigate emissions beyond your value chain.

(7.54.3.17) Target status in reporting year

Select from:

☑ Underway

(7.54.3.19) Process for reviewing target

Our Board Chair is the Non-Executive Director sponsor for climate-related issues. Our Board has overall responsibility and accountability for the implementation of our climate action strategy, its associated reduction of our carbon impact and business opportunities and progress to reaching our targets, Our CEO is the ultimate sponsor and responsible individual for our environmental strategy. This creates continuity between operational and Board focus on this area. Operational activities are led by an Executive Team Sponsor, alongside a dedicated Environmental Lead responsible for the day-to-day co-ordination with our Sustainability Group. The main information flow is on an annual basis and takes the form of a detailed presentation, jointly delivered by the CEO plus the Executive Sponsor. The timing is typically linked to a notable milestone – a CDP response, SBTi updates or other significant events. Management ensures that climate-related risks and opportunities are appropriately reviewed and acted upon, including monitoring target progress and documenting progress towards mitigating activities through our Enterprise Risk Register.
[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:

☑ Yes

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

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	*0*	*`Numeric input*

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
To be implemented	*0*	*0*
Implementation commenced	*1*	*100*
Implemented	*4*	*100*
Not to be implemented	*0*	*`Numeric input*

[Fixed row]

(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.

Row 1

(7.55.2.1) Initiative category & Initiative type

Transportation

☑ Teleworking

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

38

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

Select all that apply

☑ Scope 3 category 7: Employee commuting

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

369000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Hybrid working was implemented in Kainos post-pandemic, based on consultation with our global workforce. For us, hybrid working means combining remote, office-based and onsite working to give people greater flexibility about their work location, taking into consideration their own needs and those of their role, work, team and customer. Hybrid working has been written into policy, into our recruitment processes and into our conversations with existing and potential customers, a key outcome being the reduced need for our people to commute and a reduced impact on our environment. Our commuting figured reduced by 2% globally between FY23 and FY24 showing a reduction of 38T.

Row 2

(7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☑ Fuel switch

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

41

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

Select all that apply

☑ Scope 2 (market-based)

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

131388

(7.55.2.7) Payback period

Select from:

☑ 4-10 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

In FY24 we saw a 40% reduction in Scope 2 emissions from 102T to 61T for electricity. This was due to the procurement and purchasing of green energy contracts in our facilities.

Row 3

(7.55.2.1) Initiative category & Initiative type

Company policy or behavioral change

☑ Supplier engagement

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

20

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

Select all that apply

☑ Scope 3 category 1: Purchased goods & services

(7.55.2.4) Voluntary/Mandatory

Select from:

☑ Voluntary

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

0

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

5000

(7.55.2.7) Payback period

Select from:

☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

☑ Ongoing

(7.55.2.9) Comment

Our supply chain engagement strategy acknowledges that Scope 3 emissions, particularly from 'Purchased Goods and Services,' represent our largest source of greenhouse gas emissions. To address this, we are actively engaging with our main suppliers to gather baseline data and support their efforts to reduce emissions, benefiting our planet. Key aspects of our strategy include: Supplier Collaboration: We work closely with our suppliers to understand their emissions profiles and identify opportunities for reduction. This collaboration is crucial for achieving our Science-Based Targets (SBT) for Scope 3 emissions. Scope 3 Intensity Target: We have committed to reducing Scope 3 emissions by 45% per unit of value added. This ambitious target is part of our near-term goals, which have been validated and approved by the Science Based Targets initiative (SBTi). Future Goals: While we are currently unable to calculate annual savings, we are working towards developing the capability to do so in the future. This will enable us to track progress more accurately and make informed decisions to further reduce our carbon footprint. By focusing on these initiatives, we aim to significantly reduce our Scope 3 emissions and contribute to a more sustainable future.

