



Pagegroup

2024 CDP Corporate Questionnaire 2024

Word version

Contents

C1. Introduction	6
(1.1) In which language are you submitting your response?	6
(1.2) Select the currency used for all financial information disclosed throughout your response.	6
(1.3) Provide an overview and introduction to your organization.	6
(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.	6
(1.4.1) What is your organization’s annual revenue for the reporting period?	7
(1.5) Provide details on your reporting boundary.	7
(1.6) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?	7
(1.7) Select the countries/areas in which you operate.	9
(1.24) Has your organization mapped its value chain?	10
(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?	11
C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities	12
(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?	12
(2.2) Does your organization have a process for identifying, assessing, and managing environmental dependencies and/or impacts?	13
(2.2.1) Does your organization have a process for identifying, assessing, and managing environmental risks and/or opportunities?	14
(2.2.2) Provide details of your organization’s process for identifying, assessing, and managing environmental dependencies, impacts, risks, and/or opportunities.	14
(2.2.7) Are the interconnections between environmental dependencies, impacts, risks and/or opportunities assessed?	21
(2.3) Have you identified priority locations across your value chain?	22
(2.4) How does your organization define substantive effects on your organization?	22
C3. Disclosure of risks and opportunities	25
(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?	25
(3.5) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?	26
(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?	26

C4. Governance	28
(4.1) Does your organization have a board of directors or an equivalent governing body?	28
(4.1.1) Is there board-level oversight of environmental issues within your organization?	29
(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.	30
(4.2) Does your organization's board have competency on environmental issues?	31
(4.3) Is there management-level responsibility for environmental issues within your organization?	31
(4.3.1) Provide the highest senior management-level positions or committees with responsibility for environmental issues (do not include the names of individuals).	32
(4.5) Do you provide monetary incentives for the management of environmental issues, including the attainment of targets?	33
(4.5.1) Provide further details on the monetary incentives provided for the management of environmental issues (do not include the names of individuals).	34
(4.6) Does your organization have an environmental policy that addresses environmental issues?	36
(4.6.1) Provide details of your environmental policies.	36
(4.10) Are you a signatory or member of any environmental collaborative frameworks or initiatives?	38
(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?	39
(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?	40
(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.	40
 C5. Business strategy	 44
(5.1) Does your organization use scenario analysis to identify environmental outcomes?	44
(5.1.1) Provide details of the scenarios used in your organization's scenario analysis.	44
(5.1.2) Provide details of the outcomes of your organization's scenario analysis.	51
(5.2) Does your organization's strategy include a climate transition plan?	52
(5.4) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?	53
(5.10) Does your organization use an internal price on environmental externalities?	53
(5.11) Do you engage with your value chain on environmental issues?	54
(5.11.1) Does your organization assess and classify suppliers according to their dependencies and/or impacts on the environment?	56
(5.11.2) Does your organization prioritize which suppliers to engage with on environmental issues?	56
(5.11.5) Do your suppliers have to meet environmental requirements as part of your organization's purchasing process?	57

(5.11.6) Provide details of the environmental requirements that suppliers have to meet as part of your organization’s purchasing process, and the compliance measures in place.	57
(5.11.7) Provide further details of your organization’s supplier engagement on environmental issues.	59
(5.11.9) Provide details of any environmental engagement activity with other stakeholders in the value chain.	59
(5.13) Has your organization already implemented any mutually beneficial environmental initiatives due to CDP Supply Chain member engagement?	60
C6. Environmental Performance - Consolidation Approach	61
(6.1) Provide details on your chosen consolidation approach for the calculation of environmental performance data.	61
C7. Environmental performance - Climate Change.....	62
(7.1) Is this your first year of reporting emissions data to CDP?	62
(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?.....	62
(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?	62
(7.2) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.	63
(7.3) Describe your organization’s approach to reporting Scope 2 emissions.	63
(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?	63
(7.5) Provide your base year and base year emissions.	64
(7.6) What were your organization’s gross global Scope 1 emissions in metric tons CO ₂ e?	70
(7.7) What were your organization’s gross global Scope 2 emissions in metric tons CO ₂ e?	71
(7.8) Account for your organization’s gross global Scope 3 emissions, disclosing and explaining any exclusions.	71
(7.9) Indicate the verification/assurance status that applies to your reported emissions.	79
(7.9.1) Provide further details of the verification/assurance undertaken for your Scope 1 emissions, and attach the relevant statements.	80
(7.9.2) Provide further details of the verification/assurance undertaken for your Scope 2 emissions and attach the relevant statements.	81
(7.9.3) Provide further details of the verification/assurance undertaken for your Scope 3 emissions and attach the relevant statements.	82
(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?	84
(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.	84
(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?	90

(7.12) Are carbon dioxide emissions from biogenic carbon relevant to your organization?	90
(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO2	90
(7.15) Does your organization break down its Scope 1 emissions by greenhouse gas type?	91
(7.15.1) Break down your total gross global Scope 1 emissions by greenhouse gas type and provide the source of each used global warming potential (GWP).	91
(7.16) Break down your total gross global Scope 1 and 2 emissions by country/area.	92
(7.17) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.	110
(7.17.1) Break down your total gross global Scope 1 emissions by business division.	111
(7.17.2) Break down your total gross global Scope 1 emissions by business facility.	124
(7.17.3) Break down your total gross global Scope 1 emissions by business activity.	214
(7.20) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.	214
(7.20.1) Break down your total gross global Scope 2 emissions by business division.	215
(7.20.2) Break down your total gross global Scope 2 emissions by business facility.	234
(7.20.3) Break down your total gross global Scope 2 emissions by business activity.	314
(7.22) Break down your gross Scope 1 and Scope 2 emissions between your consolidated accounting group and other entities included in your response.	315
(7.23) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?.....	316
(7.26) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.	316
(7.27) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?.....	393
(7.28) Do you plan to develop your capabilities to allocate emissions to your customers in the future?	394
(7.29) What percentage of your total operational spend in the reporting year was on energy?	394
(7.30) Select which energy-related activities your organization has undertaken.	394
(7.30.1) Report your organization's energy consumption totals (excluding feedstocks) in MWh.	395
(7.30.6) Select the applications of your organization's consumption of fuel.	397
(7.30.7) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.	398
(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.	401
(7.30.16) Provide a breakdown by country/area of your electricity/heat/steam/cooling consumption in the reporting year.	424
(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.	452
(7.52) Provide any additional climate-related metrics relevant to your business.	454

(7.53) Did you have an emissions target that was active in the reporting year?	455
(7.53.1) Provide details of your absolute emissions targets and progress made against those targets.	455
(7.54) Did you have any other climate-related targets that were active in the reporting year?	472
(7.54.3) Provide details of your net-zero target(s).....	472
(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.	476
(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.	476
(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.	476
(7.55.3) What methods do you use to drive investment in emissions reduction activities?	480
(7.73) Are you providing product level data for your organization’s goods or services?.....	482
(7.74) Do you classify any of your existing goods and/or services as low-carbon products?	482
(7.74.1) Provide details of your products and/or services that you classify as low-carbon products.	482
(7.79) Has your organization canceled any project-based carbon credits within the reporting year?.....	483
(7.79.1) Provide details of the project-based carbon credits canceled by your organization in the reporting year.	483

C11. Environmental performance - Biodiversity 489

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?	489
(11.3) Does your organization use biodiversity indicators to monitor performance across its activities?	489
(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?	489

C13. Further information & sign off 493

(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?.....	493
(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.	493
(13.3) Provide the following information for the person that has signed off (approved) your CDP response.	494

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:

Privately owned organization

(1.3.3) Description of organization

PageGroup plc is a worldwide leader in specialist recruitment, operating under the brands Michael Page, Page Personnel, Page Executive, and Page Outsourcing. We employ over 7,700 people in 37 countries, across 135 offices, and reported a gross profit of over 2.01 billion, equating to 117.4 million in Profit Before Tax in 2023. Our four core PageGroup brands are composed of specialised recruitment teams operating across 25 disciplines.

[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.

	End date of reporting year	Alignment of this reporting period with your financial reporting period	Indicate if you are providing emissions data for past reporting years
	09/29/2023	Select from: <input checked="" type="checkbox"/> No	Select from: <input checked="" type="checkbox"/> No

[Fixed row]

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

2010300000

(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: <input checked="" type="checkbox"/> 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:

No

CUSIP number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

Ticker symbol

(1.6.1) Does your organization use this unique identifier?

Select from:

No

SEDOL code

(1.6.1) Does your organization use this unique identifier?

Select from:

No

LEI number

(1.6.1) Does your organization use this unique identifier?

Select from:

No

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:

Yes

(1.6.2) Provide your unique identifier

GB0030232317

[Add row]

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

Select all that apply

- | | |
|--------------------------------------------|---------------------------------------------|
| <input checked="" type="checkbox"/> Peru | <input checked="" type="checkbox"/> Japan |
| <input checked="" type="checkbox"/> Chile | <input checked="" type="checkbox"/> Spain |
| <input checked="" type="checkbox"/> China | <input checked="" type="checkbox"/> Brazil |
| <input checked="" type="checkbox"/> India | <input checked="" type="checkbox"/> Canada |
| <input checked="" type="checkbox"/> Italy | <input checked="" type="checkbox"/> France |
| <input checked="" type="checkbox"/> Mexico | <input checked="" type="checkbox"/> Turkey |
| <input checked="" type="checkbox"/> Monaco | <input checked="" type="checkbox"/> Austria |
| <input checked="" type="checkbox"/> Panama | <input checked="" type="checkbox"/> Belgium |
| <input checked="" type="checkbox"/> Poland | <input checked="" type="checkbox"/> Czechia |
| <input checked="" type="checkbox"/> Sweden | <input checked="" type="checkbox"/> Germany |

- Hungary
- Ireland
- Morocco
- Romania
- Colombia
- Argentina
- Australia
- Indonesia
- Mauritius
- Singapore
- South Africa
- Taiwan, China
- Hong Kong SAR, China
- United Arab Emirates
- United States of America

- Malaysia
- Portugal
- Slovakia
- Thailand
- Viet Nam
- Luxembourg
- Netherlands
- New Zealand
- Philippines
- Switzerland
- United Kingdom of Great Britain and Northern Ireland

(1.24) Has your organization mapped its value chain?

(1.24.1) Value chain mapped

Select from:

- 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
- Downstream value chain

(1.24.3) Highest supplier tier mapped

Select from:

- Tier 1 suppliers

(1.24.4) Highest supplier tier known but not mapped

Select from:

- All supplier tiers known have been mapped

(1.24.7) Description of mapping process and coverage

We mapped our total value chain looking at our upstream, downstream and own operations. For upstream, we looked at supplier spend by category, region and supplier name. For own operations we reviewed our facilities and office locations, our employees by function, location and position. For downstream, we looked at our services, client and candidate location and sector as well as specialisms and roles we place candidates into.

[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	Primary reason for not mapping plastics in your value chain	Explain why your organization has not mapped plastics in your value chain
	Select from: <input checked="" type="checkbox"/> No, and we do not plan to within the next two years	Select from: <input checked="" type="checkbox"/> Judged to be unimportant or not relevant	<i>Plastics is not a material topic to PageGroup as we are a provider of recruitment services and do not consume or produce products using plastics.</i>

[Fixed row]

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

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

Short-term

(2.1.1) From (years)

0

(2.1.3) To (years)

1

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

Team budgets are set annually and reviewed throughout the year. Short term RIOs are those either embedded into the current or next year's budget or those that require an immediate business case for approval.

Medium-term

(2.1.1) From (years)

2

(2.1.3) To (years)

5

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

Team budgets are set annually and reviewed throughout the year. Medium-term RIOs are those that will be required in team budgets in future years' budgets.

Long-term

(2.1.1) From (years)

6

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

Select from:

No

(2.1.3) To (years)

20

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

*Our Corporate Strategy has 2030 objectives and we have a 2050 Net Zero target. Long-term risks are those linked to these strategic objectives.
[Fixed row]*

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

(2.2.1) Process in place

Select from:

No, but we plan to within the next two years

(2.2.4) Primary reason for not evaluating dependencies and/or impacts

Select from:

Judged to be unimportant or not relevant

(2.2.5) Explain why you do not evaluate dependencies and/or impacts and describe any plans to do so in the future

PageGroup provides recruitment services and has a relatively low carbon footprint compared to companies in other sectors. Given its limited environmental impact, the alignment, synergies and possible trade-offs between climate and nature are deemed to be immaterial.

[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
	Select from: <input checked="" type="checkbox"/> Yes	Select from: <input checked="" type="checkbox"/> Both risks and opportunities

[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

- 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 only

(2.2.2.8) Frequency of assessment

Select from:

- More than once a year

(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

- Enterprise Risk Management

Other

- Desk-based research
- Internal company methods

(2.2.2.13) Risk types and criteria considered

Policy

- Carbon pricing mechanisms
- Changes to international law and bilateral agreements
- Changes to national legislation

Market

- Changing customer behavior
- Uncertainty in the market signals

Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback

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

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Employees
- Investors
- Suppliers

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

Select from:

- No

(2.2.2.16) Further details of process

Climate related risks are assessed within the annual cycle of enterprise risk assessment. Risk is the responsibility of the Head of Internal Audit and risks are owned across functional units across the organisation. Risk surrounding climate and the environment sits with the Global Sustainability Director and reviewed by the General Council. The status of risk and controls are formally reported twice annually and includes an assessment of climate and sustainability-related risks, controls and mitigating actions which is conducted by the Sustainability team. The Sustainability team leverages the results of a specific climate-risk assessment including scenario analysis to inform the reporting on risks and controls (details below), as well as a qualitative review of risks. Within this twice annual assessment, risks and opportunities are assessed and given an impact level (low, medium, high), where high is defined as a substantive risk of more than 10% of annual global revenues. Impacts are also assessed against a 1 yr, 2-5yrs and 6-20yrs horizon and categorized as either short term, medium term or long term in line with when the impact will be felt, and risks are assigned a likelihood. Impact and likelihood are assessed before controls for gross risk, and after controls to give net risk. The financial figures in this disclosure show gross impact only.

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

- Risks
- Opportunities

(2.2.2.3) Value chain stages covered

Select all that apply

- Direct operations
- Upstream value chain
- Downstream value chain
- End of life management

(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:

- A specific environmental risk management process

(2.2.2.11) Location-specificity used

Select all that apply

- Site-specific

(2.2.2.12) Tools and methods used

Other

- Desk-based research
- External consultants
- Scenario analysis

(2.2.2.13) Risk types and criteria considered

Acute physical

- Drought
- Flood (coastal, fluvial, pluvial, ground water)
- Heat waves

Chronic physical

- Increased severity of extreme weather events

- Sea level rise

Policy

- Carbon pricing mechanisms
- Changes to national legislation

Market

- Changing customer behavior
- Uncertainty in the market signals

Reputation

- Increased partner and stakeholder concern and partner and stakeholder negative feedback
- Negative press coverage related to support of projects or activities with negative impacts on the environment (e.g. GHG emissions, deforestation & conversion, water stress)

Liability

- Non-compliance with regulations

(2.2.2.14) Partners and stakeholders considered

Select all that apply

- Customers
- Investors
- Regulators

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

Select from:

- No

(2.2.2.16) Further details of process

PageGroup conducts an annual, specific climate-related risks management processes. This informs the enterprise-wide risk assessment as well as specific discussions in the Sustainability Committee and Board reporting. Both physical and transition risks are assessed leveraging scenario analysis. Method: Physical: The Physical risk assessment was undertaken by the third-party supplier Ecometrica in 2021 and covered a range of scenarios covering a baseline data set (1981 – 2010), 1.5C and 2C Paris Aligned Scenarios and a ‘worst case’ scenario using 8.5C. The analysis looked at nine risk indicators, covering changes in frequency and/or duration of floods, drought, heatwaves, and exposure to risk from sea level rises across 2030, 2040, 2050 and 2090 timeframes. PageGroup’s offices were assessed for contextual country-based vulnerability to climate change in terms of six key themes (food, water, health, ecosystem service, human habitat, and infrastructure) and readiness to improve resilience. This took into consideration economic, governance and social readiness, using the Notre Dame Global Adaptation Initiative (ND-GAIN) indicator. Transition: The Transition risk assessment leveraged the 2021 Climate Biennial Exploratory Scenario (CBES) to review risks and opportunities. It used both the Early Action and Late Action scenarios where global warming is limited to 1.8 C by 2050. Under the Early Action scenario climate policy is ambitious from the beginning whereas under the Late Action policies are assumed to be delayed and are therefore more sudden and disorderly. Our high-level analysis combined internal Company data such as GHG emissions and revenues by sector with variables from the CBES such as industry-level real gross value projections to estimate revenue exposure to climate-sensitive sectors across 2030, 2040 and 2050 timeframe. Risk management and reporting: The Sustainability Committee has responsibility for reviewing climate-related risks. The Board receives an update on the outcomes of the TCFD aligned climate-related risk assessment annually and these are also disclosed publicly in the Annual Report and Accounts.

[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:

No

(2.2.7.3) Primary reason for not assessing interconnections between environmental dependencies, impacts, risks and/or opportunities

Select from:

Judged to be unimportant or not relevant

(2.2.7.4) Explain why you do not assess the interconnections between environmental dependencies, impacts, risks and/or opportunities

PageGroup provides recruitment services and has a relatively low carbon footprint compared to companies in other sectors. Given its limited environmental impact, the alignment, synergies and possible trade-offs between climate and nature are deemed to be immaterial.

[Fixed row]

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

(2.3.1) Identification of priority locations

Select from:

- No, and we do not plan to within the next two years

(2.3.7) Primary reason for not identifying priority locations

Select from:

- Judged to be unimportant or not relevant

(2.3.8) Explain why you do not identify priority locations

PageGroup is a provider of recruitment services. We do not have manufacturing or distribution locations. Our priority locations relate to those of our offices and our employees and these are not in ecosystems whose current and future health and resilience are challenged.

[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:

- 11-20

(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

Our risk management framework provides a consistent approach for how we identify, assess, manage, monitor and escalate risks relevant to the successful delivery of our corporate strategy. The impact of a risk is assessed on a 5-point scale, based on either a quantitative or qualitative effect on: 1. company revenues, market capitalisation and reputation 2. the perception of our stakeholders – including candidates, clients and shareholders 3. our ability to attract and retain talent, and our employees experience For the purposes of TCFD reporting, any point risk carrying a potential financial impact greater than 10% of annual global profit would be deemed a 'substantive financial or strategic impact'.

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:

- 11-20

(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

Our risk management framework provides a consistent approach for how we identify, assess, manage, monitor and escalate risks relevant to the successful delivery of our corporate strategy. The impact of a risk is assessed on a 5-point scale, based on either a quantitative or qualitative effect on: 1. company revenues, market capitalisation and reputation 2. the perception of our stakeholders – including candidates, clients and shareholders 3. our ability to attract and retain talent, and our employees experience For the purposes of TCFD reporting, any point risk carrying a potential financial impact greater than 10% of annual global profit would be deemed a 'substantive financial or strategic impact'.

