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Carbon Reduction Plan

Supplier name: Thoughtworks, Ltd (“Thoughtworks”)

Publication date: November 2026

Commitment to achieving Net Zero

Thoughtworks is committed to achieving Net Zero emissions by 2035.

Thoughtworks believes that it can continue to reduce emissions to a minimum level by 2035, from which point we will explore buying permanent removal carbon offsets for any residual emissions.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

<table>
<tr><td colspan="2">Baseline Year: January 2019 to December 2019</td></tr>
<tr><td colspan="2">Additional Details relating to the Baseline Emissions calculations.</td></tr>
<tr><td colspan="2">Thoughtworks is reporting both location and market based figures for electricity. Market based figures are used in our total emissions figures.

Given Thoughtworks provides services and does not transport products, the Upstream Transportation (Category 4) and Downstream Transportation (Category 9) under Scope 3 have been marked as N/A. As a service company, our primary Scope 3 emissions come from Business travel (Category 6) and Employee Commuting (Category 7).

Our global 2019 baseline was used in the validation of our science based target.</td></tr>
<tr><td colspan="2">Baseline year emissions:</td></tr>
<tr><td>EMISSIONS</td><td>TOTAL (tCO_2e)</td></tr>
<tr><td>Scope 1</td><td>Refrigerant: 5.09
Gas Heating: 8.99</td></tr>
<tr><td>Scope 2</td><td>Market based 21.85</td></tr>
</table>

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	Location based **39.55**
Scope 3	Business Travel: **1557.46** Employee Commuting: **161** Waste: **0.41** Upstream transportation and distribution: **N/A** Downstream transportation and distribution: **N/A**
Total Emissions	**1,754.80 (market based)**

Current Emissions Reporting

Reporting Year: January 2025 to December 2025	
Additional Details relating to the Current Emissions calculations.	
Given Thoughtworks provides services and does not transport products, the Upstream Transportation **(Category 4)** and Downstream Transportation **(Category 9)** under Scope 3 have been marked as N/A. As a service company, our primary Scope 3 emissions come from Business travel **(Category 6)** and Employee Commuting **(Category 7)**.	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	Refrigerant: **3.712** Gas Heating: **0**
Scope 2	market based **0** location based **23.125**
Scope 3 **(Included Sources)**	Business Travel: **824.843** Employee Commuting: **26.36** Waste: **0.08** Upstream transportation and distribution: **N/A** Downstream transportation and distribution: **N/A**
Total Emissions	**854.99 (market based)**

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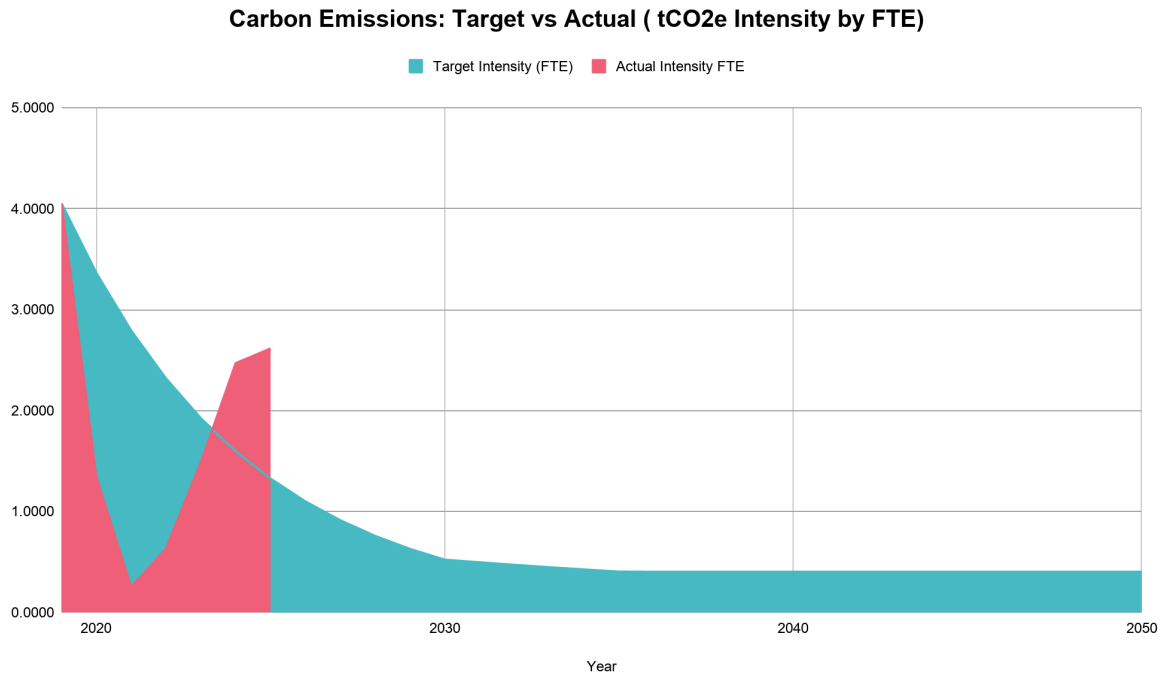
Emissions reduction targets