Row 4

(7.55.2.1) Initiative category & Initiative type

Waste reduction and material circularity

☑ Waste reduction

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

1

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

Select all that apply

☑ Scope 3 category 5: Waste generated in operations

(7.55.2.4) Voluntary/Mandatory

Select from:
☑ Voluntary

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

500

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

1000

(7.55.2.7) Payback period

Select from:
☑ 1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:
☑ Ongoing

(7.55.2.9) Comment

In our offices, we are deeply committed to reducing our carbon footprint through comprehensive waste management and food waste reduction strategies. Our key initiatives include 1) Waste Management, we have established contracts in our UK based offices to ensure that 100% of our waste is diverted from landfill, significantly reducing our environmental impact. Food and Packaging 2) Waste Reduction: We actively encourage the reduction of food and food packaging waste within our offices. Careful planning is undertaken to avoid purchasing excess food. Any leftovers are placed in communal kitchens for staff to consume, minimising waste. We collaborate with local caterers who utilize minimal or reusable packaging, further reducing waste. and 3) Fruit Supply Management, to address previous high levels of food waste from our fruit supply initiative, we now place fruit only in main kitchens. Staff are encouraged to take fruit home, ensuring it is consumed and not wasted. These efforts are part of our broader commitment to sustainability and carbon reduction, reflecting our dedication to creating a more environmentally responsible workplace.
[Add row]

(7.55.3) What methods do you use to drive investment in emissions reduction activities?

Row 1

(7.55.3.1) Method

Select from:

☑ Compliance with regulatory requirements/standards

(7.55.3.2) Comment

Disclosing information to voluntary reporting schemes like CDP has helped Kainos to understand and confidently address the expectations of regulators, customers and investors. The Kainos Sustainability Group uses a regulation-grade reporting platform to provide robust, proven climate-related data in a consistent way to fulfil SECR, TCFD and other core requirements. Anticipating increased regulatory requirements in future, Kainos use the data and insights from our reporting platform Watershed to identify, prioritise and assess the value of emission reduction opportunities for Kainos, our customers and our suppliers, and therefore drive additional investment cases. TCFD compliance work, reporting progress to our Board as well as publicly through our annual report, has resulted in further investment in emission reduction activities. In line with the TCFD regulation we have begun to review how we record climate related risks, however the process for management of these risks will remain the same as the wider group risks, as detailed earlier in this questionnaire.The continued oversight and support of our Board and CEO has enabled Kainos to commit to SBTi near-term targets and to fully compensate for our global emissions through a mix of carbon offsets, removals and carbon neutralization projects for the current reporting period, further strengthening our position ahead of any future regulatory expectations.

Row 2

(7.55.3.1) Method

Select from:

☑ Dedicated budget for low-carbon product R&D

(7.55.3.2) Comment

We budget for other emissions reduction activities through our standard budgeting process by business unit, innovation services and corporate. Emission reduction activities are therefore not limited to one dedicated budget but are applied across Kainos group. This allows us for example, to develop new carbon reduction offerings within in our services business budget while also budgeting for scope 1 office improvements in our corporate budget. We link these together as time-bound priorities with business KPIs/OKRs based on our strategy that will influence decisions pulling from different budgets. For example, our Environmental and Sustainability Lead and Green Software Director activities will join together multiple budgets from across Kainos Group.

Row 3

(7.55.3.1) Method

Select from:

☑ Employee engagement

(7.55.3.2) Comment

Kainos continues to champion climate action and empower its staff to be part of the solution, driving investment in emissions reduction activities through robust employee engagement. Key initiatives include: Behavioural Change Communications: Through engagement around COP28 and #WorldEarthDay24, we highlighted our sustainability policies and procedures. We organized a global selfie competition and local office events to showcase the benefits of sustainability, volunteering opportunities, and local projects that staff can participate in. Collaboration and Teamwork: Multiple teams are involved in collecting and monitoring sustainability data for carbon accounting. By fostering a sense of community around sustainability goals, we enhance teamwork and collaboration. We are also exploring data automation for carbon accounting. Education and Awareness: We offer a Continuous Development Module in Climate Action to emphasize the importance of emissions reduction and empower employees to take meaningful actions. This module highlights the benefits of sustainability for both the environment and the business. Additionally, Kainos published "Digital Sustainability: The Need for Greener Software" this year, detailing why organizations should adopt digital sustainability. Gamification: Through various hackathons such as Hack4Change, panel discussions, and a Green Software presentation in July 2024 in Gdansk, hosted by GPNT, Kainos has had the opportunity to discuss the impact of technology on the planet. Over 130 people participated in the 48-hour hackathon, working on solutions that can change the world.