[Add 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

We conduct a TCFD aligned climate-related risk assessment which includes a review of risks that could affect our direct operations such as increases to energy costs and business disruption due to the physical effects of climate change. The risks and opportunities related to direct operations were deemed not to have a substantive effect.

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:

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

(3.1.3) Please explain

We are a recruitment service provider and do not produce any goods or consumes plastics beyond office supplies. Risks are not deemed to have substantive effect on our organisation.

[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:

- No

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

Select from:

- Opportunities exist, but none anticipated to have a substantive effect on organization

(3.6.3) Please explain

The TCFD aligned opportunity assessment did not identify any opportunities with a substantive effect.
[Fixed 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

The policy outlines PageGroup's commitment to diversity and inclusion at the board level. It specifically focuses on increasing the representation of women and ethnic minorities on the board. The policy includes:

- *Clear objectives: Targets for female representation in senior board positions and overall board composition, as well as representation of ethnic minorities.*
- *Recruitment practices: Commitments to diverse candidate pools and working with executive search firms that share the same diversity goals.*
- *Board development: Emphasis on diversity training for new directors and ongoing mentoring.*
- *Reporting and review: Annual reporting on diversity progress and regular policy review by the Nomination Committee. The policy details how PageGroup intends to achieve a more diverse board composition and outlines the steps being taken to implement this strategy.*

(4.1.6) Attach the policy (optional)

page-diversity-policy-2023.pdf
[Fixed row]

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

Climate change

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

Yes

Biodiversity

(4.1.1.1) Board-level oversight of this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.1.1.2) Primary reason for no board-level oversight of this environmental issue

Select from:

Judged to be unimportant or not relevant

(4.1.1.3) Explain why your organization does not have board-level oversight of this environmental issue

Based on a materiality assessment, biodiversity is not deemed to present a material risk, impact or opportunity for PageGroup. If it were to become material, the Sustainability Committee would have oversight of the topic.

[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

- Board-level committee

(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

- Board Terms of Reference
- Other policy applicable to the board, please specify :Sustainability Committee Terms of Reference

(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 reporting, audit, and verification processes
- Approving corporate policies and/or commitments
- Overseeing the setting of corporate targets
- Monitoring progress towards corporate targets

- Approving and/or overseeing employee incentives

(4.1.2.7) Please explain

The Board provides ultimate oversight and governance over PageGroup, including its Sustainability programme and strategy. The Board has delegated responsibility for the identification and management of climate-related risks to the Sustainability Committee. The Sustainability Committee meets regularly to discuss sustainability at PageGroup, including climate-related risks and opportunities and the associated climate-related goals and targets. The Sustainability Committee monitors progress against climate goals and targets, supports country management and Group functions on sustainability and climate matters, and discusses recommendations to be taken to the Executive Board and Board. The Sustainability Committee's membership includes our most senior leaders and Executive Board representation. Its members in 2023 were Kelvin Stagg (Chief Financial Officer), Joanna Bonnett (Head of Sustainability), Eamon Collins (Chief Marketing and Data Officer), Patrick Hollard (Chief Customer Officer), Rebecca Grattan (Chief People Officer), Olly Watson (Chief Transformation Officer), May Wah Chan (Regional Director, Vietnam) and Samira Touam (Head of Internal Communications).

[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

[Fixed row]

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

Climate change

(4.3.1) Management-level responsibility for this environmental issue

Select from:

Yes

Biodiversity

(4.3.1) Management-level responsibility for this environmental issue

Select from:

No, and we do not plan to within the next two years

(4.3.2) Primary reason for no management-level responsibility for environmental issues

Select from:

Judged to be unimportant or not relevant

(4.3.3) Explain why your organization does not have management-level responsibility for environmental issues

Based on a materiality assessment, biodiversity is not deemed to present a material risk, impact or opportunity for PageGroup. If it were to become material, there would be management-level responsibility.

[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 Financial Officer (CFO)

(4.3.1.2) Environmental responsibilities of this position

Strategy and financial planning

- Developing a climate transition plan environmental issues
- Implementing a climate transition plan
- Conducting environmental scenario analysis
- Managing annual budgets related to environmental issues
- Developing a business strategy which considers environmental issues
- Managing major capital and/or operational expenditures relating to

(4.3.1.4) Reporting line

Select from:

- Reports to the Chief Executive Officer (CEO)

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

Select from:

- Annually

(4.3.1.6) Please explain

The Chief Financial Officer (CFO) chairs the Sustainability Committee, which meets regularly and has overall responsibility for Sustainability@Page, including climate-related issues.

[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

5

(4.5.3) Please explain

In 2023, sustainability metrics, including the establishment of science-based targets and plans formed a part of the CEO and CFO's remuneration plan (ESIP). The Remuneration Committee reviews and assesses progress against ESIP targets annually.

[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

Chief Executive Officer (CEO)

(4.5.1.2) Incentives

Select all that apply

Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

Other targets-related metrics, please specify :Setting and developing plans for achieving Science-based Targets.

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

- Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Sustainability metrics are included in the CEO's Executive Single Incentive Plan (ESIP) remuneration. In 2023, five percent of their ESIP award was linked to progress against sustainability performance. This included the setting of Science-based Targets.

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

In 2023, PageGroup aligned our carbon targets with the Science-Based Targets initiative (SBTi) and submitted them to the SBTi for formal validation. The SBTi represents the most ambitious level of climate commitment and Page will report its progress against these targets annually going forward.

Climate change

(4.5.1.1) Position entitled to monetary incentive

Board or executive level

- Chief Financial Officer (CFO)

(4.5.1.2) Incentives

Select all that apply

- Bonus - % of salary

(4.5.1.3) Performance metrics

Targets

- Other targets-related metrics, please specify :As per CEO

(4.5.1.4) Incentive plan the incentives are linked to

Select from:

Short-Term Incentive Plan, or equivalent, only (e.g. contractual annual bonus)

(4.5.1.5) Further details of incentives

Sustainability metrics are included in the CFO's Executive Single Incentive Plan (ESIP) remuneration. In 2023, five percent of their ESIP award was linked to progress against sustainability performance. This included the setting of Science-based Targets.

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

In 2023, PageGroup aligned our carbon targets with the Science-Based Targets initiative (SBTi) and submitted them to the SBTi for formal validation. The SBTi represents the most ambitious level of climate commitment and Page will report its progress against these targets annually going forward.

[Add row]

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

	Does your organization have any environmental policies?
	Select from: <input checked="" type="checkbox"/> 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
- Upstream value chain
- Downstream value chain

(4.6.1.4) Explain the coverage

Policy relates to the whole organisation and our global GHG emissions footprint. There are no exclusions.

(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

group-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)

UN Global Compact

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

Science Based Targets Network (SBTN): PageGroup formally validated its near-term and long-term net zero targets for reducing greenhouse gas emissions with the Science Based Targets initiative (SBTi) in 2023.. By joining the SBT Network, PageGroup committed to aligning its emission reduction targets with the latest climate science, as outlined by the Intergovernmental Panel on Climate Change (IPCC). This involves setting SBTs that are consistent with the level of emission reduction needed to realize the goals of the Paris Agreement. Task Force on Climate-related Financial Disclosures: PageGroup 's role in the TCFD is to adopt and implement the TCFD recommendations on climate-related financial disclosures. UN Global Compact: PageGroup has committed to the United Nations Global Compact voluntary initiative to adopt sustainable and socially responsible policies, and to report on their implementation. PageGroup has committed at CEOs level to participate by making mainstream in business activities globally the ten principles covering Human Rights, Labour, Environment and Anti-Corruption issues

[Fixed row]

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

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

Select all that apply

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

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

Select from:

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

(4.11.4) Attach commitment or position statement

group-environmental-policy-20240205 (1).pdf

(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

Our external engagement is focused on collaboration to achieve our environmental commitments. We are identifying suppliers that are most critical to helping us achieve our scope 3 emissions reductions, and we engage with clients when asked on climate-related issues including placing candidates into green jobs. We do not lobby governments to influence policy.

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

Select from:

Not an immediate strategic priority

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

*In accordance with its business principles, it is the Company's policy not to make contributions to political parties. PageGroup has not made a political donation in the past, and has no intention of, either now or in the future, making any political donation or incurring any political expenditure in respect of any political party, political organisation or independent election candidate,
[Fixed row]*

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

Select from:

Yes

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

Row 1

(4.12.1.1) Publication

Select from:

In 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
- Risks & Opportunities
- Emissions figures
- Emission targets

(4.12.1.6) Page/section reference

Sustainability and TCFD 42-57

(4.12.1.7) Attach the relevant publication

annual-report-accounts-2023.pdf

(4.12.1.8) Comment

PageGroup's climate-related risks are disclosed on pages 52 – 57 of our Annual Report. The disclosures are aligned to the TCFD framework.

Row 2

(4.12.1.1) Publication

Select from:

- In voluntary sustainability reports

(4.12.1.3) Environmental issues covered in publication

Select all that apply

- Climate change

(4.12.1.4) Status of the publication

Select from:

- Complete

(4.12.1.5) Content elements

Select all that apply

- Strategy Other, please specify
- Governance
- Emission targets
- Emissions figures
- Risks & Opportunities

(4.12.1.6) Page/section reference

Sustainability and TCFD 42-57

(4.12.1.7) Attach the relevant publication

annual-report-accounts-2023.pdf

(4.12.1.8) Comment

Information and data are essential to help drive the change we want to see. In 2023, we remained focused on improving the quality of our sustainability data in our sustainability report. We have comprehensive, externally assured GHG emissions disclosures across all material Scope 1, 2, and 3 categories. We have also aligned our GHG emission reduction targets with the Science Based Targets initiative, enabling us to make meaningful progress in reducing both our operational emissions and Scope 3 emissions.

[Add row]

C5. Business strategy

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

Climate change

(5.1.1) Use of scenario analysis

Select from:

Yes

(5.1.2) Frequency of analysis

Select from:

Annually

[Fixed row]

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

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

Customized publicly available climate transition scenario, please specify

(5.1.1.3) Approach to scenario

Select from:

Quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.5°C or lower

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- Other, please specify :The baseline scenario covers 1981-2010 temperatures.

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Climate sensitivity assumptions: The scenarios by Arnell et al. (2019) assume that climate change occurs linearly and that the spatial pattern of change does not depend on the rate of change in climate.

(5.1.1.11) Rationale for choice of scenario

The 1.5 °C scenario is chosen to refer to the goals made as part of the legally binding Paris Agreement which aims to keep global warming below 2C. It therefore represents 'best case' outcomes and provide insights around changes that can be expected if these temperature targets are met.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

Customized publicly available climate physical scenario, please specify

(5.1.1.3) Approach to scenario

Select from:

Quantitative

(5.1.1.4) Scenario coverage

Select from:

Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

Acute physical

Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

2.0°C - 2.4°C

(5.1.1.7) Reference year

(5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2040
- 2050
- 2090

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenarios by Arnell et al. (2019) assume that climate change occurs linearly and that the spatial pattern of change does not depend on the rate of change in climate.

(5.1.1.11) Rationale for choice of scenario

The 2 °C scenario is chosen to refer to the goals made as part of the legally binding Paris Agreement which aims to keep global warming below 2C. It therefore represents 'best case' outcomes and provide insights around changes that can be expected if these temperature targets are met.

Climate change

(5.1.1.1) Scenario used

Physical climate scenarios

- Customized publicly available climate physical scenario, please specify

(5.1.1.3) Approach to scenario

Select from:

- Quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Acute physical
- Chronic physical

(5.1.1.6) Temperature alignment of scenario

Select from:

- 4.0°C and above

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2040
- 2050
- 2090

(5.1.1.9) Driving forces in scenario

Local ecosystem asset interactions, dependencies and impacts

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

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

The scenarios by Arnell et al. (2019) assume that climate change occurs linearly and that the spatial pattern of change does not depend on the rate of change in climate. The scenario analysis assumes that the temperature difference aligns with the model output from a RCP 8.5 pathway.

(5.1.1.11) Rationale for choice of scenario

This scenario represents 'worst case' outcomes with very high greenhouse gas concentrations to prepare for the range of possible future outcomes.

Climate change

(5.1.1.1) Scenario used

Climate transition scenarios

- Customized publicly available climate transition scenario, please specify :The transition risk assessment leveraged the 2021 Climate Biennial Exploratory Scenario (CBES) to review risks and opportunities. It used both the early action and late action scenarios where global warming is limited to 1.8 °C by 2050.

(5.1.1.3) Approach to scenario

Select from:

- Qualitative and quantitative

(5.1.1.4) Scenario coverage

Select from:

- Organization-wide

(5.1.1.5) Risk types considered in scenario

Select all that apply

- Market

(5.1.1.6) Temperature alignment of scenario

Select from:

- 1.6°C - 1.9°C

(5.1.1.7) Reference year

2021

(5.1.1.8) Timeframes covered

Select all that apply

- 2030
- 2040
- 2050

(5.1.1.9) Driving forces in scenario

Macro and microeconomy

- Other macro and microeconomy driving forces, please specify :Macroeconomic impacts in early and late action scenario relate to UK and Global GDP.

(5.1.1.10) Assumptions, uncertainties and constraints in scenario

Assume that demand for PageGroup's services will increase/decrease in line with sector growth rate.

(5.1.1.11) Rationale for choice of scenario

The Transition risk assessment leveraged the 2021 Climate Biennial Exploratory Scenario (CBES) to review risks and opportunities. It used both the Early Action and Late Action scenarios where global warming is limited to 1.8 C by 2050. Under the Early Action scenario climate policy is ambitious from the beginning whereas under the Late Action policies are assumed to be delayed and are therefore more sudden and disorderly. Our high-level analysis combined internal Company data such as GHG emissions and revenues by sector with variables from the CBES such as industry-level real gross value projections to estimate revenue exposure to climate-sensitive sectors across 2030, 2040 and 2050 timeframes.

[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
- Resilience of business model and strategy

(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

Physical risks: The scenario analysis provided the following results for each of the chronic and acute physical indicators. For heatwave frequency, increases between 29.7% and 51.3% are expected in the 1.5C warming scenario by 2030, while the worst-case scenario (4.1C and above) could see these increases reached by the same year. Heatwave duration is projected to increase by 1 to 9.4 days in the 1.5C scenario by 2030, and long-term projections for the worst-case scenario (by 2090) range from 20.9 to 142.8 days. Major heatwave frequency is estimated to increase by 9.5% to 41.1% in the 1.5C scenario, with long-term projections ranging from 61.6% to 94.8% by 2090. Frost days are projected to decrease between 0 and 16.7 days in the 1.5C scenario by 2030, and long-term worst-case projections range from decreases of 0.1 to 61 days by 2090. Flooding frequency shows some sites with projected increases (e.g., India) and decreases (e.g., Poland) in the 1.5C scenario, with worst-case projections increasing by 2090. Drought frequency is projected to increase between 0.7% and 6.3% (excluding India) in the 1.5C scenario by 2030, and long-term worst-case projections range from 1% to 14.5% by 2090. Drought duration is expected to increase by 0.4% to 10.4% in the 1.5C scenario by 2030, and long-term projections range from 5.1% to 37.2% by 2090. Overall, these results illustrate the potential impacts of climate change on heatwaves, cold extremes, flooding, and drought. Scenario analysis identified 1 country expected to experience the largest increases for indicators: heatwave frequency, heatwave duration, major heatwave frequency and drought duration for best case (1.5C warming) and worst-case scenarios as well as lower ability to manage a changing climate. Transition risks: Scenario analysis identified low/moderate overall impact on demand to PageGroup services. This is because the Group's strategy is to expand and diversify its client-base by industry sectors, professional disciplines, geography, and brands. Therefore, PageGroup is not exposed heavily to any one sector, geography or individual markets or businesses. And, on balance, PageGroup's current client portfolio is significantly more heavily weighted towards industries that are predicted to experience growth under a 1.5 degree transition scenario. There is also an opportunity for increased demand in recruitment services – and therefore greater revenues - from clients that will grow and have strong business performance during the transition to a low carbon economy, for example those in the renewable energy sector and 'green' and 'sustainability' jobs in other sectors.

[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:

Yes

(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, and we do not 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

Not relevant to our organization as we do not generate revenue from activities that contribute to fossil fuel expansion.

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

Select from:

We do not have a feedback mechanism in place, and we do not plan to introduce one within the next two years

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

Dependencies include: Availability of electric vehicles and infrastructure and availability of green energy in leased offices globally. We are dependent on our landlords in many offices. We are dependent on our technology suppliers reducing their emissions and working with us to provide low carbon services. We also assume that, over time, transport and air travel will decarbonise.

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

Overall total Scope 1, 2 and 3 emissions decreased slightly in 2023. We continue to make strong progress in transitioning our offices to renewable energy, reducing the use of natural gas heating and working with our facilities management partners to improve the way we measure and manage waste in our offices. However, these reductions have been offset by increases in business travel (including in company cars) and commuting in our first full year free from COVID-19 disruption.

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

annual-report-accounts-2023.pdf

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

Select all that apply

No other environmental issue considered

[Fixed 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: <input checked="" type="checkbox"/> No, but we plan to in the next two years

[Fixed row]

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

(5.10.1) Use of internal pricing of environmental externalities

Select from:

- No, and we do not plan to in the next two years

(5.10.3) Primary reason for not pricing environmental externalities

Select from:

- Not an immediate strategic priority

(5.10.4) Explain why your organization does not price environmental externalities

We reviewed the option to introduce an internal cost of carbon. However, due the nature of our business (service-based) it is not a priority to introduce such pricing. Instead, we build costs for decarbonisation activities into our annual budgets.

[Fixed row]

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

Suppliers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

- Yes

(5.11.2) Environmental issues covered

Select all that apply

- Climate change

Customers

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

(5.11.2) Environmental issues covered

Select all that apply

Climate change

Investors and shareholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

Yes

(5.11.2) Environmental issues covered

Select all that apply

Climate change

Other value chain stakeholders

(5.11.1) Engaging with this stakeholder on environmental issues

Select from:

No, and we do not plan to within the next two years

(5.11.3) Primary reason for not engaging with this stakeholder on environmental issues

Select from:

Judged to be unimportant or not relevant

(5.11.4) Explain why you do not engage with this stakeholder on environmental issues

For our value chain stakeholders such as our candidates and NGOs we prioritise engagement around social impact as this is a higher priority to them.

[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: <input checked="" type="checkbox"/> No, we do not currently assess the dependencies and/or impacts of our suppliers, but we plan to do so within the next two years

[Fixed row]

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

Climate change

(5.11.2.1) Supplier engagement prioritization on this environmental issue

Select from:

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

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

Select all that apply

Procurement spend

Strategic status of suppliers

(5.11.2.4) Please explain

We use the supplier management platform EcoVadis to assess our suppliers ESG and climate performance, ultimately to inform decision making and engagement. We began implementing EcoVadis in H2 2023 and focused our communications and onboarding to the platform on our strategic suppliers and the largest by spend. For our highest spend suppliers, we also conduct more detailed research into their actual emissions and carbon targets and use that to inform our category 1 emissions.

