



Our Climate and Environmental policy

At Sopra Steria, we firmly believe that digital technology can create opportunities and progress for all. When closely linked to humanity, it creates a virtuous circle that benefits society as a whole.

Sopra Steria has chosen to be a “contributive” company involved in building a more sustainable world in which everyone has a part to play. We see our contribution as sustainable, human and enlightened.



Rajesh Krishnamurthy
Chief Executive Officer
Sopra Steria



Sopra Steria approaches corporate responsibility with high standards. We are fully aware of our role towards our people, clients and partners, and of our impact on society and the environment. This responsibility is central to how we create sustainable value for our clients.

A Group Environmental Policy for Sustainable Resilience

Sopra Steria has defined a Group Environmental Policy designed to sustainably anchor its activities in a trajectory of resilience and reduced dependency in the face of ongoing transformations.

In a context of accelerating climate change, increasing resource constraints and growing stakeholder expectations, this policy contributes to reducing the Group's environmental impact while limiting its exposure to transition risks and physical risks, such as rising costs, resource scarcity or disruptions to the value chain.

Aligned with the Paris Agreement and the **European objective of climate neutrality by 2050**, the Group commits to reducing its greenhouse gas emissions across its entire value chain, preserving natural resources, and promoting the circular economy as well as digital sobriety. Beyond risk mitigation, this policy also aims to improve operational efficiency, strengthen the confidence of clients, employees and investors, and support the environmental transition of the Group's ecosystem.

The Environmental Policy applies to all Sopra Steria entities, activities and stakeholders, in all countries where the Group operates. It is led and overseen under the responsibility of the Group Chief Executive Officer and deployed by the Corporate Responsibility and Sustainable Development Department, in close collaboration with business lines and support functions.

Its implementation is based on **internationally recognised standards and frameworks** (CSRD, ISO 14001, SBTi), continuous performance monitoring, and active engagement with internal and external stakeholders. Sopra Steria complies with applicable environmental laws and regulations in all countries in which the Group operates and is committed to a process of continuous improvement of its environmental management system and overall environmental performance.

A climate policy based on 5 key principles of action:

- 1. Decarbonising the Group's entire value chain** by reducing emissions from suppliers and partners, from offices, data centres, business travel and commuting, and from services the Group provides to its clients.
- 2. Continuously assessing the Group's exposure to climate risk** and bolstering its adaptability to climate change by supporting the resilience of buildings, data centres, infrastructure and supply chains.
- 3. Incorporating environment-related concerns (including climate-related concerns) into the value proposition** by developing and providing solutions that support the sustainability trajectories of the Group's clients.
- 4. Raising awareness throughout the value chain (suppliers, employees and clients)**, training employees in climate-related issues and involving them in addressing such issues.
- 5. Strengthening the Group's impact beyond its value chain** by financing projects that positively contribute to combating and adapting to climate change.

A circular economy policy based on 4 key principles of action:

- 1. Optimising resource consumption across the value chain** through choice of suppliers (sustainable procurement), efficient energy management and the development of tools for measuring resource consumption (G4IT).
- 2. Managing the life cycle of equipment**, notably by extending its life and encouraging the purchase of reconditioned equipment.
- 3. Managing waste**, in particular waste electrical and electronic equipment (WEEE), by encouraging reuse and recycling.
- 4. Raising awareness throughout the value chain**, training employees and involving them in addressing issues related to the circular economy and resource use.

Questions ?

Please contact the Sustainability & Corporate Social Responsibility Department: group.sustainability@soprasteria.com

About Sopra Steria

Sopra Steria, a major Tech player in Europe with 51,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a collaborative approach. Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. In 2025, the Group generated revenues of €5.6 billion.

The world is how we shape it™

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809 For more information, visit us at www.soprasteria.com