Row 4

(7.55.3.1) Method

Select from:

☑ Partnering with governments on technology development

(7.55.3.2) Comment

Kainos is a significant supplier to UK government with its digital services. For many years we have partnered with departments to innovate and advance common priorities including sustainability. For example, Kainos partnered with Defra and Microsoft at COP26, with our Chairman speaking at the Tech for Climate Action event. In 2023 Kainos signed the UK Government Digital Sustainability Alliance (GDSA) Charter in partnership with Defra – providing our advanced technical expertise alongside fellow signatories to help tackle climate change. We are a member of the GDSA board and Ecological working group that is helping to inform new policy on digital sustainability for UK government. We continue to work with government departments to develop sustainability assessment for digital services that will allow government to better understand the environment footprint of digital.
[Add row]

(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:

☑ Yes

(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.

Row 1

(7.74.1.1) Level of aggregation

Select from:

☑ Group of products or services

(7.74.1.2) Taxonomy used to classify product(s) or service(s) as low-carbon

Select from:

☑ No taxonomy used to classify product(s) or service(s) as low carbon

(7.74.1.3) Type of product(s) or service(s)

Power

☑ Other, please specify **:**IT infrastructure migration

(7.74.1.4) Description of product(s) or service(s)

Kainos provide software services to our customers. One part of this is a cloud migration service to migrate an existing IT estate from local data-centres to public cloud, e.g. Microsoft Azure, AWS. This allows customers to retire local data centres which very often produce higher carbon emissions than cloud alternatives. Many studies have confirmed this given the newer more efficient hardware, shared compute model and business model that promotes more highly utilised infrastructure.

We consider this a low-carbon service because over the lifetime of the services it will allow a substantial reduction in carbon emissions from the operation of the software. To demonstrate these carbon savings we have developed a Cloud Carbon Reduction Calculator because of the lack of methodologies for IT services that provides an estimate of carbon emissions for the IT estate running on local data-centre in comparison with running this on the cloud (with associated data-centre decommissioning). We have shown this to deliver 90% carbon emissions reduction once the local data-centres are decommissioned and have proven this for customers such as UN IOM and Companies House. It remains difficult to estimate the full-lifecycle reduction benefit because of the lack of certainty or guidance on end-of-life for IT services included in the migration.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

☑ Yes

(7.74.1.6) Methodology used to calculate avoided emissions

Select from:

☑ Other, please specify **:**Data centre migration emissions calculation framework

(7.74.1.7) Life cycle stage(s) covered for the low-carbon product(s) or services(s)

Select from:

☑ Gate-to-gate

(7.74.1.8) Functional unit used

kw/h and CO2e

(7.74.1.9) Reference product/service or baseline scenario used

United Nations IoM solution

(7.74.1.10) Life cycle stage(s) covered for the reference product/service or baseline scenario

Select from:

☑ Gate-to-gate

(7.74.1.11) Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

594

(7.74.1.12) Explain your calculation of avoided emissions, including any assumptions

Our data centre migration calculator builds a model approximating operational energy consumption and contrasts this relative to a proposed cloud future. The calculator produces a report which compares the differences across both the on-premises and cloud scenarios relative to potential for carbon reduction. The calculator is underpinned by a study commissioned by Kainos and undertaken by datacentre environmental specialists leveraging academic studies and decades of field experience. The goal of the study was to create a model allowing the approximation of electricity consumption for an on-premises data centre. The data input for this model is limited to only that data typically discovered through a cloud migration e.g. the size/shape/number of servers hosted on-premises. This model works by approximating operational energy demand in kw/h pro-rated over time where: 1. Consumption is weighted against a PUE of 1.8 for traditional enterprise data centres. 2. Carbon impact is calculated using carbon intensity for electricity generation in the local region The goal is to shortcut existing data centre assessment approaches that require site visits and can often take days, weeks and sometimes, months. Whilst imperative attribution of carbon intensity to consumption of cloud services remains extremely difficult, as cloud services are a commodity treated under Scope 3 emissions for bought goods and services, it means cost is a useful carbon proxy. We derive the carbon intensity of cloud services relative to metered customer consumption – or cost. To establish this basis of comparison the same model looks at either: 1. Costs for equivalent cloud services calculated using migration tooling. 2. A proposed replacement cloud architecture and expected operational costs. Using either of these inputs we can generate an estimated carbon impact figure based on available third-party information sources and public carbon disclosures from cloud providers. For more information on how it calculates this comparison, see here: www.kainos.com/information/carbon-calculator-terms

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

7
[Add row]

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

Select from:
☑ Yes

(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.