[Fixed row]

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

	Suppliers have to meet specific environmental requirements related to this environmental issue as part of the purchasing process	Policy in place for addressing supplier non-compliance	Comment
Climate change	<i>Select from:</i> <input checked="" type="checkbox"/> Yes, suppliers have to meet environmental requirements related to this environmental issue, but they are not included in our supplier contracts	<i>Select from:</i> <input checked="" type="checkbox"/> No, we do not have a policy in place for addressing non-compliance	<i>Expectations are outlined in our supplier code of conduct. We also request new suppliers to onboard to the ESG assessment platform, EcoVadis.</i>

[Fixed row]

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

Climate change

(5.11.6.1) Environmental requirement

Select from:

- Environmental disclosure through a public platform

(5.11.6.2) Mechanisms for monitoring compliance with this environmental requirement

Select all that apply

- Certification

Supplier scorecard or rating

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

Select from:

None

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

Select from:

1-25%

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

Select from:

None

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

Select from:

1-25%

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

Select from:

No response

(5.11.6.12) Comment

We are initially focused on onboarding suppliers to the EcoVadis platform. Once embedded, we will move towards an engagement phase.
[Add row]

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

Climate change

(5.11.7.2) Action driven by supplier engagement

Select from:

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:

None

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

We are led by our clients for engagement, so when our client's engage us on climate change we respond and collaborate.

(5.11.9.6) Effect of engagement and measures of success

Client engagement a key factor in setting net-zero science based targets.

[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, and we do not 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

This is not an immediate strategic priority for Page Group as we are currently focused on achieving operational efficiency. We are in the early stages of assessing how mutually beneficial initiatives can be integrated into our long-term strategy to support our reduction goals. Our current focus is on understanding our supply chain, evaluating the environmental, social, and governance (ESG) performance of our suppliers, and identifying opportunities for collaboration. This approach will enable us to maximise the impact of future initiatives as we develop a more comprehensive sustainability strategy.

[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	<i>Select from:</i> <input checked="" type="checkbox"/> Operational control	<i>Includes leased offices and vehicles under scope 1 and 2 emissions to encourage more ambitious action.</i>
Plastics	<i>Select from:</i> <input checked="" type="checkbox"/> Other, please specify :n/a	n/a
Biodiversity	<i>Select from:</i> <input checked="" type="checkbox"/> Other, please specify :n/a	n/a

[Fixed row]

C7. Environmental performance - Climate Change

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

Select from:

No

(7.1.1) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

	Has there been a structural change?
	Select all that apply <input checked="" type="checkbox"/> No

[Fixed row]

(7.1.2) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?
	Select all that apply <input checked="" type="checkbox"/> 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)

(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

In our CDP disclosure we are reporting both location and market-based Scope 2 figure. We have operations where there are contractual instruments and therefore a market-based disclosure is relevant. In our Annual Reports and Accounts we disclose our market-based Scope 2 figure.

[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

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

933

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 2 (location-based)

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

3289

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 2 (market-based)

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

2049

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 1: Purchased goods and services

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

49449

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 2: Capital goods

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

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

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

1232

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 4: Upstream transportation and distribution

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 5: Waste generated in operations

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

2118

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 6: Business travel

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

1758

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 7: Employee commuting

(7.5.1) Base year end

09/29/2022

(7.5.2) Base year emissions (metric tons CO2e)

7771

(7.5.3) Methodological details

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

Scope 3 category 8: Upstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 9: Downstream transportation and distribution

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 10: Processing of sold products

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 11: Use of sold products

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

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

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 13: Downstream leased assets

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 14: Franchises

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3 category 15: Investments

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (upstream)

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

Scope 3: Other (downstream)

(7.5.2) Base year emissions (metric tons CO2e)

0

(7.5.3) Methodological details

Not applicable

[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)

1034

(7.6.3) Methodological details

All emissions were calculated using the Ecometrica Platform, which automatically selects the most geographically and temporally appropriate emission factors and non-standard conversions (e.g. fuel efficiencies, heat contents) for each emission source. In calculating emissions for scope 1, estimates have been used where specific data is not available. Taking this into consideration, all offices and shared service centres (SSCs) have been included within our reporting boundaries. Company car usage was calculated using historic data based on the assumption that 75% of all company car usage was attributed personal use or leisure and only 25% attributed to business matters. Scope 1 emissions from energy use did not account for any fugitive emissions (from refrigerant leakage/recharge in A/C units in Page offices) and is included within our reporting boundaries.

[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)

2612

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

1500

(7.7.4) Methodological details

All emissions were calculated using the Ecometrica Platform, which automatically selects the most geographically and temporally appropriate emission factors and non-standard conversions (e.g. fuel efficiencies, heat contents) for each emission source. PageGroup adopted a hierarchy process for estimations which included the use of floorspace and actual data from prior months. Many of PageGroup's offices are in a shared buildings and in this scenario, we are charged a fixed fee for service (including utilities) and not for actual consumption. Where this is the case, emissions for utilities are estimated using floorspace.

[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)

48613

(7.8.3) Emissions calculation methodology

Select all that apply

- Supplier-specific method
- Hybrid method
- Spend-based method

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

21

(7.8.5) Please explain

Emissions associated with other purchased goods and services have been calculated using a hybrid method. Actual supplier data has been used to create supplier specific intensity metrics for the top 50 suppliers which represent 21% of Page's total supplier spend. For the remaining 79% of spend EPA-ORD factors have been applied.

Capital goods

(7.8.1) Evaluation status

Select from:

- Not relevant, explanation provided

(7.8.5) Please explain

PageGroup is an office-based professional services company. We do not produce any physical products and therefore we do not have any capital goods such as equipment or machinery. Our offices and company cars are our only significant physical assets and emissions from these sources are captured within scope 1 & 2. Therefore, we do not have material capital goods and this category is not relevant.

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)

1149

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

0

(7.8.5) Please explain

This includes transmission and distribution losses (T&D) & other upstream emissions associated with scope 1 and 2 activities. The emission factors used are sourced from BEIS and UN.

Upstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not produce any products. Our assets are our people and to deliver recruitment services there is no material upstream transportation and distribution of goods. Our employee's emissions are captured under other categories such as business travel and commuting. Any upstream emissions from our purchased goods and services are captured in category 1. Therefore, this category is not relevant.

Waste generated in operations

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

122

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

0

(7.8.5) Please explain

Landfilled waste is estimated based on the percentage of FTEs going to the office during the assessment period and typical office disposal rate (CalRecycle 2015). UK BEIS factors have been used and extended to cover all sites globally. This also includes emissions from water supply. Water consumption in litre is estimated using FTE. Specifically, FTE figures are multiplied by a water intensity assumption (litre per person) for a typical office practice. Waste water is also included and assumed to be equal to water consumption, hence calculated using the same method based on FTEs and wastewater intensity for typical office practice.

Business travel

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

2849

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

0

(7.8.5) Please explain

This includes emissions from air travel and other business travel. Flight data is broken down according to haul (short, medium, long) and class (first, business, economy). Where tracked internally, or information provided is insufficient, we can class a flight by 'average haul, average class'. Other business travel refers to all forms of travel undertaken and expensed by Page employees, excluding air travel. Emissions relating to train, tram, subway, bus, taxi and rental cars are calculated via a cost-based method using spend data, sourced directly from individual expenses in our finance platform, NetSuite. Spend data is sourced from our PowerBI report, with data fed via NetSuite. Spend data is exported into excel and shared with Ecometrica who calculate emissions on a cost-basis using assumptions on price per km for different modes of transport, using geographically and temporally specific emissions factors.

Employee commuting

(7.8.1) Evaluation status

Select from:

Relevant, calculated

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

9251

(7.8.3) Emissions calculation methodology

Select all that apply

Hybrid method

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

(7.8.5) Please explain

This includes emissions associated with commuting and homeworking. A commuting survey was sent out by PageGroup to the following 17 offices globally: London, Birmingham, Amsterdam, Frankfurt, Hong Kong, Istanbul, Lisbon, Madrid, Manila, Mumbai, New York, Rome, Sao Paulo, Shanghai, Singapore, Vienna and, Warsaw. The data collected was extrapolated and used for comparable office offices where no data was collected for, to calculate Scope 3 category 7 emissions. Ecometrica calculated distance travelled by mode of transport per each office by applying the following methodology: (Return distance) x (number of employees) x (% percentage of employees using that mode of transport) x (frequency per week [mean]) x (number of weeks). The following modes of transport were considered: Train, metro/subway, bus, tram, taxi, motorcycle, moped, bicycle, car – petrol, car – diesel, car – hybrid, car – electric, walking. As no distance data was collected through the survey, Ecometrica assumed an average return distance to be 18 miles (source: UK Gov). Homeworking refers to the number of days whereby Page employees worked from home. Emissions are calculated using Ecometrica’s Homeworker Model. It includes three distinct energy demands – home office equipment (a typical home office set-up made up of a laptop, a flat screen monitor and a laser printer), space heating, and space cooling. The assumed energy use of home office equipment remained constant across all countries whereas the energy required for heating and cooling the home varied significantly and was based on country specific data. The model applies country specific grid electricity factors to the assumed energy consumption of home office equipment in order to calculate resultant greenhouse gas emissions. Additionally country specific (or climatic average) residential heating and cooling data is deduced which in turn is subject to location and fuel specific emission factors in order to calculate the emissions from additional heating and cooling due to increased occupancy of homes during home working. Added together these calculation outputs provide the emissions of CO₂, CH₄ and N₂O ‘per working day’ in order to allow application against a known number of days worked from home for employees in each country.

Upstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup has no upstream leased assets beyond our offices and some of our company cars. Under the operational control approach we categorise company cars and offices under Scope 1 & 2, and therefore there are no further assets to report under upstream leased assets and this category is not relevant.

Downstream transportation and distribution

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not produce physical goods and therefore has no downstream transportation and distribution of products. The provision of recruitment services requires no transportation and distribution, services are delivered virtually from our offices or through face to face meetings with clients. The emissions associated with this are captured within our operational emissions and business travel. Therefore, this category is not relevant.

Processing of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not produce physical goods and therefore there is no processing of sold products involved in providing recruitment services. This category is not relevant.

Use of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not produce physical goods and therefore there is no use of sold products. Our output is the people placed in work and this category is therefore not relevant.

End of life treatment of sold products

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not produce physical goods and therefore does not have products requiring end of life treatment. Our output is the people placed in work and this category is therefore not relevant.

Downstream leased assets

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not own any assets that are leased to other parties. This category is therefore not relevant.

Franchises

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not operate a franchises system, its the sole owner of all its operations, this category is therefore not relevant.

Investments

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

PageGroup does not make material investments. Therefore this category is not relevant.

Other (upstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Given PageGroup's nature of business as a recruiting company, this scope 3 category is not relevant. No other upstream scope 3 related emissions outside of main 15 categories declared.

Other (downstream)

(7.8.1) Evaluation status

Select from:

Not relevant, explanation provided

(7.8.5) Please explain

Given PageGroup's nature of business as a recruiting company, this scope 3 category is not relevant. No other downstream scope 3 related emissions outside of main 15 categories declared.

[Fixed row]

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

	Verification/assurance status
Scope 1	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 2 (location-based or market-based)	<i>Select from:</i> <input checked="" type="checkbox"/> Third-party verification or assurance process in place
Scope 3	<i>Select from:</i> <input checked="" type="checkbox"/> 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

ERM CVS – Limited Assurance Report for PageGroup CDP 2023 (ISSUED-26-SEP-2024).pdf

(7.9.1.5) Page/section reference

Full Document

(7.9.1.6) Relevant standard

Select from:

ISAE3000

(7.9.1.7) Proportion of reported emissions verified (%)

100

[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 market-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

ERM CVS – Limited Assurance Report for PageGroup CDP 2023 (ISSUED-26-SEP-2024).pdf

(7.9.2.6) Page/ section reference

Full Document

(7.9.2.7) Relevant standard

Select from:

ISAE3000

(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
- Scope 3: Fuel and energy-related activities (not included in Scopes 1 or 2)
- Scope 3: Waste generated in operations
- Scope 3: Business travel
- 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

ERM CVS – Limited Assurance Report for PageGroup CDP 2023 (ISSUED-26-SEP-2024).pdf

(7.9.3.6) Page/section reference

Full Document

(7.9.3.7) Relevant standard

Select from:

- ISAE3000

(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)

448

(7.10.1.2) Direction of change in emissions

Select from:

Decreased

(7.10.1.3) Emissions value (percentage)

15

(7.10.1.4) Please explain calculation

Our Scope 1 & 2 emissions continued to decrease this year. We successfully transitioned more of our offices to renewable energy. 61% of our offices are now renewable. However, increased company car usage has increased our Scope 1 emissions. We remain focused on electrifying our company car offering, improving

energy efficiency in our offices and ensuring we have renewable energy where possible. These measures will help us to continue to move towards our 2030 reduction target.

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

-

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

-

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

-

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

-

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

-

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

-

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

-

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

-

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

-

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

-

[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:

Yes

(7.12.1) Provide the emissions from biogenic carbon relevant to your organization in metric tons CO₂.

	CO2 emissions from biogenic carbon (metric tons CO2)	Comment
	11.542	<i>These emissions are from the biofuel portion of UK road fuel.</i>

[Fixed row]

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

Select from:

Yes

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

Row 1

(7.15.1.1) Greenhouse gas

Select from:

CO2

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

1026.258

(7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

Row 2

(7.15.1.1) Greenhouse gas

Select from:

CH4

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

1.76

(7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

Row 3

(7.15.1.1) Greenhouse gas

Select from:

N2O

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

5.863

(7.15.1.3) GWP Reference

Select from:

IPCC Fourth Assessment Report (AR4 - 100 year)

[Add row]

(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)

7.24

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

24.568

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

24.568

Australia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

209.054

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

114.027

Austria

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.77

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

3.603

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

0

Belgium

(7.16.1) Scope 1 emissions (metric tons CO2e)

51.665

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

11.606

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

3.476

Brazil

(7.16.1) Scope 1 emissions (metric tons CO2e)

46.74

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

16.703

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

15.964

Canada

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.982

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

0.742

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

0.307

Chile

(7.16.1) Scope 1 emissions (metric tons CO2e)

5.143

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

14.835

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

14.835

China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

173.233

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

173.233

Colombia

(7.16.1) Scope 1 emissions (metric tons CO2e)

4.606

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

16.085

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

16.085

Czechia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

France

(7.16.1) Scope 1 emissions (metric tons CO2e)

102.051

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

53.386

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

14.506

Germany

(7.16.1) Scope 1 emissions (metric tons CO2e)

94.851

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

80.231

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

0

Hong Kong SAR, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

63.842

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

63.842

Hungary

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

India

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.236

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

109.306

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

77.106

Indonesia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

1.804

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

1.804

Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Italy

(7.16.1) Scope 1 emissions (metric tons CO2e)

98.889

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

108.84

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

0.041

Japan

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

173.219

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

173.219

Luxembourg

(7.16.1) Scope 1 emissions (metric tons CO2e)

13.961

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

7.997

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

0

Malaysia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

63.801

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

63.801

Mauritius

(7.16.1) Scope 1 emissions (metric tons CO2e)

1.391

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

14.861

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

14.861

Mexico

(7.16.1) Scope 1 emissions (metric tons CO2e)

49.531

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

167.957

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

167.957

Monaco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

2.643

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

2.643

Morocco

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.23

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

22.884

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

22.884

Netherlands

(7.16.1) Scope 1 emissions (metric tons CO2e)

282

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

158.287

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

3.748

New Zealand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Panama

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

3.331

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

0

Peru

(7.16.1) Scope 1 emissions (metric tons CO2e)

3.726

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

6.266

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

6.266

Philippines

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

79.081

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

79.081

Poland

(7.16.1) Scope 1 emissions (metric tons CO2e)

59.993

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

59.097

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

60.214

Portugal

(7.16.1) Scope 1 emissions (metric tons CO2e)

15.083

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

3.719

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

6.026

Romania

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

Singapore

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

40.531

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

40.531

Slovakia

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

South Africa

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

59.072

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

59.072

Spain

(7.16.1) Scope 1 emissions (metric tons CO2e)

80.927

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

153.644

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

9.321

Sweden

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.771

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

0.164

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

0.013

Switzerland

(7.16.1) Scope 1 emissions (metric tons CO2e)

14.67

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

8.594

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

3.412

Taiwan, China

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

63.722

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

63.722

Thailand

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

10.315

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

10.315

Turkey

(7.16.1) Scope 1 emissions (metric tons CO2e)

35.188

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

9.871

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

0

United Arab Emirates

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

51.287

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

51.287

United Kingdom of Great Britain and Northern Ireland

(7.16.1) Scope 1 emissions (metric tons CO2e)

54.448

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

315.189

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

70.956

United States of America

(7.16.1) Scope 1 emissions (metric tons CO2e)

0.789

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

233.609

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

56.274

Viet Nam

(7.16.1) Scope 1 emissions (metric tons CO2e)

0

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

14.623

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

14.623

[Fixed row]

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

Select all that apply

By business division

By facility

By activity

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

Row 1

(7.17.1.1) Business division

Romania (Romania)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 2

(7.17.1.1) Business division

Colombia (Colombia)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4.606

Row 3

(7.17.1.1) Business division

Argentina (Argentina)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

7.24

Row 4

(7.17.1.1) Business division

Mexico (Mexico)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

49.531

Row 5

(7.17.1.1) Business division

Portugal (Portugal)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

15.083

Row 6

(7.17.1.1) Business division

Spain (Spain)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

80.927

Row 7

(7.17.1.1) Business division

UK ROW (Earth)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 8

(7.17.1.1) Business division

Netherlands (Netherlands)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

282

Row 9

(7.17.1.1) Business division

UK (United Kingdom)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

54.448

Row 10

(7.17.1.1) Business division

Morocco (Morocco)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0.23

Row 11

(7.17.1.1) Business division

Peru (Peru)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

3.726

Row 12

(7.17.1.1) Business division

Australia (Australia)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 13

(7.17.1.1) Business division

APAC (Asia)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 14

(7.17.1.1) Business division

Austria (Austria)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4.77

Row 15

(7.17.1.1) Business division

New Zealand (New Zealand)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 16

(7.17.1.1) Business division

Taiwan (Taiwan)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 17

(7.17.1.1) Business division

South Africa (South Africa)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 18

(7.17.1.1) Business division

Italy (Italy)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

98.889

Row 19

(7.17.1.1) Business division

France (France)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

102.051

Row 20

(7.17.1.1) Business division

Poland (Poland)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

59.993

Row 21

(7.17.1.1) Business division

Hong Kong (Hong Kong)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 22

(7.17.1.1) Business division

China (China)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 23

(7.17.1.1) Business division

Vietnam (Vietnam)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 24

(7.17.1.1) Business division

Belgium (Belgium)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

51.665

Row 25

(7.17.1.1) Business division

Monaco (Monaco)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 26

(7.17.1.1) Business division

Brazil (Brazil)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

46.74

Row 27

(7.17.1.1) Business division

Thailand (Thailand)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 28

(7.17.1.1) Business division

Japan (Japan)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 29

(7.17.1.1) Business division

Germany (Germany)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

94.851

Row 30

(7.17.1.1) Business division

Luxembourg (Luxembourg)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

13.961

Row 31

(7.17.1.1) Business division

India (India)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0.236

Row 32

(7.17.1.1) Business division

Indonesia (Indonesia)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 33

(7.17.1.1) Business division

Panama (Panama)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 34

(7.17.1.1) Business division

Ireland (Ireland)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 35

(7.17.1.1) Business division

Singapore (Singapore)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 36

(7.17.1.1) Business division

EUROPE (Europe)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 37

(7.17.1.1) Business division

LATAM (South America)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 38

(7.17.1.1) Business division

Turkey (Turkey)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

35.188

Row 39

(7.17.1.1) Business division

USA (United States)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0.789

Row 40

(7.17.1.1) Business division

Mauritius (Mauritius)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

1.391

Row 41

(7.17.1.1) Business division

Switzerland (Switzerland)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

14.67

Row 42

(7.17.1.1) Business division

Sweden (Sweden)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0.771

Row 43

(7.17.1.1) Business division

UAE (United Arab Emirates)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 44

(7.17.1.1) Business division

Canada (Canada)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

4.982

Row 45

(7.17.1.1) Business division

Malaysia (Malaysia)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 46

(7.17.1.1) Business division

PageGroup (Company Level) (Earth)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 47

(7.17.1.1) Business division

Philippines (Philippines)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

Row 48

(7.17.1.1) Business division

Chile (Chile)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

5.143

Row 49

(7.17.1.1) Business division

Czech Republic (Czech Republic)

(7.17.1.2) Scope 1 emissions (metric ton CO2e)

0

[Add row]

(7.17.2) Break down your total gross global Scope 1 emissions by business facility.

