

## **Introduction**

Concentrix Catalyst plays an instrumental role as a steward of the environment for future generations. Our work in digital services, experience design, and engineering contributes directly to reducing the world's collective carbon footprint, helping to protect our planet from the devastating impacts of global warming. We are committed to a triple bottom line, as we believe social and environmental concerns deserve equal footing with revenue. How we behave in the moment will determine what the future holds for us as a society and as a species.

As a global company, our community has experienced firsthand the effects of climate change. We've been witness to the catastrophic events caused by the increased concentration of greenhouse gas emissions in the environment. The risks associated with climate change are not an academic exercise, but rather a threat to the very fabric of our community. The impact of our commitment to reducing carbon emissions in our business operations will be felt by the children and grandchildren of our clients, partners, and employees. We're helping to make sure they have a future to run.

## **Scope**

This policy shall apply to all Catalyst locations across the globe and each employee shall be made a partner in implementing the policy and shall be enforced with suppliers in the value chain.

## **Our Commitment**

Catalyst is committed to making continuous efforts to reduce our carbon footprint and source green energy. We are committed to tackling climate change and introducing a deeper understanding of the vulnerabilities, risks, uncertainties, and consequences of global warming for both business and society.

We are working to minimize our current carbon emissions by 55% by 2030 from a baseline of 2019 and seek opportunities to develop solutions that will help reduce emissions for our stakeholders. By promoting environmental awareness and carbon footprint reduction with our employees, suppliers, clients, and all our stakeholders, Catalyst aims to:

- Reduce the organization's carbon footprint.
- Encourage our stakeholders to adopt green initiatives and practices.
- Assess, monitor, and evaluate the measure every year and implement appropriate green initiatives to meet our goal.
- Create a livable planet for future generations.



**Our Policy:**

Catalyst, the experience design and engineering team of Concentrix, relies on employees, suppliers, technology, infrastructure, and other stakeholders to continue its operations. The adverse effects of climate change impact us all. We consider climate change risks when we assess organizational risks and have business continuity plans and corporate level initiatives in place. We actively leverage technology and implement innovative solutions to minimize business travel and reduce our carbon emissions. Whether through the sourcing of clean and efficient sources of energy to reduce our carbon footprint, or fostering environmental awareness and responsibilities among our customers, suppliers, and other stakeholders, Catalyst aims to fulfill its commitments and objectives towards climate actions.

**Notable efforts include:**

- Reducing business travel and minimizing the carbon emissions of employees.
- Increased use of technology and systems to minimize travel.
- Enforcing green infrastructure and energy-efficient workplaces at all locations.
- Increased use of biodegradable products and low emission technologies to minimize carbon emissions.
- Retire inefficient energy assets and infrastructure at our offices.
- Encourage our stakeholders to adopt green initiatives and practices.
- Implement Reduce – Recycle – Reuse processes for office products, such as furniture, equipment, and other materials.
- Review and report climate change risks quarterly to the Board.
- Track, monitor, review, and evaluate and implement corrective actions YoY.
- Communicate and report our climate change related metrics through relevant international forums and to our stakeholders in a transparent manner.
- Conduct regular communication to the Executive Management by way of Sustainability Council meetings.

This policy is reviewed to ensure its continued applicability and relevance to our operations and evolving stakeholder expectations. By publishing the Sustainability Results and our Climate Disclosures to employees, clients, and all other stakeholders, we ensure continued transparency.