Row 1

(7.79.1.1) Project type

Select from:

☑ N2O

(7.79.1.2) Type of mitigation activity

Select from:

☑ Emissions reduction

(7.79.1.3) Project description

Ascend N2O Destruction this purchase enables fertilizer plants to maintain a more expensive process that turns the nitrous oxide into harmless byproducts inside the reactor. These projects are entirely funded by offset revenue. Ascend N2O abatement: 3P verifier: Ruby Canyon Environmental, Inc. Protocol: Climate Action Reserve (Reserve) Adipic Acid Production Project Protocol Version 1.0 Registry ID: Climate Action Reserve (CAR) 1480

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

7932

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2022

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ CAR (The Climate Action Reserve)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Environmental Integrity

(7.79.1.14) Please explain

Maintaining high standards to ensure that the reductions are real, measurable, and permanent.

Row 2

(7.79.1.1) Project type

Select from:

☑ Reforestation

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

WithOneSeed Reforestation Timor- Leste Through Community Tree Cooperatives in Timor Leste, With One Seed is helping vulnerable rural communities adapt to climate variability, build local economies, boost education and training and grow stronger, more resilient communities, through village-based reforestation initiatives called Community Tree Cooperatives. With One Seed's foundation project is working with subsistence farmers and school communities in Baguia, Timor Leste. xpand Foundation - Reforestation - Timor Leste 3P verifier: Pangolin Associates Protocol: Gold Standard A/R GHG Emissions Reduction and Sequestration Methodology V.1.0 Registry ID: Gold Standard 4210

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

101

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2020

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Gold Standard

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ Monitoring and compensation

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Community Lead forestry programme in Timor Leste.

(7.79.1.14) Please explain

The project is dedicated to improving resilience of rural subsistence communities by creating activities focusing on social and economic participants.

Row 3

(7.79.1.1) Project type

Select from:

☑ Agroforestry

(7.79.1.2) Type of mitigation activity

Select from:

☑ Carbon removal

(7.79.1.3) Project description

Trees for Global Benefits- Nicaragua

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

1292

(7.79.1.5) Purpose of cancelation

Select from:

☑ Voluntary offsetting

(7.79.1.6) Are you able to report the vintage of the credits at cancelation?

Select from:

☑ Yes

(7.79.1.7) Vintage of credits at cancelation

2021

(7.79.1.8) Were these credits issued to or purchased by your organization?

Select from:

☑ Purchased

(7.79.1.9) Carbon-crediting program by which the credits were issued

Select from:

☑ Other regulatory carbon crediting program, please specify **:**Trees for Global Benefits: 3P verifier: Environmental Services, Inc. Protocol: Plan Vivo Standard (v. 12/2013) Registry ID: IHS Markit PV_2002_002

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

☑ Standardized Approaches

(7.79.1.11) Approaches by which the selected program requires this project to address reversal risk

Select all that apply

☑ No risk of reversal

(7.79.1.12) Potential sources of leakage the selected program requires this project to have assessed

Select all that apply

☑ Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Positive livelihood and socioeconomic impacts.

(7.79.1.14) Please explain

The project must strive to avoid negative impacts on participants and nonparticipants, especially those most vulnerable. Where negative socioeconomic impacts are identified, these must be reported to the Plan Vivo Foundation and a participatory review of project activities undertaken with the participants/communities to identify steps to mitigate those impacts.
[Add row]

C9. Environmental performance - Water security

(9.1) Are there any exclusions from your disclosure of water-related data?

Select from:
☑ Yes

(9.1.1) Provide details on these exclusions.