Row 1

(7.17.2.1) Facility

Argentina

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

7.228

(7.17.2.3) Latitude

-35.331663

(7.17.2.4) Longitude

-62.996598

Row 6

(7.17.2.1) Facility

Belgium

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

51.665

(7.17.2.3) Latitude

50.524652

(7.17.2.4) Longitude

4.581593

Row 7

(7.17.2.1) Facility

Brazil

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

46.74

(7.17.2.3) Latitude

-8.763925

(7.17.2.4) Longitude

-54.540382

Row 9

(7.17.2.1) Facility

Chile

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

5.143

(7.17.2.3) Latitude

-26.792285

(7.17.2.4) Longitude

-70.242453

Row 11

(7.17.2.1) Facility

Colombia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.606

(7.17.2.3) Latitude

3.67458

(7.17.2.4) Longitude

-72.263545

Row 14

(7.17.2.1) Facility

France

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

102.051

(7.17.2.3) Latitude

46.716888

(7.17.2.4) Longitude

2.232372

Row 15

(7.17.2.1) Facility

Germany

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

94.851

(7.17.2.3) Latitude

51.015424

(7.17.2.4) Longitude

10.735516

Row 17

(7.17.2.1) Facility

India

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.236

(7.17.2.3) Latitude

22.84536

(7.17.2.4) Longitude

79.804318

Row 20

(7.17.2.1) Facility

Italy

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

46.925

(7.17.2.3) Latitude

43.124626

(7.17.2.4) Longitude

12.658331

Row 23

(7.17.2.1) Facility

Luxembourg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

9.576

(7.17.2.3) Latitude

49.608542

(7.17.2.4) Longitude

6.137184

Row 26

(7.17.2.1) Facility

Mexico

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

49.531

(7.17.2.3) Latitude

23.877482

(7.17.2.4) Longitude

-102.711031

Row 28

(7.17.2.1) Facility

Morocco

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.23

(7.17.2.3) Latitude

31.878282

(7.17.2.4) Longitude

-6.000953

Row 29

(7.17.2.1) Facility

Netherlands

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

226.233

(7.17.2.3) Latitude

52.169821

(7.17.2.4) Longitude

5.600189

Row 32

(7.17.2.1) Facility

Peru

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

3.726

(7.17.2.3) Latitude

-10.417184

(7.17.2.4) Longitude

-75.34905

Row 34

(7.17.2.1) Facility

Poland

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

37.413

(7.17.2.3) Latitude

52.876076

(7.17.2.4) Longitude

18.682184

Row 35

(7.17.2.1) Facility

Portugal

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.411

(7.17.2.3) Latitude

39.716469

(7.17.2.4) Longitude

-8.289365

Row 39

(7.17.2.1) Facility

Spain

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

80.927

(7.17.2.3) Latitude

39.488784

(7.17.2.4) Longitude

-3.3065

Row 40

(7.17.2.1) Facility

Sweden

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.771

(7.17.2.3) Latitude

62.883475

(7.17.2.4) Longitude

17.02273

Row 41

(7.17.2.1) Facility

Switzerland

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

14.67

(7.17.2.3) Latitude

46.73682

(7.17.2.4) Longitude

7.954407

Row 44

(7.17.2.1) Facility

Turkey

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

35.188

(7.17.2.3) Latitude

38.730622

(7.17.2.4) Longitude

35.979407

Row 46

(7.17.2.1) Facility

UK

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

35.762

(7.17.2.3) Latitude

54.931798

(7.17.2.4) Longitude

-2.056779

Row 50

(7.17.2.1) Facility

Abu Dhabi

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

23.997644

(7.17.2.4) Longitude

53.64391

Row 51

(7.17.2.1) Facility

Amsterdam

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

21.962

(7.17.2.3) Latitude

52.34019

(7.17.2.4) Longitude

4.8746

Row 52

(7.17.2.1) Facility

Antwerp

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.205153

(7.17.2.4) Longitude

4.389119

Row 53

(7.17.2.1) Facility

Bangalore - Fairway Business Park

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

12.945031

(7.17.2.4) Longitude

77.651302

Row 54

(7.17.2.1) Facility

Bangkok

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

13.742581

(7.17.2.4) Longitude

100.551811

Row 55

(7.17.2.1) Facility

Barcelona (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.356056

(7.17.2.4) Longitude

2.128267

Row 56

(7.17.2.1) Facility

Barcelona SSC

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.356056

(7.17.2.4) Longitude

2.128267

Row 57

(7.17.2.1) Facility

Beijing - West Tower

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

39.918821

(7.17.2.4) Longitude

116.458511

Row 58

(7.17.2.1) Facility

Berlin

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.51283

(7.17.2.4) Longitude

13.393552

Row 59

(7.17.2.1) Facility

Bilbao

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.262173

(7.17.2.4) Longitude

-2.946454

Row 60

(7.17.2.1) Facility

Birmingham

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

18.513

(7.17.2.3) Latitude

52.47754

(7.17.2.4) Longitude

-1.894053

Row 61

(7.17.2.1) Facility

Bologna

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.97

(7.17.2.3) Latitude

44.49415

(7.17.2.4) Longitude

11.345423

Row 62

(7.17.2.1) Facility

Bordeaux

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

44.844946

(7.17.2.4) Longitude

-0.577372

Row 63

(7.17.2.1) Facility

Boston, MA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

42.35444

(7.17.2.4) Longitude

-71.055623

Row 64

(7.17.2.1) Facility

Brescia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.235

(7.17.2.3) Latitude

45.535045

(7.17.2.4) Longitude

10.211212

Row 65

(7.17.2.1) Facility

Brighton

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.827573

(7.17.2.4) Longitude

-0.141646

Row 66

(7.17.2.1) Facility

Brisbane

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-27.466648

(7.17.2.4) Longitude

153.027873

Row 67

(7.17.2.1) Facility

Bristol

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.450588

(7.17.2.4) Longitude

-2.582044

Row 68

(7.17.2.1) Facility

Bruxelles (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.83816

(7.17.2.4) Longitude

4.363107

Row 69

(7.17.2.1) Facility

Bucharest

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

44.479023

(7.17.2.4) Longitude

26.1015

Row 70

(7.17.2.1) Facility

Cambridge

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.17598

(7.17.2.4) Longitude

0.117123

Row 71

(7.17.2.1) Facility

Campinas

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-22.886409

(7.17.2.4) Longitude

-47.044481

Row 72

(7.17.2.1) Facility

Canberra

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-35.278411

(7.17.2.4) Longitude

149.126918

Row 73

(7.17.2.1) Facility

Cardiff

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.479513

(7.17.2.4) Longitude

-3.170937

Row 74

(7.17.2.1) Facility

Casablanca

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

33.595063

(7.17.2.4) Longitude

-7.618777

Row 75

(7.17.2.1) Facility

Cergy

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

49.035821

(7.17.2.4) Longitude

2.082349

Row 76

(7.17.2.1) Facility

Chatswood

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-33.794857

(7.17.2.4) Longitude

151.179184

Row 77

(7.17.2.1) Facility

Chicago, IL (101 North Wacker)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.886666

(7.17.2.4) Longitude

-87.635665

Row 78

(7.17.2.1) Facility

Chiswick

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.492136

(7.17.2.4) Longitude

-0.275014

Row 79

(7.17.2.1) Facility

Continental Square (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-23.59564