In order to continue progress to achieving Net Zero, Thoughtworks has adopted the following carbon reduction targets.

Globally, Thoughtworks Holding Inc. has set a near term target aligned with the Science Based Target initiative of reducing our absolute scope 1 and 2 emissions by 50% and our scope 3 emissions in business travel and purchased goods and services by 87% (measured in FTE intensity) by 2030. Further to this, the Thoughtworks offices based in the UK are committed to achieve Net Zero by 2035 (90% reduction measured in FTE intensity). This will mean our UK emissions (measured per FTE) for the categories included in this report will go from an intensity of 4.05 tCO_2e in 2019 to 0.52 tCO_2e by 2030 and 0.40 tCO_2e by 2035.

These are ambitious targets, with our scope 3 target being well above other SBTs of other companies, and represents our commitment to playing a part in the transition that needs to occur.

Progress against these targets can be seen in the graph below:



(Note: As expected emissions have increased from 2022 levels as demand for in person client interactions continued to increase now the pandemic is behind us. In 2025, the Target intensity was exceeded mainly due a rise in headcount and higher business travel reporting. We would expect to see a decline as the company begins to realise the full benefits of its carbon reduction initiatives.

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Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

1. As of March 2023 SBTi has approved Thoughtworks' near-term carbon targets.
2. We have also updated our overall organizational target to be in line with SBTi guidelines of achieving at least a 90% reduction before claiming Net Zero.
3. The pandemic has dramatically changed our ways of working, moving our delivery practices from requiring near 100% presence on client sites (pre-pandemic) to a hybrid style of working. This is expected to help keep our business travel and commuting emissions below our 2019 levels.
4. We are keeping tight controls on internal travel spend through global travel policy guidance and compliance.
5. We have provided cycle storage in or near all of our offices to ensure this is a viable way for employees to travel to offices.
6. Through a global laptop policy, we established a lifecycle management plan and have extended the replacement lifetimes of hardware.
7. While our heating, refrigerant use and to the most extent electricity usage are controlled and paid for by our landlords, we have updated our reporting to include these figures and are continuously working with our landlords to get better quality data and improve energy efficiency or encourage switching to renewable providers.
8. Reconsidering our office space portfolio:
    a. Transition to remote working hubs in Newcastle and Manchester where we provide a platform for ondemand space booking rather than unused leased real estate.
    b. Moving to a rightsized footprint in our London office and considering fitout elements and options to reduce energy consumption.

In the future we hope to implement further measures such as:

1. Education programme for employees on small changes they can make to help us meet our targets.
2. Improved compliance with economy only flights travel policy.
3. Introduction of process for booking internal face to face meetings, which includes consideration of carbon cost as well as financial cost.
4. Engagement with our suppliers to gather information on their carbon emissions and targets.
5. Investigate investing in sustainable aviation fuel.

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Declaration and Sign Off

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

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[1] and uses the appropriate government emission conversion factors for greenhouse gas company reporting[2].

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Rav Hayer

Signed by:
Rav Hayer
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Director - United Kingdom and Ireland

Date: 10th November 2026

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard

Certificate Of Completion

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Jean-Paul Dowding
Endeavour House
3rd Floor, 179-199 Shaftesbury Avenue
London, London WC2H 8JR
jdowding@thoughtworks.com
IP Address: 81.101.19.213

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Accepted: 10 November 2026 | 11:15
ID: 0231ee6b-f373-4995-afe0-a96b929c6a73

In Person Signer Events	Signature	Timestamp

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Browsers (for SENDERS):	Internet Explorer 6.0? or above
Browsers (for SIGNERS):	Internet Explorer 6.0?, Mozilla FireFox 1.0, NetScape 7.2 (or above)
Email:	Access to a valid email account
Screen Resolution:	800 x 600 minimum
Enabled Security Settings:	•Allow per session cookies •Users accessing the internet behind a Proxy Server must enable HTTP 1.1 settings via proxy connection

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