Row 1

(9.1.1.1) Exclusion

Select from:
☑ Business activities

(9.1.1.2) Description of exclusion

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

(9.1.1.3) Reason for exclusion

Select from:
☑ Data is not available

(9.1.1.4) Primary reason why data is not available

Select from:
☑ We are planning to collect the data within the next two years

(9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☑ 100%

(9.1.1.8) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.
[Add row]

(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

Water withdrawals – total volumes

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water withdrawals – volumes by source

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water withdrawals quality

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharges – total volumes

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharges – volumes by destination

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharges – volumes by treatment method

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharge quality – by standard effluent parameters

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water discharge quality – temperature

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Water consumption – total volume

(9.2.1) % of sites/facilities/operations

Select from:
☑ Not monitored

(9.2.4) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.
[Fixed row]

(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?

Total withdrawals

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Unknown

(9.2.2.4) Five-year forecast

Select from:
☑ Unknown

(9.2.2.5) Primary reason for forecast

Select from:
☑ Unknown

(9.2.2.6) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Total discharges

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Unknown

(9.2.2.4) Five-year forecast

Select from:
☑ Unknown

(9.2.2.5) Primary reason for forecast

Select from:
☑ Unknown

(9.2.2.6) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

Total consumption

(9.2.2.3) Primary reason for comparison with previous reporting year

Select from:
☑ Unknown

(9.2.2.4) Five-year forecast

Select from:

☑ Unknown

(9.2.2.5) Primary reason for forecast

Select from:
☑ Unknown

(9.2.2.6) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.
[Fixed row]

(9.2.4) Indicate whether water is withdrawn from areas with water stress, provide the volume, how it compares with the previous reporting year, and how it is forecasted to change.

	Withdrawals are from areas with water stress
	Select from: ☑ Unknown

[Fixed row]

(9.3) In your direct operations and upstream value chain, what is the number of facilities where you have identified substantive water-related dependencies, impacts, risks, and opportunities?

	Identification of facilities in the value chain stage	Please explain
Direct operations	*Select from:* ☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years	*Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.*
Upstream value chain	*Select from:* ☑ No, we have not assessed this value chain stage for facilities with water-related dependencies, impacts, risks, and opportunities, and are not planning to do so in the next 2 years	*Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.*

[Fixed row]

(9.4) Could any of your facilities reported in 9.3.1 have an impact on a requesting CDP supply chain member?

Select from:

☑ We do not have this data but we intend to collect it within two years

(9.5) Provide a figure for your organization's total water withdrawal efficiency.

	Anticipated forward trend
	Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.

[Fixed row]

(9.12) Provide any available water intensity values for your organization's products or services.

	Product name	Comment
Row 1	*Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.*	*Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.*

[Add row]

(9.13) Do any of your products contain substances classified as hazardous by a regulatory authority?

	Products contain hazardous substances	Comment
	Select from: ☑ No	*This is not applicable to Kainos we do not manufacture products. We are a cloud-based provider.*

[Fixed row]

(9.14) Do you classify any of your current products and/or services as low water impact?

	Products and/or services classified as low water impact	Primary reason for not classifying any of your current products and/or services as low water impact
	Select from: ☑ No, but we plan to address this within the next two years	*Select from:* ☑ Important but not an immediate business priority

[Fixed row]

(9.15) Do you have any water-related targets?

Select from:

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

(9.15.3) Why do you not have water-related target(s) and what are your plans to develop these in the future?

(9.15.3.1) Primary reason

Select from:

☑ Insufficient data on operations

(9.15.3.2) Please explain

Kainos do not measure or monitor water usage at present. Kainos is completely office based and does not operate any data centres.
[Fixed row]

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

☑ Land/water management

☑ Education & awareness

☑ Other, please specify **:**Kainos supply 2 volunteering days per annual for all staff. Through volunteering staff have taken part in invasive species removal, development of community gardens, litter picks, river clean ups, and supporting local charities through biodiversity.

[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?
	Select from: ☑ No, we do not use indicators, but plan to within the next two years

[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
Legally protected areas	*Select from:* ☑ Not assessed
UNESCO World Heritage sites	*Select from:* ☑ Not assessed
UNESCO Man and the Biosphere Reserves	*Select from:* ☑ Not assessed
Ramsar sites	*Select from:* ☑ Not assessed
Key Biodiversity Areas	*Select from:* ☑ Not assessed
Other areas important for biodiversity	*Select from:* ☑ Not assessed

[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?