(7.17.2.4) Longitude

-46.68496

Row 80

(7.17.2.1) Facility

Curitiba

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-25.44946

(7.17.2.4) Longitude

-49.304552

Row 81

(7.17.2.1) Facility

Córdoba 883

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.012

(7.17.2.3) Latitude

-34.597601

(7.17.2.4) Longitude

-58.371016

Row 82

(7.17.2.1) Facility

Dubai (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

25.114177

(7.17.2.4) Longitude

55.37164

Row 83

(7.17.2.1) Facility

Edificio 8111

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

4.666071

(7.17.2.4) Longitude

-74.054603

Row 84

(7.17.2.1) Facility

Edinburgh

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

55.948699

(7.17.2.4) Longitude

-3.20614

Row 85

(7.17.2.1) Facility

Frankfurt

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.121219

(7.17.2.4) Longitude

8.672313

Row 86

(7.17.2.1) Facility

Geneva

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

46.204024

(7.17.2.4) Longitude

6.140678

Row 87

(7.17.2.1) Facility

Glasgow

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

55.863323

(7.17.2.4) Longitude

-4.264733

Row 88

(7.17.2.1) Facility

Glen Waverley

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-37.901936

(7.17.2.4) Longitude

145.162378

Row 89

(7.17.2.1) Facility

Grenoble

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

45.184301

(7.17.2.4) Longitude

5.703413

Row 90

(7.17.2.1) Facility

Guangzhou

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

23.117345

(7.17.2.4) Longitude

113.327536

Row 91

(7.17.2.1) Facility

Guildford

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.254119

(7.17.2.4) Longitude

-0.717849

Row 92

(7.17.2.1) Facility

Gurgaon - DLF Building 8, Tower A

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

28.488957

(7.17.2.4) Longitude

77.010784

Row 93

(7.17.2.1) Facility

Hamburg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

53.557473

(7.17.2.4) Longitude

10.0042

Row 94

(7.17.2.1) Facility

Ho Chi Minh

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

10.894503

(7.17.2.4) Longitude

106.585381

Row 95

(7.17.2.1) Facility

Hong Kong - Admiralty Centre

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

22.350627

(7.17.2.4) Longitude

114.184916

Row 96

(7.17.2.1) Facility

Hong Kong - Central Tower

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

22.350627

(7.17.2.4) Longitude

114.184916

Row 97

(7.17.2.1) Facility

Houston, TX

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

29.758938

(7.17.2.4) Longitude

-95.367697

Row 98

(7.17.2.1) Facility

Irvine, CA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

33.681974

(7.17.2.4) Longitude

-117.838663

Row 99

(7.17.2.1) Facility

Iselin, NJ

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

40.592167

(7.17.2.4) Longitude

-74.337639

Row 100

(7.17.2.1) Facility

Istanbul

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.009633

(7.17.2.4) Longitude

28.965165

Row 101

(7.17.2.1) Facility

Istanbul SSC

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.078047

(7.17.2.4) Longitude

29.010531

Row 102

(7.17.2.1) Facility

Jakarta

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-6.222739

(7.17.2.4) Longitude

106.809367

Row 103

(7.17.2.1) Facility

Johannesburg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-26.205

(7.17.2.4) Longitude

28.049722

Row 104

(7.17.2.1) Facility

Katowice

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.295

(7.17.2.3) Latitude

50.262691

(7.17.2.4) Longitude

19.026658

Row 105

(7.17.2.1) Facility

Kuala Lumpur

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

3.151965

(7.17.2.4) Longitude

101.722763

Row 106

(7.17.2.1) Facility

Köln

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.94827

(7.17.2.4) Longitude

6.98394

Row 107

(7.17.2.1) Facility

Lausanne

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

46.522147

(7.17.2.4) Longitude

6.628987

Row 108

(7.17.2.1) Facility

Leeds

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

53.781291

(7.17.2.4) Longitude

-1.596748

Row 109

(7.17.2.1) Facility

Leicester

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.172

(7.17.2.3) Latitude

52.63614

(7.17.2.4) Longitude

-1.133079

Row 110

(7.17.2.1) Facility

Lille

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.630509

(7.17.2.4) Longitude

3.070641

Row 111

(7.17.2.1) Facility

Lima

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-12.093924

(7.17.2.4) Longitude

-77.027629

Row 112

(7.17.2.1) Facility

Lisboa (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

6.288

(7.17.2.3) Latitude

38.707751

(7.17.2.4) Longitude

-9.136592

Row 113

(7.17.2.1) Facility

Liverpool

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

53.410495

(7.17.2.4) Longitude

-2.995332

Row 114

(7.17.2.1) Facility

London - Aldermanbury Square

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.517017

(7.17.2.4) Longitude

-0.092706

Row 115

(7.17.2.1) Facility

London - Aldwych

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.512901

(7.17.2.4) Longitude

-0.114595

Row 116

(7.17.2.1) Facility

London - Vic House (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.519244

(7.17.2.4) Longitude

-0.122082

Row 117

(7.17.2.1) Facility

London 80 Strand

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.510123

(7.17.2.4) Longitude

-0.121891

Row 118

(7.17.2.1) Facility

Los Angeles, CA

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0.789

(7.17.2.3) Latitude

34.054935

(7.17.2.4) Longitude

-118.244476

Row 119

(7.17.2.1) Facility

Lyon

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

45.841807

(7.17.2.4) Longitude

4.830807

Row 120

(7.17.2.1) Facility

Madrid 1

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

40.398115

(7.17.2.4) Longitude

-3.695032

Row 121

(7.17.2.1) Facility

Madrid 2

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

40.398115

(7.17.2.4) Longitude

-3.695032

Row 122

(7.17.2.1) Facility

Magdalena 181

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

39.78373

(7.17.2.4) Longitude

-100.445882

Row 123

(7.17.2.1) Facility

Maidstone

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.270959

(7.17.2.4) Longitude

0.522409

Row 124

(7.17.2.1) Facility

Makati City

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

14.559127

(7.17.2.4) Longitude

121.020209

Row 125

(7.17.2.1) Facility

Manchester

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

53.479588

(7.17.2.4) Longitude

-2.253129

Row 126

(7.17.2.1) Facility

Manila SCC

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

14.552495

(7.17.2.4) Longitude

121.017525

Row 127

(7.17.2.1) Facility

Marseille

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.304838

(7.17.2.4) Longitude

5.36708

Row 128

(7.17.2.1) Facility

Massy

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.72639

(7.17.2.4) Longitude

2.266625

Row 129

(7.17.2.1) Facility

Medellin City

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

6.210341

(7.17.2.4) Longitude

-75.56953

Row 130

(7.17.2.1) Facility

Melbourne

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-37.816112

(7.17.2.4) Longitude

144.955902

Row 131

(7.17.2.1) Facility

Mexico Guadalajara

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

20.70759

(7.17.2.4) Longitude

-103.414056

Row 132

(7.17.2.1) Facility

Mexico MTY

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

25.665105

(7.17.2.4) Longitude

-100.402271

Row 133

(7.17.2.1) Facility

Mexico Newton

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

19.32734

(7.17.2.4) Longitude

-99.01919

Row 134

(7.17.2.1) Facility

Mexico Reforma

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

19.424966

(7.17.2.4) Longitude

-99.187873

Row 135

(7.17.2.1) Facility

Milan (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

31.76

(7.17.2.3) Latitude

45.46559

(7.17.2.4) Longitude

9.197204

Row 136

(7.17.2.1) Facility

Milton Keynes

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.037344

(7.17.2.4) Longitude

-0.766905

Row 137

(7.17.2.1) Facility

Moka - Mauritius

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

1.391

(7.17.2.3) Latitude

-20.229097

(7.17.2.4) Longitude

57.505818

Row 138

(7.17.2.1) Facility

Monaco

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.731142

(7.17.2.4) Longitude

7.419758

Row 139

(7.17.2.1) Facility

Monterrey (Co-Working)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

25.665105

(7.17.2.4) Longitude

-100.402271

Row 140

(7.17.2.1) Facility

Montigny

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.775922

(7.17.2.4) Longitude

2.024942

Row 141

(7.17.2.1) Facility

Montpellier

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.59203

(7.17.2.4) Longitude

3.942163

Row 142

(7.17.2.1) Facility

Montréal

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

39.78373

(7.17.2.4) Longitude

-100.445882

Row 143

(7.17.2.1) Facility

Mumbai - 5th Floor, 2 North Avenue

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

18.938754

(7.17.2.4) Longitude

72.835238

Row 144

(7.17.2.1) Facility

München

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.142762

(7.17.2.4) Longitude

11.551756

Row 145

(7.17.2.1) Facility

Nantes

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

47.220078

(7.17.2.4) Longitude

-1.563196

Row 146

(7.17.2.1) Facility

Neuilly-sur-Seine

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.886244

(7.17.2.4) Longitude

2.262186

Row 147

(7.17.2.1) Facility

New York, NY (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

42.800228

(7.17.2.4) Longitude

-73.952315

Row 148

(7.17.2.1) Facility

Newcastle

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

54.977349

(7.17.2.4) Longitude

-1.6167

Row 149

(7.17.2.1) Facility

Nice

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.667571

(7.17.2.4) Longitude

7.214308

Row 150

(7.17.2.1) Facility

Noisy-le-Grand

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.841539

(7.17.2.4) Longitude

2.542386

Row 151

(7.17.2.1) Facility

Nottingham

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.953093

(7.17.2.4) Longitude

-1.147181

Row 152

(7.17.2.1) Facility

Nottingham - The Point

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.932919

(7.17.2.4) Longitude

-1.136805

Row 153

(7.17.2.1) Facility

Orange County

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

33.688443

(7.17.2.4) Longitude

-117.877996

Row 154

(7.17.2.1) Facility

Orleans

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

47.903686

(7.17.2.4) Longitude

1.904344

Row 155

(7.17.2.1) Facility

Oxford

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.751221

(7.17.2.4) Longitude

-1.257254

Row 156

(7.17.2.1) Facility

Padua

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

3.729

(7.17.2.3) Latitude

45.407174

(7.17.2.4) Longitude

11.877522

Row 157

(7.17.2.1) Facility

Paris (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.841718

(7.17.2.4) Longitude

2.376797

Row 158

(7.17.2.1) Facility

Pasteur - Lux

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.385

(7.17.2.3) Latitude

49.622669

(7.17.2.4) Longitude

6.11659

Row 159

(7.17.2.1) Facility

Perth

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-31.954456

(7.17.2.4) Longitude

115.854242

Row 160

(7.17.2.1) Facility

Philadelphia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

39.955416

(7.17.2.4) Longitude

-75.169029

Row 161

(7.17.2.1) Facility

Porto

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.384

(7.17.2.3) Latitude

41.160085

(7.17.2.4) Longitude

-8.641904

Row 162

(7.17.2.1) Facility

Poznan

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

52.408266

(7.17.2.4) Longitude

16.93352

Row 163

(7.17.2.1) Facility

Queretaro (co-working)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

32.552764

(7.17.2.4) Longitude

-115.153242

Row 164

(7.17.2.1) Facility

Reading - east wing

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.457207

(7.17.2.4) Longitude

-0.964602

Row 165

(7.17.2.1) Facility

Reading - west wing

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.457207

(7.17.2.4) Longitude

-0.964602

Row 166

(7.17.2.1) Facility

Recife

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-8.085314

(7.17.2.4) Longitude

-34.895531

Row 167

(7.17.2.1) Facility

Regus Centre

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

8.309607

(7.17.2.4) Longitude

-81.306625

Row 168

(7.17.2.1) Facility

Rennes

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.112828

(7.17.2.4) Longitude

-1.684132

Row 169

(7.17.2.1) Facility

Rio de Janeiro

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-22.90729

(7.17.2.4) Longitude

-43.175294

Row 170

(7.17.2.1) Facility

Rome

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

8.808

(7.17.2.3) Latitude

41.894802

(7.17.2.4) Longitude

12.485338

Row 171

(7.17.2.1) Facility

Rotterdam

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

12.241

(7.17.2.3) Latitude

51.923414

(7.17.2.4) Longitude

4.473226

Row 172

(7.17.2.1) Facility

Rouen

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

49.440459

(7.17.2.4) Longitude

1.093966

Row 173

(7.17.2.1) Facility

Saint Denis

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.922355

(7.17.2.4) Longitude

2.361588

Row 174

(7.17.2.1) Facility

Sevilla

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

37.364418

(7.17.2.4) Longitude

-5.971007

Row 175

(7.17.2.1) Facility

Shanghai - Tec 2070 (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

31.23033

(7.17.2.4) Longitude

121.46142

Row 176

(7.17.2.1) Facility

Sheffield

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

53.380175

(7.17.2.4) Longitude

-1.461915

Row 177

(7.17.2.1) Facility

Shenzhen

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

22.54457

(7.17.2.4) Longitude

114.054535

Row 178

(7.17.2.1) Facility

Singapore - Raffles Place

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

1.284742

(7.17.2.4) Longitude

103.851097

Row 179

(7.17.2.1) Facility

Singapore - Tai Seng Street

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

1.336681

(7.17.2.4) Longitude

103.888816

Row 180

(7.17.2.1) Facility

Slough

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.506746

(7.17.2.4) Longitude

-0.587731

Row 181

(7.17.2.1) Facility

Southampton

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

50.913549

(7.17.2.4) Longitude

-1.400703

Row 182

(7.17.2.1) Facility

St Albans

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.743725

(7.17.2.4) Longitude

-0.34315

Row 183

(7.17.2.1) Facility

Stamford, CT

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.171325

(7.17.2.4) Longitude

-73.188281

Row 184

(7.17.2.1) Facility

Stockholm

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

59.334022

(7.17.2.4) Longitude

18.064329

Row 185

(7.17.2.1) Facility

Strasbourg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.584614

(7.17.2.4) Longitude

7.750713

Row 186

(7.17.2.1) Facility

Stuttgart

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.779872

(7.17.2.4) Longitude

9.177899

Row 187

(7.17.2.1) Facility

Suzhou

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

31.301694

(7.17.2.4) Longitude

120.581073

Row 188

(7.17.2.1) Facility

Sydney - Castlereagh

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-33.876607

(7.17.2.4) Longitude

151.208809

Row 189

(7.17.2.1) Facility

Sydney - Parramatta

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

-33.882784

(7.17.2.4) Longitude

151.204066

Row 190

(7.17.2.1) Facility

TEC Chengdu IFS

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

30.655859

(7.17.2.4) Longitude

104.081954

Row 191

(7.17.2.1) Facility

Taipei

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

25.032866

(7.17.2.4) Longitude

121.568224

Row 192

(7.17.2.1) Facility

Tilburg

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

9.618

(7.17.2.3) Latitude

39.78373

(7.17.2.4) Longitude

-100.445882

Row 193

(7.17.2.1) Facility

Tokyo

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

35.663789

(7.17.2.4) Longitude

139.744109

Row 194

(7.17.2.1) Facility

Toronto

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.982

(7.17.2.3) Latitude

43.649303

(7.17.2.4) Longitude

-79.383974

Row 195

(7.17.2.1) Facility

Toulouse

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

43.599891

(7.17.2.4) Longitude

1.44566

Row 196

(7.17.2.1) Facility

Turin

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.462

(7.17.2.3) Latitude

45.070514

(7.17.2.4) Longitude

7.677982

Row 197

(7.17.2.1) Facility

Utrecht

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

11.946

(7.17.2.3) Latitude

52.097435

(7.17.2.4) Longitude

5.066069

Row 198

(7.17.2.1) Facility

Valencia

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

39.488571

(7.17.2.4) Longitude

-0.398205

Row 199

(7.17.2.1) Facility

Vienna

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

4.77

(7.17.2.3) Latitude

48.182867

(7.17.2.4) Longitude

16.380818

Row 200

(7.17.2.1) Facility

Vigo

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

42.237194

(7.17.2.4) Longitude

-8.716322

Row 201

(7.17.2.1) Facility

Villepinte

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

48.97384

(7.17.2.4) Longitude

2.511393

Row 202

(7.17.2.1) Facility

Warszawa (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

16.189

(7.17.2.3) Latitude

52.229954

(7.17.2.4) Longitude

21.002367

Row 203

(7.17.2.1) Facility

Weybridge

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.372182

(7.17.2.4) Longitude

-0.47531

Row 204

(7.17.2.1) Facility

Wroclaw

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

2.096

(7.17.2.3) Latitude

51.112255

(7.17.2.4) Longitude

17.036989

Row 205

(7.17.2.1) Facility

Zaragoza

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

41.674033

(7.17.2.4) Longitude

-0.888025

Row 206

(7.17.2.1) Facility

Zürich (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

47.368513

(7.17.2.4) Longitude

8.536883

Row 207

(7.17.2.1) Facility

Düsseldorf (main office)

(7.17.2.2) Scope 1 emissions (metric tons CO2e)

0

(7.17.2.3) Latitude

51.219632

(7.17.2.4) Longitude

6.776203

[Add row]

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

	Activity	Scope 1 emissions (metric tons CO2e)
Row 1	<i>Average petrol/gasoline car</i>	523.553
Row 2	<i>Average hybrid car</i>	50.364
Row 3	<i>Average diesel car</i>	282.045
Row 4	<i>Average car (unknown fuel)</i>	1.922
Row 5	<i>Natural gas</i>	175.997

[Add row]

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

Select all that apply

By business division

By facility

By activity

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

Row 1

(7.20.1.1) Business division

Romania (Romania)

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

0

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

0

Row 2

(7.20.1.1) Business division

Portugal (Portugal)

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

3.719

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

6.026

Row 3

(7.20.1.1) Business division

Philippines (Philippines)

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

79.081

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

79.081

Row 4

(7.20.1.1) Business division

South Africa (South Africa)

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

59.072

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

59.072

Row 5

(7.20.1.1) Business division

Belgium (Belgium)

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

11.606

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

3.476

Row 6

(7.20.1.1) Business division

Panama (Panama)

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

3.331

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

0

Row 7

(7.20.1.1) Business division

Chile (Chile)

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

14.835

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

14.835

Row 8

(7.20.1.1) Business division

Peru (Peru)

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

6.266

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

6.266

Row 9

(7.20.1.1) Business division

Turkey (Turkey)

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

9.871

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

0

Row 10

(7.20.1.1) Business division

Ireland (Ireland)

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

0

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

0

Row 11

(7.20.1.1) Business division

Germany (Germany)

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

80.231

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

0

Row 12

(7.20.1.1) Business division

Spain (Spain)

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

153.644

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

9.321

Row 13

(7.20.1.1) Business division

India (India)

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

109.306

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

77.106

Row 14

(7.20.1.1) Business division

Austria (Austria)

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

3.603

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

0

Row 15

(7.20.1.1) Business division

EUROPE (Europe)

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

0

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

0

Row 16

(7.20.1.1) Business division

Vietnam (Vietnam)

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

14.623

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

14.623

Row 17

(7.20.1.1) Business division

China (China)

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

173.233

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

173.233

Row 18

(7.20.1.1) Business division

Thailand (Thailand)

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

10.315

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

10.315

Row 19

(7.20.1.1) Business division

Mexico (Mexico)

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

167.957

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

167.957

Row 20

(7.20.1.1) Business division

Sweden (Sweden)

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

0.164

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

0.013

Row 21

(7.20.1.1) Business division

Hong Kong (Hong Kong)

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

63.842

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

63.842

Row 22

(7.20.1.1) Business division

Argentina (Argentina)

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

24.568

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

24.568

Row 23

(7.20.1.1) Business division

UK ROW (Earth)

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

0

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

0

Row 24

(7.20.1.1) Business division

USA (United States)

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

233.609

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

56.274

Row 25

(7.20.1.1) Business division

Singapore (Singapore)

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

40.531

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

40.531

Row 26

(7.20.1.1) Business division

Morocco (Morocco)

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

22.884

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

22.884

Row 27

(7.20.1.1) Business division

France (France)

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

56.029

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

17.149

Row 28

(7.20.1.1) Business division

PageGroup (Company Level) (Earth)

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

0

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

0

Row 29

(7.20.1.1) Business division

New Zealand (New Zealand)

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

0

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

0

Row 30

(7.20.1.1) Business division

Taiwan (Taiwan)

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

63.722

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

63.722

Row 31

(7.20.1.1) Business division

Netherlands (Netherlands)

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

158.287

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

3.748

Row 32

(7.20.1.1) Business division

UAE (United Arab Emirates)

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

51.287

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

51.287

Row 33

(7.20.1.1) Business division

Japan (Japan)

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

173.219

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

173.219

Row 34

(7.20.1.1) Business division

Canada (Canada)

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

0.742

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

0.307

Row 35

(7.20.1.1) Business division

Switzerland (Switzerland)

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

8.594

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

3.412

Row 36

(7.20.1.1) Business division

LATAM (South America)

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

0

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

0

Row 37

(7.20.1.1) Business division

Colombia (Colombia)

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

16.085

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

16.085

Row 38

(7.20.1.1) Business division

Luxembourg (Luxembourg)

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

7.997

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

0

Row 39

(7.20.1.1) Business division

Monaco (Monaco)

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

0

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

0

Row 40

(7.20.1.1) Business division

Czech Republic (Czech Republic)

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

0

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

0

Row 41

(7.20.1.1) Business division

Poland (Poland)

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

59.097

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

60.214

Row 42

(7.20.1.1) Business division

Malaysia (Malaysia)

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

63.801

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

63.801

Row 43

(7.20.1.1) Business division

Italy (Italy)

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

108.84

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

0.041

Row 44

(7.20.1.1) Business division

Australia (Australia)

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

209.054

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

114.027

Row 45

(7.20.1.1) Business division

Mauritius (Mauritius)

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

14.861

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

14.861

Row 46

(7.20.1.1) Business division

APAC (Asia)

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

0

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

0

Row 47

(7.20.1.1) Business division

Brazil (Brazil)

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

16.703

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

15.964

Row 48

(7.20.1.1) Business division

UK (United Kingdom)

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

315.189

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

70.956

Row 49

(7.20.1.1) Business division

Indonesia (Indonesia)

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

1.804

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

1.804

[Add row]

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

Row 1

(7.20.2.1) Facility

PageGroup

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

0

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

0

Row 2

(7.20.2.1) Facility

APAC

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

0

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

0

Row 3

(7.20.2.1) Facility

Argentina

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

0

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

0

Row 4

(7.20.2.1) Facility

Australia

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

0

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

0

Row 5

(7.20.2.1) Facility

Austria

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

0

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

0

Row 6

(7.20.2.1) Facility

Belgium

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

0

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

0

Row 7

(7.20.2.1) Facility

Brazil

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

0

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

0

Row 8

(7.20.2.1) Facility

Canada

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

0

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

0

Row 9

(7.20.2.1) Facility

Chile

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

0

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

0

Row 10

(7.20.2.1) Facility

China

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

0

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

0

Row 11

(7.20.2.1) Facility

Colombia

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

0.248

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

0.248

Row 12

(7.20.2.1) Facility

Czech Republic

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

0

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

0

Row 13

(7.20.2.1) Facility

EUROPE

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

0

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

0

Row 14

(7.20.2.1) Facility

France

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

0.008

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

0.008

Row 15

(7.20.2.1) Facility

Germany

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

0

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

0

Row 16

(7.20.2.1) Facility

Hong Kong

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

0

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

0

Row 17

(7.20.2.1) Facility

India

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

0

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

0

Row 18

(7.20.2.1) Facility

Indonesia

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

0

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

0

Row 19

(7.20.2.1) Facility

Ireland

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

0

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

0

Row 20

(7.20.2.1) Facility

Italy

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

0.041

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

0.041

Row 21

(7.20.2.1) Facility

Japan

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

0

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

0

Row 22

(7.20.2.1) Facility

LATAM

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

0

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

0

Row 23

(7.20.2.1) Facility

Luxembourg

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

0

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

0

Row 24

(7.20.2.1) Facility

Malaysia

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

0

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

0

Row 25

(7.20.2.1) Facility

Mauritius

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

0

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

0

Row 26

(7.20.2.1) Facility

Mexico

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

0

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

0

Row 27

(7.20.2.1) Facility

Monaco

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

0

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

0

Row 28

(7.20.2.1) Facility

Morocco

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

0

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

0

Row 29

(7.20.2.1) Facility

Netherlands

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

3.748

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

3.748

Row 30

(7.20.2.1) Facility

New Zealand

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

0

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

0

Row 31

(7.20.2.1) Facility

Panama

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

0

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

0

Row 32

(7.20.2.1) Facility

Peru

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

0

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

0

Row 33

(7.20.2.1) Facility

Philippines

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

0

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

0

Row 34

(7.20.2.1) Facility

Poland

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

0

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

0

Row 35

(7.20.2.1) Facility

Portugal

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

0

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

0

Row 36

(7.20.2.1) Facility

Romania

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

0

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

0

Row 37

(7.20.2.1) Facility

Singapore

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

0

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

0

Row 38

(7.20.2.1) Facility

South Africa

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

0

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

0

Row 39

(7.20.2.1) Facility

Spain

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

0

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

0

Row 40

(7.20.2.1) Facility

Sweden

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

0.013

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

0.013

Row 41

(7.20.2.1) Facility

Switzerland

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

0

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

0

Row 42

(7.20.2.1) Facility

Taiwan

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

0

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

0

Row 43

(7.20.2.1) Facility

Thailand

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

0

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

0

Row 44

(7.20.2.1) Facility

Turkey

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

0

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

0

Row 45

(7.20.2.1) Facility

UAE

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

0

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

0

Row 46

(7.20.2.1) Facility

UK

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

20.257

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

20.257

Row 47

(7.20.2.1) Facility

UK ROW

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

0

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

0

Row 48

(7.20.2.1) Facility

USA

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

0

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

0

Row 49

(7.20.2.1) Facility

Vietnam

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

0

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

0

Row 50

(7.20.2.1) Facility

Abu Dhabi

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

1.473

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

1.473

Row 51

(7.20.2.1) Facility

Amsterdam

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

72.968

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

0

Row 52

(7.20.2.1) Facility

Antwerp

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

3.325

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

3.476

Row 53

(7.20.2.1) Facility

Bangalore - Fairway Business Park

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

16.319

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

16.319

Row 54

(7.20.2.1) Facility

Bangkok

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

10.315

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

10.315

Row 55

(7.20.2.1) Facility

Barcelona

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

84.91

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

0

Row 56

(7.20.2.1) Facility

Barcelona SSC

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

38.708

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

0

Row 57

(7.20.2.1) Facility

Beijing - West Tower

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

26.468

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

26.468

Row 58

(7.20.2.1) Facility

Berlin

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

4.756

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

0

Row 59

(7.20.2.1) Facility

Bilbao

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

3.362

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

0

Row 60

(7.20.2.1) Facility

Birmingham

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

8.421

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

0

Row 61

(7.20.2.1) Facility

Bologna

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

4.02

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

0

Row 62

(7.20.2.1) Facility

Bordeaux

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

2.815

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

0

Row 63

(7.20.2.1) Facility

Boston, MA

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

16.049

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

6.306

Row 64

(7.20.2.1) Facility

Brescia

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

3.134

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

0

Row 65

(7.20.2.1) Facility

Brighton

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

2.588

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

0

Row 66

(7.20.2.1) Facility

Brisbane

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

24.594

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

24.594

Row 67

(7.20.2.1) Facility

Bristol

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

12.553

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

0

Row 68

(7.20.2.1) Facility

Bruxelles

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

8.281

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

0

Row 69

(7.20.2.1) Facility

Bucharest

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

0

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

0

Row 70

(7.20.2.1) Facility

Cambridge

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

4.349

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

7.841

Row 71

(7.20.2.1) Facility

Campinas

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

0.798

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

0.798

Row 72

(7.20.2.1) Facility

Canberra

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

11.128

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

0

Row 73

(7.20.2.1) Facility

Cardiff

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

5.003

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

0

Row 74

(7.20.2.1) Facility

Casablanca

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

22.884

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

22.884

Row 75

(7.20.2.1) Facility

Cergy

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

0.809

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

2.249

Row 76

(7.20.2.1) Facility

Chatswood

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

0

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

0

Row 77

(7.20.2.1) Facility

Chicago, IL

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

30.238

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

5.547

Row 78

(7.20.2.1) Facility

Chiswick

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

2.933

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

0

Row 79

(7.20.2.1) Facility

Continental Square

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

12.456

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

12.456

Row 80

(7.20.2.1) Facility

Curitiba

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

1.478

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

1.478

Row 81

(7.20.2.1) Facility

Córdoba 883

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

24.568

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

24.568

Row 82

(7.20.2.1) Facility

Dubai

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

49.814

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

49.814

Row 83

(7.20.2.1) Facility

Düsseldorf

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

9.641

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

0

Row 84

(7.20.2.1) Facility

Edificio 8111

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

13.15

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

13.15

Row 85

(7.20.2.1) Facility

Edinburgh

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

13.183

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

0

Row 86

(7.20.2.1) Facility

Frankfurt

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

30.759

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

0

Row 87

(7.20.2.1) Facility

Geneva

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

3.412

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

3.412

Row 88

(7.20.2.1) Facility

Glasgow

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

0.362

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

0

Row 89

(7.20.2.1) Facility

Glen Waverley

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

54.487

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

54.487

Row 90

(7.20.2.1) Facility

Grenoble

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

0.937

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

0

Row 91

(7.20.2.1) Facility

Guangzhou

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

10.055

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

10.055

Row 92

(7.20.2.1) Facility

Guildford

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

10.803

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

0

Row 93

(7.20.2.1) Facility

Gurgaon - DLF Building 8, Tower A

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

44.112

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

44.112

Row 94

(7.20.2.1) Facility

Hamburg

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

10.306

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

0

Row 95

(7.20.2.1) Facility

Ho Chi Minh

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

14.623

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

14.623

Row 96

(7.20.2.1) Facility

Hong Kong - Admiralty Centre

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

0

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

0

Row 97

(7.20.2.1) Facility

Hong Kong - Central Tower

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

63.842

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

63.842

Row 98

(7.20.2.1) Facility

Houston, TX

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

41.223

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

10.39

Row 99

(7.20.2.1) Facility

Irvine, CA

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

4.071

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

1.244

Row 100

(7.20.2.1) Facility

Iselin, NJ

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

0

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

0

Row 101

(7.20.2.1) Facility

Istanbul

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

7.071

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

0

Row 102

(7.20.2.1) Facility

Istanbul SSC

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

2.8

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

0

Row 103

(7.20.2.1) Facility

Jakarta

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

1.804

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

1.804

Row 104

(7.20.2.1) Facility

Johannesburg

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

59.072

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

59.072

Row 105

(7.20.2.1) Facility

Katowice

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

14.027

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

17.191

Row 106

(7.20.2.1) Facility

Kuala Lumpur

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

63.801

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

63.801

Row 107

(7.20.2.1) Facility

Köln

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

4.86

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

0

Row 108

(7.20.2.1) Facility

Lausanne

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

1.77

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

0

Row 109

(7.20.2.1) Facility

Leeds

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

15.171

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

0

Row 110

(7.20.2.1) Facility

Leicester

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

0.806

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

0

Row 111

(7.20.2.1) Facility

Lille

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

0.843

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

0

Row 112

(7.20.2.1) Facility

Lima

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

6.266

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

6.266

Row 113

(7.20.2.1) Facility

Lisboa

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

2.649

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

6.026

Row 114

(7.20.2.1) Facility

Liverpool

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

4.658

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

8.377

Row 115

(7.20.2.1) Facility

London - Aldermanbury Square

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

22.632

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

0

Row 116

(7.20.2.1) Facility

London - Aldwych

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

71.006

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

0

Row 117

(7.20.2.1) Facility

London - Vic House

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

29.533

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

0

Row 118

(7.20.2.1) Facility

London 80 Strand

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

0

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

0

Row 119

(7.20.2.1) Facility

Los Angeles, CA

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

55.434

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

13.3

Row 120

(7.20.2.1) Facility

Lyon

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

0.149

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

0

Row 121

(7.20.2.1) Facility

Madrid 1

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

5.656

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

0

Row 122

(7.20.2.1) Facility

Madrid 2

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

6.594

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

0

Row 123

(7.20.2.1) Facility

Magdalena 181

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

14.835

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

14.835

Row 124

(7.20.2.1) Facility

Maidstone

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

3.386

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

0.955

Row 125

(7.20.2.1) Facility

Makati City

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

77.072

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

77.072

Row 126

(7.20.2.1) Facility

Manchester

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

26.462

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

0

Row 127

(7.20.2.1) Facility

Manila SCC

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

2.009

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

2.009

Row 128

(7.20.2.1) Facility

Marseille

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

0.906

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

2.52

Row 129

(7.20.2.1) Facility

Massy

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

0.548

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

0

Row 130

(7.20.2.1) Facility

Medellin City

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

2.687

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

2.687

Row 131

(7.20.2.1) Facility

Melbourne

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

29.031

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

0

Row 132

(7.20.2.1) Facility

Mexico Guadalajara Office

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

2.06

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

2.06

Row 133

(7.20.2.1) Facility

Mexico MTY Office

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

76.796

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

76.796

Row 134

(7.20.2.1) Facility

Mexico Newton Office

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

47.63

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

47.63

Row 135

(7.20.2.1) Facility

Mexico Reforma Office

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

29.184

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

29.184

Row 136

(7.20.2.1) Facility

Milan

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

29.129

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

0

Row 137

(7.20.2.1) Facility

Milton Keynes

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

3.068

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

5.501

Row 138

(7.20.2.1) Facility

Moka - Mauritius

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

14.861

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

14.861

Row 139

(7.20.2.1) Facility

Monaco

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

2.643

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

2.643

Row 140

(7.20.2.1) Facility

Monterrey

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

4.05

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

4.05

Row 141

(7.20.2.1) Facility

Montigny

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

0.452

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

0

Row 142

(7.20.2.1) Facility

Montpellier

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

0.335

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

0.931

Row 143

(7.20.2.1) Facility

Montréal

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

0.024

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

0.006

Row 144

(7.20.2.1) Facility

Mumbai - 5th Floor, 2 North Avenue

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

48.875

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

16.675

Row 145

(7.20.2.1) Facility

München

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

12.479

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

0

Row 146

(7.20.2.1) Facility

Nantes

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

0.928

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

0

Row 147

(7.20.2.1) Facility

Neuilly-sur-Seine

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

26.54

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

0

Row 148

(7.20.2.1) Facility

New York, NY

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

71.123

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

16.09

Row 149

(7.20.2.1) Facility

Newcastle

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

0.286

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

0.509

Row 150

(7.20.2.1) Facility

Nice

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

2.021

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

5.623

Row 151

(7.20.2.1) Facility

Noisy-le-Grand

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

1.094

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

0

Row 152

(7.20.2.1) Facility

Nottingham

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

15.26

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

27.517

Row 153

(7.20.2.1) Facility

Nottingham - The Point

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

0

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

0

Row 154

(7.20.2.1) Facility

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

0

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

0

Row 155

(7.20.2.1) Facility

Orleans

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

0.388

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

0

Row 156

(7.20.2.1) Facility

Oxford

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

1.6

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

0

Row 157

(7.20.2.1) Facility

Padua

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

2.936

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

0

Row 158

(7.20.2.1) Facility

Paris

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

9.524

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

0

Row 159

(7.20.2.1) Facility

Pasteur - Lux

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

7.997

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

0

Row 160

(7.20.2.1) Facility

Perth

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

34.947

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

34.947

Row 161

(7.20.2.1) Facility

Philadelphia

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

10.677

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

1.915

Row 162

(7.20.2.1) Facility

Porto

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

1.07

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

0

Row 163

(7.20.2.1) Facility

Poznan

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

6.01

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

7

Row 164

(7.20.2.1) Facility

Queretaro

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

8.238

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

8.238

Row 165

(7.20.2.1) Facility

Reading - east wing

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

5.937

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

0

Row 166

(7.20.2.1) Facility

Reading - west wing

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

0

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

0

Row 167

(7.20.2.1) Facility

Recife

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

0.739

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

0

Row 168

(7.20.2.1) Facility

Regus Centre

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

3.331

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

0

Row 169

(7.20.2.1) Facility

Rennes

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

0.584

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

0

Row 170

(7.20.2.1) Facility

Rio de Janeiro

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

1.232

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

1.232

Row 171

(7.20.2.1) Facility

Rome

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

17.856

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

0

Row 172

(7.20.2.1) Facility

Rotterdam

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

40.671

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

0

Row 173

(7.20.2.1) Facility

Rouen

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

0.993

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

0

Row 174

(7.20.2.1) Facility

Saint Denis

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

1.141

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

3.174

Row 175

(7.20.2.1) Facility

Sevilla

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

7.848

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

0

Row 176

(7.20.2.1) Facility

Shanghai - Tec 2070

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

70.647

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

70.647

Row 177

(7.20.2.1) Facility

Sheffield

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

3.132

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

0

Row 178

(7.20.2.1) Facility

Shenzhen

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

41.612

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

41.612

Row 179

(7.20.2.1) Facility

Singapore - Raffles Place

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

26.428

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

26.428

Row 180

(7.20.2.1) Facility

Singapore - Tai Seng Street

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

14.102

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

14.102

Row 181

(7.20.2.1) Facility

Slough

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

11.859

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

0

Row 182

(7.20.2.1) Facility

Southampton

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

5.585

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

0

Row 183

(7.20.2.1) Facility

St Albans

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

7.929

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

0

Row 184

(7.20.2.1) Facility

Stamford, CT

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

4.793

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

1.48

Row 185

(7.20.2.1) Facility

Stockholm

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

0.152

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

0

Row 186

(7.20.2.1) Facility

Strasbourg

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

1.622

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

0

Row 187

(7.20.2.1) Facility

Stuttgart

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

7.43

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

0

Row 188

(7.20.2.1) Facility

Suzhou

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

16.314

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

16.314

Row 189

(7.20.2.1) Facility

Sydney - Castlereagh

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

33.912

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

0

Row 190

(7.20.2.1) Facility

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

20.957

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

0

Row 191

(7.20.2.1) Facility

TEC Chengdu IFS

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

8.137

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

8.137

Row 192

(7.20.2.1) Facility

Taipei

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

63.722

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

63.722

Row 193

(7.20.2.1) Facility

Tilburg

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

31.956

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

0

Row 194

(7.20.2.1) Facility

Tokyo

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

173.219

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

173.219

Row 195

(7.20.2.1) Facility

Toronto

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

0.718

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

0.301

Row 196

(7.20.2.1) Facility

Toulouse

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

0.749

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

0

Row 197

(7.20.2.1) Facility

Turin

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

51.724

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

0

Row 198

(7.20.2.1) Facility

Utrecht

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

8.944

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

0

Row 199

(7.20.2.1) Facility

Valencia

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

2.796

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

4.354

Row 200

(7.20.2.1) Facility

Vienna

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

3.603

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

0

Row 201

(7.20.2.1) Facility

Vigo

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

2.06

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

3.771

Row 202

(7.20.2.1) Facility

Villepinte

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

0

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

0

Row 203

(7.20.2.1) Facility

Warszawa

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

29.094

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

35.657

Row 204

(7.20.2.1) Facility

Weybridge

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

6.427

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

0

Row 205

(7.20.2.1) Facility

Wroclaw

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

9.966

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

0

Row 206

(7.20.2.1) Facility

Zaragoza

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

1.711

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

1.197

Row 207

(7.20.2.1) Facility

Zürich

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

3.412

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

0

[Add row]

(7.20.3) Break down your total gross global Scope 2 emissions by business activity.

	Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Row 1	<i>Electricity consumption</i>	2587.291	1475.705
Row 2	<i>Electric car</i>	24.314	24.314

[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)

1034

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

2612

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

1500

(7.22.4) Please explain

All PageGroup's emissions for all entities have been accounted for within our Consolidated Accounting Group.

All other entities

(7.22.1) Scope 1 emissions (metric tons CO2e)

0

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

0

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

0

(7.22.4) Please explain

*N/A - no additional entities associated with PageGroup.
[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:

Not relevant as we do not have any subsidiaries

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

Row 1

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

9931677

(7.26.9) Emissions in metric tonnes of CO₂e

5.11

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 2

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

9931677

(7.26.9) Emissions in metric tonnes of CO₂e

7.41

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 3

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

9931677

(7.26.9) Emissions in metric tonnes of CO₂e

306.23

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 4

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

8049910

(7.26.9) Emissions in metric tonnes of CO2e

4.14

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 5

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

8049910

(7.26.9) Emissions in metric tonnes of CO₂e

6.01

(7.26.10) Uncertainty ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 6

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

8049910

(7.26.9) Emissions in metric tonnes of CO₂e

248.2

(7.26.10) Uncertainty ($\pm\%$)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 7

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

5987017

(7.26.9) Emissions in metric tonnes of CO₂e

3.08

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 8

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

5987017

(7.26.9) Emissions in metric tonnes of CO₂e

4.47

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 9

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

5987017

(7.26.9) Emissions in metric tonnes of CO₂e

184.6

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 10

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

1908620

(7.26.9) Emissions in metric tonnes of CO2e

0.98

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 11

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

1908620

(7.26.9) Emissions in metric tonnes of CO₂e

1.42

(7.26.10) Uncertainty ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 12

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

1908620

(7.26.9) Emissions in metric tonnes of CO₂e

58.85

(7.26.10) Uncertainty ($\pm\%$)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 13

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

1842744

(7.26.9) Emissions in metric tonnes of CO₂e

0.95

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 14

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

1842744

(7.26.9) Emissions in metric tonnes of CO₂e

1.37

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 15

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

1842744

(7.26.9) Emissions in metric tonnes of CO₂e

56.82

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (*Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)*).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 16

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

958942

(7.26.9) Emissions in metric tonnes of CO2e

0.49

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 17

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

958942

(7.26.9) Emissions in metric tonnes of CO₂e

0.72

(7.26.10) Uncertainty ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 18

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

958942

(7.26.9) Emissions in metric tonnes of CO₂e

29.57

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 19

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

837629

(7.26.9) Emissions in metric tonnes of CO₂e

0.43

(7.26.10) Uncertainty ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 20

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

837629

(7.26.9) Emissions in metric tonnes of CO₂e

0.63

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 21

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

837629

(7.26.9) Emissions in metric tonnes of CO₂e

25.83

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 22

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

742404

(7.26.9) Emissions in metric tonnes of CO2e

0.38

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 23

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

742404

(7.26.9) Emissions in metric tonnes of CO₂e

0.55

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 24

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

742404

(7.26.9) Emissions in metric tonnes of CO₂e

22.89

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 25

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

736346

(7.26.9) Emissions in metric tonnes of CO₂e

0.38

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 26

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

736346

(7.26.9) Emissions in metric tonnes of CO₂e

0.55

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 27

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

736346

(7.26.9) Emissions in metric tonnes of CO₂e

22.7

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 28

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

724336

(7.26.9) Emissions in metric tonnes of CO2e

0.37

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 29

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

724336

(7.26.9) Emissions in metric tonnes of CO₂e

0.54

(7.26.10) Uncertainty ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 30

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

724336

(7.26.9) Emissions in metric tonnes of CO₂e

22.33

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 31

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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 (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 32

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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 (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 33

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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 (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 34

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

179094

(7.26.9) Emissions in metric tonnes of CO2e

0.09

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 35

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

179094

(7.26.9) Emissions in metric tonnes of CO₂e

0.13

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 36

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

179094

(7.26.9) Emissions in metric tonnes of CO₂e

5.52

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 37

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

3640826

(7.26.9) Emissions in metric tonnes of CO₂e

1.87

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 38

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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

3640826

(7.26.9) Emissions in metric tonnes of CO₂e

2.72

(7.26.10) Uncertainty (±%)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 39

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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

3640826

(7.26.9) Emissions in metric tonnes of CO₂e

112.26

(7.26.10) Uncertainty (±%)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO₂e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:
<https://www.page.com/sustainability#environment>.

Row 40

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 1

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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 (±%)

5

(7.26.11) Major sources of emissions

Scope 1 - Emissions from space heating and company-owned or leased vehicles.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO2e intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 41

(7.26.1) Requesting member

Select from:

(7.26.2) Scope of emissions

Select from:

Scope 2: market-based

(7.26.4) Allocation level

Select from:

Company wide

(7.26.6) Allocation method

Select from:

Allocation based on 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 ($\pm\%$)

5

(7.26.11) Major sources of emissions

Scope 2 - Electricity is reported on a market basis.

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here: <https://www.page.com/sustainability#environment>.

Row 42

(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 1: Purchased goods and services
- Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2)
- Category 5: Waste generated in operations
- Category 6: Business travel
- Category 7: Employee commuting

(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 ($\pm\%$)

30

(7.26.11) Major sources of emissions

Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)).

(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

Corporate accounting for Scope 1, Scope 2 (reported here on a location basis) and selected Scope 3 categories (Purchased Goods & Services (hybrid spend and supplier-specific data), Employee Commuting (including homeworking), Business Travel, Waste Generated in Operations, Fuel-and-energy-related activities (not included in Scope 1 or 2)). Limitations: Emissions from Purchased Goods and Services are calculated using a hybrid approach using inventory/supplier-specific data for roughly 20% of reported emissions and spend based intensity screening approach for the remainder. Emissions have been allocated based on the Revenue associated with each requesting CDP member. No analysis has been applied for different services and the calculations assume services for all customers / requesting CDP members are provided on the same carbon per tCO_{2e} intensity.

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

PageGroup reports annually on its carbon emissions in its Annual Report and Sustainability extract; these reports can be found here:

<https://www.page.com/sustainability#environment>.

[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:

Customer base is too large and diverse to accurately track emissions to the customer level

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

PageGroup has a large high volume customer base, and it is not practical to track emissions for any one customer. PageGroup we could assign emissions to customers based on revenue as a proportion of our total emissions. But, based on high volumes of customers would not track individually.

[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

We are keen to collaborate with our customers - e.g., what does a net zero recruitment process look like, how can we co-design recruitment processes that limit travel and maximise efficiency, whilst not impacting results or candidate experience. Offsetting / removals linked to candidate placements. PageGroup has a large high volume customer base, and it is not practical to track emissions for any one customer.

[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: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired electricity	Select from: <input checked="" type="checkbox"/> Yes
Consumption of purchased or acquired heat	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired steam	Select from: <input checked="" type="checkbox"/> No
Consumption of purchased or acquired cooling	Select from: <input checked="" type="checkbox"/> No
Generation of electricity, heat, steam, or cooling	Select from: <input checked="" type="checkbox"/> No

[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:

HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

158.69

(7.30.1.3) MWh from non-renewable sources

3984.45

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

4143.14

Consumption of purchased or acquired electricity

(7.30.1.1) Heating value

Select from:

HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

5775.99

(7.30.1.3) MWh from non-renewable sources

3449.21

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

9225.21

Total energy consumption

(7.30.1.1) Heating value

Select from:

HHV (higher heating value)

(7.30.1.2) MWh from renewable sources

5934.68

(7.30.1.3) MWh from non-renewable sources

7433.66

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

13368.34

[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: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of heat	Select from: <input checked="" type="checkbox"/> Yes
Consumption of fuel for the generation of steam	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for the generation of cooling	Select from: <input checked="" type="checkbox"/> No
Consumption of fuel for co-generation or tri-generation	Select from: <input checked="" type="checkbox"/> 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

No fuel MWh consumed from sustainable biomass.