	Other environmental information included in your CDP response is verified and/or assured by a third party
	Select from: ☑ Yes

[Fixed row]

(13.1.1) Which data points within your CDP response are verified and/or assured by a third party, and which standards were used?

Row 1

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ All data points in module 7

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ ISO 14064-3

(13.1.1.4) Further details of the third-party verification/assurance process

Apex Companies, LLC (Apex) was commissioned by Kainos to conduct an independent verification of the greenhouse gas (GHG) emissions reported by Kainos Group Plc (Kainos) for the period stated below. This verification opinion declaration applies to the related information included within the scope of work described below. The determination of the GHG emissions was the sole responsibility of Kainos as too was the preparation and fair presentation of the GHG emissions statement in accordance with the criteria.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Kainos FY 2024 Verification Opinion Declaration_Final_revMB&LB.pdf

Row 2

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Target-setting methodology

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify **:**SBTi Target Validation Report

(13.1.1.4) Further details of the third-party verification/assurance process

This report presents the results and recommendations of the SBTi's independent validation for Kainos Group's GHG emission reduction targets. It provides an overview of the assessment of the company's submitted targets and emissions covered within the targets' boundaries, as well as some guidance on the next steps to implement the targets.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

SBTI REPORT 22.pdf

Row 3

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Carbon removals

(13.1.1.3) Verification/assurance standard

General standards

☑ Other general verification standard, please specify **:**Protocol

(13.1.1.4) Further details of the third-party verification/assurance process

Trees for Global Benefits removal credits third party verifier: Environmental Services, Inc. Protocol: Plan Vivo Standard (v. 12/2013) Registry ID: IHS Markit PV_2002_002

(13.1.1.5) Attach verification/assurance evidence/report (optional)

TGB_Registration_Certificate_2002.pdf

Row 4

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Carbon removals

(13.1.1.3) Verification/assurance standard

General standards

☑ Other general verification standard, please specify :Gold Standard Protocol

(13.1.1.4) Further details of the third-party verification/assurance process

xpand Foundation - Reforestation - Timor Leste third party verifier: Pangolin Associates Protocol: Gold Standard A/R GHG Emissions Reduction and Sequestration Methodology V.1.0 Registry ID: Gold Standard 4210

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Carbon removal doc..pdf

Row 5

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Environmental performance – Climate change

☑ Carbon removals

(13.1.1.3) Verification/assurance standard

General standards

☑ Other general verification standard, please specify :Climate Action Reserve (Reserve) Adipic Acid Production Project Protocol Version 1.0

(13.1.1.4) Further details of the third-party verification/assurance process

Ascend N2O abatement: third party 3P verifier: Ruby Canyon Environmental, Inc. Protocol: Climate Action Reserve (Reserve) Adipic Acid Production Project Protocol Version 1.0 Registry ID: Climate Action Reserve (CAR) 1480

(13.1.1.5) Attach verification/assurance evidence/report (optional)

CAR1480_Attestation-Voluntary-Implementation_RP13.pdf

Row 6

(13.1.1.1) Environmental issue for which data has been verified and/or assured

Select all that apply

☑ Climate change

(13.1.1.2) Disclosure module and data verified and/or assured

Business strategy

☑ Scenario analysis

(13.1.1.3) Verification/assurance standard

Climate change-related standards

☑ Other climate change verification standard, please specify

(13.1.1.4) Further details of the third-party verification/assurance process

Scenario risk analysis full report FY24.

(13.1.1.5) Attach verification/assurance evidence/report (optional)

Kainos Climate Scenario Analysis Full Report 09_18_24.pdf
[Add row]

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

	Additional information
	Our submission is comprehensive. We have no additional information to add.

[Fixed row]

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

(13.3.1) Job title

CEO

(13.3.2) Corresponding job category

Select from:

☑ Chief Executive Officer (CEO)

[Fixed row]

(13.4) Please indicate your consent for CDP to share contact details with the Pacific Institute to support content for its Water Action Hub website.

Select from:

☑ Yes, CDP may share our Disclosure Submission Lead contact details with the Pacific Institute