Other biomass

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No fuel MWh consumed from other biomass.

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

No fuel MWh consumed from other renewable fuels.

Coal

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No fuel MWh consumed from coal.

Oil

(7.30.7.1) Heating value

Select from:

HHV

(7.30.7.2) Total fuel MWh consumed by the organization

3266.6

(7.30.7.8) Comment

From diesel and petrol.

Gas

(7.30.7.1) Heating value

Select from:

HHV

(7.30.7.2) Total fuel MWh consumed by the organization

876.53

(7.30.7.8) Comment

From natural gas consumption.

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

(7.30.7.1) Heating value

Select from:

Unable to confirm heating value

(7.30.7.2) Total fuel MWh consumed by the organization

0

(7.30.7.8) Comment

No fuel MWh consumed from other non-renewable fuels.

Total fuel

(7.30.7.1) Heating value

Select from:

HHV

(7.30.7.2) Total fuel MWh consumed by the organization

4143.14

(7.30.7.8) Comment

*MWh natural gas and oil for company cars.
[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:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

1317.69

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

(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

This factor comes from the market-based instruments associated with Leeds, Aldermanbury Square, Guildford 2023, London - Aldwych, Oxford, Manchester, Brighton, St Albans - EDF, Leicester - EDF, Southampton - Crown Gas & Power, Chiswick - Scottish Power, London Vic House, Cardiff 2023, Edinburgh 2023, Glasgow, Manchester REGO EDF, Maidstone 2023, Weybridge 2023, St Albans 2023, SmartestEnergy - Reading, Birmingham - SmartestEnergy, Bristol, Slough, and Sheffield.

Row 2

(7.30.14.1) Country/area

Select from:

France

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

1072.33

(7.30.14.6) Tracking instrument used

Select from:

Contract

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

Select from:

France

(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

This factor comes from the market-based instruments associated with Montigny - Engie, Edenkia - Paris, Lyon, Nantes, Lille, Neuilly-sur-Seine - Engie, Strasbourg - Es, Bordeaux - Engie, Grenoble - Yeli, Orleans - Engie, Massy - Engie, Noisy-le-Grand - Engie, Rennes - Engie, Rouen - Engie, and Toulouse - Engie.

Row 3

(7.30.14.1) Country/area

Select from:

Netherlands

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

538.93

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Netherlands

(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

This factor comes from the Netherlands 2023 market-based instrument and the Utrecht - Eneco market-based instrument, with the latter provided as tCO₂/MWh only, excluding non-CO₂ gases.

Row 4

(7.30.14.1) Country/area

Select from:

Italy

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

414.11

(7.30.14.6) Tracking instrument used

Select from:

Contract

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

Select from:

Italy

(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

This factor comes from the market-based instruments associated with Turin, Bologna - Axpo Italia SpA, Bologna, Milan - A2A Energia, Padua - A2A Energia, Brescia - Repower, Milan, Padua, Rome, and Milan 2023.

Row 5

(7.30.14.1) Country/area

Select from:

Spain

(7.30.14.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Renewable energy mix, please specify

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

988.2

(7.30.14.6) Tracking instrument used

Select from:

- Other, please specify :GO, Renewable Energy Certificate, Contract

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

Select from:

- Spain

(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

This factor comes from the market-based instruments associated with Madrid, Bilbao, Sevilla, Valencia - Iberdrola, Zaragoza, and Barcelona SSC.

Row 6

(7.30.14.1) Country/area

Select from:

Panama

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

10.44

(7.30.14.6) Tracking instrument used

Select from:

Contract

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

Select from:

Panama

(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

This factor comes from the Panasolar - Panama market-based instrument.

Row 7

(7.30.14.1) Country/area

Select from:

Australia

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

(7.30.14.6) Tracking instrument used

Select from:

Contract

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

Select from:

Australia

(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

This factor comes from the Origin Energy market-based instrument associated with Parramatta, Castlereagh, Melbourne and Canberra.

Row 8**(7.30.14.1) Country/area**

Select from:

Germany

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

253.83

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renwable Energy Certificate

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

Select from:

Germany

(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

This factor comes from the Tüv Nord market-based instrument.

Row 9

(7.30.14.1) Country/area

Select from:

Austria

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

38.58

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Austria

(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

This factor comes from the Vienna - Wien Energie market-based instrument. Factor was provided as tCO₂/MWh only; non-CO₂ gases not encompassed.

Row 10

(7.30.14.1) Country/area

Select from:

Sweden

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

17.22

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Sweden

(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

This factor comes from the Stockholm market-based instrument.

Row 12

(7.30.14.1) Country/area

Select from:

Switzerland

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

226

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Switzerland

(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

This factor comes from the market-based instrument associated with Lausanne and Zurich.

Row 13

(7.30.14.1) Country/area

Select from:

Poland

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

14.23

(7.30.14.6) Tracking instrument used

Select from:

GO

(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

This factor comes from the Wroclaw market-based instrument.

Row 14

(7.30.14.1) Country/area

Select from:

Belgium

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

60

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Belgium

(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

This factor comes from the Brussels - Engie market-based instrument.

Row 15

(7.30.14.1) Country/area

Select from:

United States of America

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

481.45

(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

This factor comes from the USA RECs 2023 market-based instrument.

Row 17

(7.30.14.1) Country/area

Select from:

Portugal

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

5.46

(7.30.14.6) Tracking instrument used

Select from:

Contract

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

Select from:

Portugal

(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

This factor comes from the Porto market-based instrument.

Row 18

(7.30.14.1) Country/area

Select from:

India

(7.30.14.2) Sourcing method

Select from:

- Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

- Electricity

(7.30.14.4) Low-carbon technology type

Select from:

- Renewable energy mix, please specify

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

51.39

(7.30.14.6) Tracking instrument used

Select from:

- Indian REC

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

Select from:

- India

(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

This factor comes from the Mumbai market-based instrument.

Row 19

(7.30.14.1) Country/area

Select from:

Luxembourg

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

119.48

(7.30.14.6) Tracking instrument used

Select from:

Other, please specify :Renewable Energy Certificate

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

Select from:

Luxembourg

(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

This factor comes from the Pasteur market-based instrument.

Row 20

(7.30.14.1) Country/area

Select from:

Turkey

(7.30.14.2) Sourcing method

Select from:

Retail supply contract with an electricity supplier (retail green electricity)

(7.30.14.3) Energy carrier

Select from:

Electricity

(7.30.14.4) Low-carbon technology type

Select from:

Renewable energy mix, please specify

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

(7.30.14.6) Tracking instrument used

Select from:

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

Select from:

 Turkey**(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***This factor comes from the Istanbul SSC market-based instrument.**[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)**

104.3

(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)

104.30

Australia

(7.30.16.1) Consumption of purchased electricity (MWh)

289.71

(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)

289.71

Austria

(7.30.16.1) Consumption of purchased electricity (MWh)

38.58

(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)

38.58

Belgium

(7.30.16.1) Consumption of purchased electricity (MWh)

84.09

(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)

84.09

Brazil

(7.30.16.1) Consumption of purchased electricity (MWh)

380.01

(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)

380.01

Canada

(7.30.16.1) Consumption of purchased electricity (MWh)

44.38

(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)

44.38

Chile

(7.30.16.1) Consumption of purchased electricity (MWh)

34.14

(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)

34.14

China

(7.30.16.1) Consumption of purchased electricity (MWh)

284.71

(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)

284.71

Colombia

(7.30.16.1) Consumption of purchased electricity (MWh)

66.99

(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)

66.99

Czechia

(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

France

(7.30.16.1) Consumption of purchased electricity (MWh)

1188.36

(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)

1188.36

Germany

(7.30.16.1) Consumption of purchased electricity (MWh)

253.83

(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)

253.83

Hong Kong SAR, China

(7.30.16.1) Consumption of purchased electricity (MWh)

98.76

(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)

98.76

Hungary

(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

India

(7.30.16.1) Consumption of purchased electricity (MWh)

174.45

(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)

174.45

Indonesia

(7.30.16.1) Consumption of purchased electricity (MWh)

1.63

(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)

1.63

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

Italy

(7.30.16.1) Consumption of purchased electricity (MWh)

414.11

(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)

414.11

Japan

(7.30.16.1) Consumption of purchased electricity (MWh)

365.21

(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)

365.21

Luxembourg

(7.30.16.1) Consumption of purchased electricity (MWh)

119.48

(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)

119.48

Malaysia

(7.30.16.1) Consumption of purchased electricity (MWh)

93.47

(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)

93.47

Mauritius

(7.30.16.1) Consumption of purchased electricity (MWh)

18.97

(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)

18.97

Mexico

(7.30.16.1) Consumption of purchased electricity (MWh)

425.7

(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)

425.70

Monaco

(7.30.16.1) Consumption of purchased electricity (MWh)

10.31

(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)

10.31

Morocco

(7.30.16.1) Consumption of purchased electricity (MWh)

30.1

(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)

30.10

Netherlands

(7.30.16.1) Consumption of purchased electricity (MWh)

538.93

(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)

538.93

New Zealand

(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

Panama

(7.30.16.1) Consumption of purchased electricity (MWh)

10.44

(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)

10.44

Peru

(7.30.16.1) Consumption of purchased electricity (MWh)

39.23

(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)

39.23

Philippines

(7.30.16.1) Consumption of purchased electricity (MWh)

108.3

(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)

108.30

Poland

(7.30.16.1) Consumption of purchased electricity (MWh)

84.4

(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)

0

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

84.40

Portugal

(7.30.16.1) Consumption of purchased electricity (MWh)

18.99

(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)

18.99

Romania

(7.30.16.1) Consumption of purchased electricity (MWh)

0

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

0

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

0

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

0

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

0.00

Singapore

(7.30.16.1) Consumption of purchased electricity (MWh)

105.5

(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)

105.50

Slovakia

(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

South Africa

(7.30.16.1) Consumption of purchased electricity (MWh)

51.69

(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)

51.69

Spain

(7.30.16.1) Consumption of purchased electricity (MWh)

1022.08

(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)

1022.08

Sweden

(7.30.16.1) Consumption of purchased electricity (MWh)

17.22

(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)

17.22

Switzerland

(7.30.16.1) Consumption of purchased electricity (MWh)

374.83

(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)

374.83

Taiwan, China

(7.30.16.1) Consumption of purchased electricity (MWh)

104.73

(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)

104.73

Thailand

(7.30.16.1) Consumption of purchased electricity (MWh)

23.33

(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)

23.33

Turkey

(7.30.16.1) Consumption of purchased electricity (MWh)

21.68

(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)

21.68

United Arab Emirates

(7.30.16.1) Consumption of purchased electricity (MWh)

97.25

(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)

97.25

United Kingdom of Great Britain and Northern Ireland

(7.30.16.1) Consumption of purchased electricity (MWh)

1456.53

(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)

1456.53

United States of America

(7.30.16.1) Consumption of purchased electricity (MWh)

606.16

(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)

606.16

Viet Nam

(7.30.16.1) Consumption of purchased electricity (MWh)

22.65

(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)

22.65

[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

0.000001261

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

2534

(7.45.3) Metric denominator

Select from:

unit total revenue

(7.45.4) Metric denominator: Unit total

2010300000

(7.45.5) Scope 2 figure used

Select from:

Market-based

(7.45.6) % change from previous year

16

(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

The intensity figure (tCO₂e/) has decreased by 15% from 2022 to 2023 as revenue has increased (from 1,990.3m to 2,010.3m) and total scope 1&2 emissions have decreased (from 2,982 to 2,534 tonnes CO₂e). Scope 12 emissions have largely decreased thanks to the purchasing of electricity from renewable energy providers across many sites within the company.

[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 :Percent of offices that are supplied by renewable energy, evidenced by RECs or green energy contracts.

(7.52.2) Metric value

61

(7.52.3) Metric numerator

61%

(7.52.4) Metric denominator (intensity metric only)

n/a

(7.52.5) % change from previous year

5

(7.52.6) Direction of change

Select from:

Increased

(7.52.7) Please explain

61% of offices are supplied by renewable energy in 2023, in 2022 58% of offices were supplied by renewable energy. This was a y-o-y 5% increase.
[Add row]

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

Select all that apply

Absolute 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

PageGroup-Near-Term Approval Letter_compressed.pdf

(7.53.1.4) Target ambition

Select from:

1.5°C aligned

(7.53.1.5) Date target was set

04/02/2024

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

(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

09/29/2022

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

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

2049

(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)

2982.000

(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

100

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

60

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

1192.800

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

1034

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

1500

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

2534.000

(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

25.04

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

(7.53.1.83) Target objective

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We are taking active steps to reduce our environmental impact across our operations and value chain. We have committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific target includes: 60% reduction in Scope 1 & 2 emissions by 2030, from a 2022 baseline.

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

Scope 1: Company cars: Transition gasoline engine company cars to electric vehicles and decrease the size of the fleet. We also hope to roll our Group wide fuel card scheme, and provide advice to employees on switching to renewable energy suppliers for home charging of EVs. Natural gas: We aim to sign new leases for office facilities which do not use natural gas, and encourage landlords to improve insulation in offices. Scope 2: Electricity: To reduce emissions relating to purchased electricity, we are committed to doing the following: sign new leases for office facilities that are run on renewable energy, install building management systems (BMS) with sub-metering to optimise energy use, consolidate our office space, replace all bulbs with LEDs, replace old electronics with newer, more energy-efficient electronics. In terms of our green energy transition, we have a hierarchy prioritising the type and sourcing of renewable energy, to ensure real emissions reductions are maximised. Our Group guidance stipulates that on-site renewable energy generation should be the priority, followed by green tariff products, and unbundled renewable energy certificates where other options are not available.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

Row 2

(7.53.1.1) Target reference number

Select from:

Abs 2

(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

PageGroup-Near-Term Approval Letter_compressed.pdf

(7.53.1.4) Target ambition

Select from:

- 1.5°C aligned

(7.53.1.5) Date target was set

04/02/2024

(7.53.1.6) Target coverage

Select from:

- Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

- Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- Scope 3, Category 1 – Purchased goods and services
- Scope 3, Category 6 – Business travel

(7.53.1.11) End date of base year

09/29/2022

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

49449

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

1758

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

51207.000

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

51207.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

82.157

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

82.157

(7.53.1.54) End date of target

12/31/2030

(7.53.1.55) Targeted reduction from base year (%)

25

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

38405.250

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

48613

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

2849

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

51462.000

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

51462.000

(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

-1.99

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

(7.53.1.83) Target objective

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We are taking active steps to reduce our environmental impact across our operations and value chain. We have committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific target includes: 25% reduction in Scope 3 emissions from purchased goods and services and business travel by 2030, from a 2022 baseline year.

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

We will strategically focus on reducing emissions relating to business travel and purchased goods and services. Business travel: We are taking several steps to reduce business travel: - Producing global guidance to outline our objective to limit travel to where only necessary and to encourage low carbon alternatives such as public transport. - Encourage the business to implement initiatives that will lower the carbon footprint from business travel – for example using electric taxi providers or reducing the frequency of travel for internal meetings. - Establish a reporting system that will give better visibility of global travel and the flights across our business by individual. Share this information with business leads so that they can better manage, monitor and reduce travel in their teams. Purchased goods and services: We are enhancing our responsible supply chain programme to embed decarbonisation as a strategic priority. This will include: - Articulating our SBT in our supplier code of conduct and expressing a preference for working with suppliers that have their own SBTs. - Embedding carbon considerations across our procurement cycle, for example, reviewing potential suppliers carbon performance and targets at the tender stage. - Working with our existing suppliers to encourage and incentivise them to take set and deliver SBTs if they haven't already. - Improve visibility of suppliers' carbon performance and targets and monitoring these metrics. We have already implemented the EcoVadis system to enable better data capture and reporting.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

Row 3

(7.53.1.1) Target reference number

Select from:

Abs 3

(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

PageGroup-Net-Zero Approval Letter_compressed.pdf

(7.53.1.4) Target ambition

Select from:

1.5°C aligned

(7.53.1.5) Date target was set

04/02/2024

(7.53.1.6) Target coverage

Select from:

Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

(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

09/29/2022

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

933

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

2049

(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)

2982.000

(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

100

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

95

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

149.100

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

1034

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

1500

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

2534.000

(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

15.81

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

(7.53.1.83) Target objective

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We are taking active steps to reduce our environmental impact across our operations and value chain. We have committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific target includes: 95% reduction in Scope 1 & 2 GHG emissions by 2050, from a 2022 baseline year.

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

Scope 1: Company cars: Transition gasoline engine company cars to electric vehicles and decrease the size of the fleet. We also hope to roll our Group wide fuel card scheme, and provide advice to employees on switching to renewable energy suppliers for home charging of EVs. Natural gas: We aim to sign new leases for office facilities which do not use natural gas, and encourage landlords to improve insulation in offices. Scope 2: Electricity: To reduce emissions relating to purchased electricity, we are committed to doing the following: sign new leases for office facilities that are run on renewable energy, install building management systems (BMS) with sub-metering to optimise energy use, consolidate our office space, replace all bulbs with LEDs, replace old electronics with newer, more energy-efficient electronics. In terms of our green energy transition, we have a hierarchy prioritising the type and sourcing of renewable energy, to ensure real emissions reductions are maximised. Our Group guidance stipulates that on-site renewable energy generation should be the priority, followed by green tariff products, and unbundled renewable energy certificates where other options are not available.

(7.53.1.85) Target derived using a sectoral decarbonization approach

Select from:

No

Row 4

(7.53.1.1) Target reference number

Select from:

Abs 4

(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

PageGroup-Net-Zero Approval Letter_compressed.pdf

(7.53.1.4) Target ambition

Select from:

1.5°C aligned

(7.53.1.5) Date target was set

04/02/2024

(7.53.1.6) Target coverage

Select from:

Organization-wide

(7.53.1.7) Greenhouse gases covered by target

Select all that apply

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

(7.53.1.8) Scopes

Select all that apply

- Scope 3

(7.53.1.10) Scope 3 categories

Select all that apply

- Scope 3, Category 1 – Purchased goods and services
- Scope 3, Category 6 – Business travel

(7.53.1.11) End date of base year

09/29/2022

(7.53.1.14) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target (metric tons CO2e)

49449

(7.53.1.19) Base year Scope 3, Category 6: Business travel emissions covered by target (metric tons CO2e)

1758

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

51207.000

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

51207.000

(7.53.1.35) Base year Scope 3, Category 1: Purchased goods and services emissions covered by target as % of total base year emissions in Scope 3, Category 1: Purchased goods and services (metric tons CO2e)

100

(7.53.1.40) Base year Scope 3, Category 6: Business travel emissions covered by target as % of total base year emissions in Scope 3, Category 6: Business travel (metric tons CO2e)

100

(7.53.1.52) Base year total Scope 3 emissions covered by target as % of total base year emissions in Scope 3 (in all Scope 3 categories)

82.157

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

82.157

(7.53.1.54) End date of target

12/31/2050

(7.53.1.55) Targeted reduction from base year (%)

90

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

5120.700

(7.53.1.59) Scope 3, Category 1: Purchased goods and services emissions in reporting year covered by target (metric tons CO2e)

48613

(7.53.1.64) Scope 3, Category 6: Business travel emissions in reporting year covered by target (metric tons CO2e)

2849

(7.53.1.76) Total Scope 3 emissions in reporting year covered by target (metric tons CO2e)

51462.000

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

51462.000

(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

-0.55

(7.53.1.80) Target status in reporting year

Select from:

Underway

(7.53.1.82) Explain target coverage and identify any exclusions

The emissions reported above cover all of our subsidiaries and have been calculated in accordance with GHG Protocol Corporate Reporting Standard.

(7.53.1.83) Target objective

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We are taking active steps to reduce our environmental impact across our operations and value chain. We have committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific target includes: 90% reduction in Scope 3 emissions by 2050, from a 2022 baseline year.

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

We will strategically focus on reducing emissions relating to business travel and purchased goods and services. Business travel: We are taking several steps to reduce business travel: - Producing global guidance to outline our objective to limit travel to where only necessary and to encourage low carbon alternatives such as public transport. - Encourage the business to implement initiatives that will lower the carbon footprint from business travel – for example using electric taxi providers or reducing the frequency of travel for internal meetings. - Establish a reporting system that will give better visibility of global travel and the flights across our business by individual. Share this information with business leads so that they can better manage, monitor and reduce travel in their teams. Purchased goods and services: We are enhancing our responsible supply chain programme to embed decarbonisation as a strategic priority. This will include: - Articulating our SBT in our supplier code of conduct and expressing a preference for working with suppliers that have their own SBTs. - Embedding carbon considerations across our procurement cycle, for example, reviewing potential suppliers carbon performance and targets at the tender stage. - Working with our existing suppliers to encourage and incentivise them to take set and deliver SBTs if they haven't already. - Improve visibility of suppliers' carbon performance and targets and monitoring these metrics. We have already implemented the EcoVadis system to enable better data capture and reporting.

(7.53.1.85) 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

03/04/2024

(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

Abs3

Abs4

(7.54.3.5) End date of target for achieving net zero

12/31/2050

(7.54.3.6) Is this a science-based target?

Select from:

Yes, and this target has been approved by the Science Based Targets initiative

(7.54.3.7) Science Based Targets initiative official validation letter

PageGroup-Net-Zero Approval Letter_compressed.pdf

(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

- Methane (CH4)
- Nitrous oxide (N2O)
- Carbon dioxide (CO2)
- Perfluorocarbons (PFCs)
- Hydrofluorocarbons (HFCs)
- Sulphur hexafluoride (SF6)
- Nitrogen trifluoride (NF3)

(7.54.3.10) Explain target coverage and identify any exclusions

Under the Paris Agreement, countries have committed to limiting global warming to well below 2C, with efforts to further restrict it to 1.5C above pre-industrial levels. In line with this, PageGroup is dedicated to limiting the global average temperature increase to 1.5C and has updated its emissions reduction targets, which have been formally validated by the Science-Based Targets initiative (SBTi). These targets apply across all subsidiaries and locations, ensuring a comprehensive, organisation-wide approach. Our targets are aligned with the SBTi's Net Zero Standard, ensuring that our emissions reduction strategy follows industry best practices and the United Nations' definition of Net Zero. We are committed to achieving Net Zero across our entire value chain, aiming to reduce emissions as close to zero as possible, with any remaining emissions offset by carbon removals. To ensure meaningful progress, we have set near-term science-based targets for this decade. Our near-term goals include a 60% reduction in absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 2030, based on a 2022 baseline, and a 25% reduction in absolute Scope 3 emissions from purchased goods, services, and business travel by 2030. Looking ahead, our long-term Net Zero target aims for a 95% reduction in absolute Scope 1 and 2 GHG emissions and a 90% reduction in absolute Scope 3 emissions by 2050, both from a 2022 baseline.

(7.54.3.11) Target objective

PageGroup is committed to protecting the environment and to manage effectively any environmental risks and opportunities. We are taking active steps to reduce our environmental impact across our operations and value chain. We have committed to setting Science-based Targets to ensure we reduce our carbon footprint in line with the global climate change goals of the Paris Agreement. Specific targets include: 95% reduction in Scope 1 & 2 GHG emissions by 2050, from a 2022 baseline year & 90% reduction in Scope 3 emissions by 2050, from a 2022 baseline year.

(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

PageGroup want to reduce our operational emissions to as close to zero as possible. To compensate for emissions we can't yet avoid, we have decided to offset our emissions by exclusively supporting carbon removal projects. Our work with Climate Impact Partners (CIP) supports a range of certified, audited projects around the world that absorb greenhouse gases. All projects are independently verified to ensure emission reductions are occurring. Globally, our employees vote on which carbon offsetting projects they wanted to support. The selection of these projects connects our people to their vision to combat climate change. In 2023 our employees opted to support the two projects detailed below: CommuniTree Reforestation, Nicaragua - Working with thousands of smallholder farmers to create long-term income opportunities from growing trees on underused parts of their land. Darkwoods Forest Conservation, Canada - Protecting approximately 156,000 acres of Boreal Forest from subdivision, high-impact logging and other environmental threats.

(7.54.3.16) Describe the actions to mitigate emissions beyond your value chain

We support carbon removal projects via Climate Impact Partners. Details in row to the left.

(7.54.3.17) Target status in reporting year

Select from:

- Underway

(7.54.3.19) Process for reviewing target

GHG emissions and projected progress vs. our targets are reviewed every six months. Progress is reporting to the Sustainability Committee. At the full year, the Main Board receives an update on progress vs. sustainability targets including our GHG emissions.

[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
To be implemented	0	0
Implementation commenced	0	0
Implemented	3	260
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

Company fleet vehicle replacement

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

51

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 1

(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)

0

(7.55.2.7) Payback period

Select from:

No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

(7.55.2.9) Comment

PageGroup has continued investing in electric vehicles alongside conventional fuel vehicles and hybrids. Emissions savings are calculated by comparing current 2023 emissions with projected emissions in 2030, based on an anticipated 60% reduction, aligned with our short-term Science-Based Targets (SBTi). PageGroup's Enhanced Electric and Hybrid Car Scheme, launched in July 2021, continues to promote the use of electric vehicles over other types, and we expect the impact of this scheme to accelerate over time. Both the required investment and annual monetary savings are estimated.

Row 2

(7.55.2.1) Initiative category & Initiative type

Transportation

Business travel policy

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

55

(7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

Scope 3 category 6: Business travel

(7.55.2.4) Voluntary/Mandatory

Select from:

Voluntary

(7.55.2.5) Annual monetary savings (unit currency – as specified in C0.4)

200000

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

1-3 years

(7.55.2.8) Estimated lifetime of the initiative

Select from:

6-10 years

(7.55.2.9) Comment

We have a business travel policy that prioritises low-carbon travel options, such as trains and lower air travel classes. The Group anticipates realising savings over 1–3 years, starting from the first year, based on World Bank estimates that emissions per passenger in First Class can be up to nine times higher, and in Business Class up to three times higher, than those in Economy Class. These figures are based on estimates from historical calculations.

Row 4

(7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

Low-carbon electricity mix

(7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

154

(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)

15000

(7.55.2.6) Investment required (unit currency – as specified in C0.4)

0

(7.55.2.7) Payback period

Select from:

No payback

(7.55.2.8) Estimated lifetime of the initiative

Select from:

3-5 years

(7.55.2.9) Comment

We are actively targeting the transition our energy from traditional sources to renewable. In some instances, we directly engage with the electricity supplier, however, in the majority of cases this is landlord controlled. Where we control the energy, we are rapidly transitioning these offices over. Our landlord engagement falls into several categories, some landlords have agreed to transition our energy supply over to renewable sources, others state they will not do this until a larger proportion of their tenants request this or they are unable to do it as they are in multi-year multi-site agreements with electricity suppliers. We have captured the details of these reasons and are monitoring their process as appropriate.

[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:

Internal incentives/recognition programs

(7.55.3.2) Comment

PageGroup incorporated carbon performance evaluation into the half yearly reporting for the Sustainability Committee and ad-hoc reporting to various relevant leadership teams (e.g. Finance Leadership Teams). The initiative highlights areas of strong and weak performance and encourages action. Evaluated data includes energy consumption, waste generated, business travel, and any other relevant parameters.

Row 2

(7.55.3.1) Method

Select from:

- Dedicated budget for energy efficiency

(7.55.3.2) Comment

We have invested in interactive environmental training to promote awareness about resource use and reduce energy consumption and costs. Research revealed that, using a conservative estimate, savings of up to 6.7% of total energy usage can be achieved.

Row 3

(7.55.3.1) Method

Select from:

- Compliance with regulatory requirements/standards

(7.55.3.2) Comment

PageGroup always ensures that we are compliant with all relevant environmental regulations. In this reporting year, we have complied with the UK's Streamlined Energy and Carbon Reporting (SECR) requirements, effective from April 2019, which are applicable to PageGroup's offices. SECR helps us report energy and carbon emissions coherently and track changes, enabling us to identify areas where we can focus our reduction efforts.

Row 4

(7.55.3.1) Method

Select from:

Employee engagement

(7.55.3.2) Comment

Annually, our employees globally are polled on which carbon offsetting projects they wanted to support. The selection of these projects connects our people to Page Group's vision to combat climate change. Employees opted to support four Carbon removal projects: CommuniTree Reforestation, Nicaragua and Darkwoods Forest Conservation, Canada.

[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:

Product or service

(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)

Other

Other, please specify

(7.74.1.4) Description of product(s) or service(s)

Prior to the pandemic, recruitment and talent search was predominantly through on-site meeting, including face-to-face interviews and reviewing paper CV's and documents. Post pandemic it is now carried out mainly by virtual meetings which depends mainly on digital devices which consume energy but are much more efficient than conventional interviewing methods that used up more resources for commuting and paper processes which impacts emissions. The pandemic also led to a requirement for homeworking and PageGroup moved its employees away energy intensive desktop PCs, to laptop computers which by design are more energy efficient than their desktop PC counterparts. The combination of these factors makes recruitment and talent search in the new normal a service that can be classified as low-carbon product or service.

(7.74.1.5) Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

Select from:

No

(7.74.1.13) Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

100

[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:

Reforestation

(7.79.1.2) Type of mitigation activity

Select from:

Carbon removal

(7.79.1.3) Project description

Project name: The CommuniTree Carbon Program (formerly Limay Community Carbon Project) Project ID: PV 10000000000609 The methodology used by the project: n/a Geographic location: Nicaragua Challenge: The project uses tree planting to create long-term income opportunities for farmers in the Central America who are the most vulnerable to the effects of climate change. As one of the poorest countries in the Americas, the program is specifically designed so forests improve the lives of Nicaraguan farmers earning less than 2 per day. Solution: This project is the largest reforestation initiative in Nicaragua, working with thousands of smallholder farmers to create long-term income opportunities from growing trees on underused parts of their land. With carbon finance, the project is generating thousands of local jobs annually for non-land-owning farmers. Impact: The program's unique impact comes from its belief that for reforestation to be a successful solution to climate change, trees have to benefit and be valuable to local communities for the long term. Farmers can receive direct payments for growing the forests over a 10-year period, creating new sources of income for families. Impact: The program's unique impact comes from its belief that for reforestation to be a successful solution to climate change, trees have to benefit and be valuable to local communities for the long term. Farmers can receive direct payments for growing the forests over a 10-year period, creating new sources of income for families.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

10496

(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

(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:

- Plan Vivo

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

- Consideration of legal requirements
- Barrier analysis
- Market penetration assessment

(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

- Activity-shifting
- Market leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Plan Vivo requires projects to minimize and avoid negative environmental, economic, and social impacts through sustainable land-use practices, a community-led approach, and the use of native species. Projects must assess ecosystem and socio-economic impacts, analyze risks to permanence, and develop mitigation strategies. They focus on long-term benefits, ensuring projects are designed to provide sustainable livelihoods and ecosystem services. Land tenure considerations

prevent conflicts by ensuring target groups have ownership or long-term user rights. Additionally, project coordinators must demonstrate the capacity to manage long-term, community-led initiatives, ensuring effective implementation and impact mitigation.

(7.79.1.14) Please explain

The serial numbers of the credits cancelled from this project: PV-PVC-NI-10000000000609-01012022-31122022-9907714-9918209-MER-0-A Cancellation date: 18/06/2024 Whether corresponding adjustments have been issued for these carbon credits or not, and if so, details of them: Corresponding adjustments have not been issued for these carbon credits The average price paid for credits from this project: This information is covered by the confidentiality provision set in the Statement of Work or contract entered between Climact Impact Partners and client. Therefore, it cannot be disclosed in any way. Describe which business team has responsibility for carbon credit purchases: Global Sustainability Team. Include details of how this project was selected: Our carbon reduction programme has been embraced by our employees and with this in mind, globally our employees vote on which carbon offsetting projects they want to support. The selection of these projects connects our people to their vision to combat climate change. Due diligence done as part of the process: Climate Impact Partners' standard process implies a due diligence screening and QA report. These documents are covered by confidentiality provisions between Climate Impact Partners and its clients and therefore cannot be publicly disclosed. Project is registered on Plan Vivo's registry under ID CommuniTree – Nicaragua, where relevant project documents are publicly available.

Row 2

(7.79.1.1) Project type

Select from:

Other, please specify :Improved Forest Management (IFM)

(7.79.1.2) Type of mitigation activity

Select from:

Emissions reduction

(7.79.1.3) Project description

Project name: Darkwoods Forest Carbon Project Project ID: VCS607 The methodology used by the project: VM0012 Geographic location: Canada Challenge: Canada's tree cover has decreased by 11% since 2000 per Global Forest Watch. Located in south-eastern British Columbia, the project began in 2008 when over 50,000 hectares of private inland temperate rainforest was purchased to protect it from subdivision and high-impact logging. Solution: The land is managed by clearly zoning and monitoring specific areas for: strict biodiversity protection by limiting road access, infrastructure, and activity; public access; invasive species control; conservation research; and a sustainably low level of harvesting. Carbon finance enables the continued protection of the area. Impact: As an IFM project, it delivers a mix of emission reduction and removal outcomes. The project area is home to nearly 40 confirmed species at risk and helps to establish a wildlife corridor for grizzly bears and the only remaining mountain caribou herd in the region. It also preserves freshwater systems throughout the mountainous region and over 50 lakes.

(7.79.1.4) Credits canceled by your organization from this project in the reporting year (metric tons CO2e)

5406

(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:

VCS (Verified Carbon Standard)

(7.79.1.10) Method the program uses to assess additionality for this project

Select all that apply

Investment analysis

Barrier analysis

Market penetration assessment

(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

- Activity-shifting
- Ecological leakage

(7.79.1.13) Provide details of other issues the selected program requires projects to address

Darkwoods does not employ plans specifically designed for market leakage management; however, the project activities do inherently include a level of leakage mitigation by periodically providing a low level of timber production to the market which offsets a portion of the avoided harvesting. Although the plans to undertake active conservation management activities in the project are designed and driven by objectives for ecological maintenance, protection, and improvement; an ancillary part of the rationale is also to provide some level of community engagement and indirectly offset a portion of the leakage risk.

(7.79.1.14) Please explain

The serial numbers of the credits cancelled from this project: 16522-767057378-767062783-VCS-VCU-261-VER-CA-14-607-01012020-31122020-1 Cancellation date: 18/06/2024 Whether corresponding adjustments have been issued for these carbon credits or not, and if so, details of them: Corresponding adjustments have not been issued for these carbon credits The average price paid for credits from this project: This information is covered by the confidentiality provision set in the Statement of Work or contract entered into between Climact Impact Partners and client. Therefore, it cannot be disclosed in any way. Describe which business team has responsibility for carbon credit purchases: Global Sustainability Team. Include details of how this project was selected: Due diligence done as part of the process: Climate Impact Partners' standard process implies a due diligence screening and QA report. These documents are covered by confidentiality provisions between Climate Impact Partners and its clients and therefore cannot be publicly disclosed. Project is registered on Verra's VCS registry under ID 607, where relevant project documents are publicly available.

[Add row]

C11. Environmental performance - Biodiversity

(11.2) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Actions taken in the reporting period to progress your biodiversity-related commitments
	<i>Select from:</i> <input checked="" type="checkbox"/> No, and we do not plan to undertake any biodiversity-related actions

[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?
	<i>Select from:</i> <input checked="" type="checkbox"/> No

[Fixed row]

(11.4) Does your organization have activities located in or near to areas important for biodiversity in the reporting year?

Legally protected areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'Legally protected areas'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

UNESCO World Heritage sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'UNESCO World Heritage sites'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

UNESCO Man and the Biosphere Reserves

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'UNESCO Man and the Biosphere Reserves'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

Ramsar sites

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'Ramsar sites'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

Key Biodiversity Areas

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'Key Biodiversity Areas'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

Other areas important for biodiversity

(11.4.1) Indicate whether any of your organization's activities are located in or near to this type of area important for biodiversity

Select from:

No

(11.4.2) Comment

PageGroup does not have operations located within or near 'Other areas important for biodiversity'. Additionally, PageGroup does not produce physical goods; therefore, there is no impact to these areas, from our organisational activities. As a result, this category is not relevant.

[Fixed row]

C13. Further information & sign off

(13.1) Indicate if any environmental information included in your CDP response (not already reported in 7.9.1/2/3, 8.9.1/2/3/4, and 9.3.2) is verified and/or assured by a third party?

(13.1.1) Other environmental information included in your CDP response is verified and/or assured by a third party

Select from:

No, and we do not plan to obtain third-party verification/assurance of other environmental information in our CDP response within the next two years

(13.1.2) Primary reason why other environmental information included in your CDP response is not verified and/or assured by a third party

Select from:

Not an immediate strategic priority

(13.1.3) Explain why other environmental information included in your CDP response is not verified and/or assured by a third party

We are focused on assurance over global scope 1, 2 and 3 emissions. As part of this, the assurance providers review our data such as energy consumption and travel. As part of our annual report and accounts, our TCFD response is reviewed at a high level by the financial auditor.
[Fixed 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
	n/a

[Fixed row]

(13.3) Provide the following information for the person that has signed off (approved) your CDP response.

(13.3.1) Job title

General Counsel

(13.3.2) Corresponding job category

Select from:

Other C-Suite Officer

[Fixed row]

