

Carbon Reduction Plan

Supplier name: Allegis Global Solutions, Ltd (“AGS UK”)

Publication date: August 2023

Commitment to achieving Net Zero

Allegis Global Solutions, Ltd (“AGS UK”) is committed to achieving Net Zero emissions by 2050.

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.

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|--|--|
| Baseline Year: 2019 (AGS UK fiscal year January 1st 2019 – December 31st 2019) | |
| Additional Details relating to the Baseline Emissions calculations. | |
| Since calculating the baseline 2019 emissions, Allegis Group has continued to improve our GHG Emissions reporting processes, including adding several relevant categories of Scope 3 emissions, which account for the increase in Scope 3 from 2019 to 2022. | |
| Baseline year emissions: | |
| EMISSIONS | TOTAL (tCO₂e) |
| Scope 1 | 25.18 AGS UK had three leased office spaces within the UK during 2019 for which purchased natural gas usage data was estimated. AGS UK does not have any fleet vehicles, backup generators, or other potential contributions to Scope 1 which it operates. |
| Scope 2 | 138.10 AGS UK had three leased office spaces within the UK during 2019 for which purchased electricity usage data was estimated. |
| Scope 3 (Included Sources) | 9.68 |

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|------------------------|---|
| | The 2019 baseline calculation currently includes Scope 3 Category 5 Waste Generated in Operations only. AGS UK intends to re-baseline this number with updated information for future NetZero plan use. |
| Total Emissions | 172.95 |

Current Emissions Reporting

| | | | |
|--|--|--------------------------------|---|
| Reporting Year: 2022 (AGS UK fiscal year January 1st 2022 – December 31st 2022) | | | |
| EMISSIONS | TOTAL (tCO₂e) | | |
| Scope 1 | 389.19 AGS UK had three leased office spaces within the UK during 2022 for which purchased natural gas usage data was collected by location from the building owners. AGS UK does not have any fleet vehicles, backup generators, or other potential contributions to Scope 1 which it operates. | | |
| Scope 2 | 638.71 (Location Based) AGS UK had three leased office spaces within the UK during 2022 for which actual purchased electricity usage data was collected by location from the building owners. | | |
| Scope 3 (Included Sources) | 611.20 | | |
| | AGS UK GHG Emissions Scope 3 Category | 2022 MT CO₂e | Note |
| | Category 1 Purchased Goods and Services | 334.62 | Revenue based portion of Allegis Group, Inc total |
| | Category 3 Upstream Transportation and Distribution | N/A | Not Applicable to Services |
| | Category 5 Waste Generated in Operations | 0.68 | Actual AGS UK data from active offices |
| | Category 6 Business Travel | 127.24 | Revenue based portion of Allegis Group, Inc total |

| | | | |
|------------------------|--|--------|---|
| | Category 7 Employee Commuting | 142.63 | Revenue based portion of Allegis Group, Inc total |
| | Category 8 Upstream Leased Assets | 2.50 | Revenue based portion of Allegis Group, Inc total |
| | Category 9 Downstream Transportation and Distribution | N/A | Not Applicable to Services |
| | Category 13 Downstream Leased Assets | 0.16 | Revenue based portion of Allegis Group, Inc total |
| | Total Scope 3 | 611.20 | |
| | <p>Please note: <i>the Scope 3 Category 3, and Scope 3 Category 9 figures which are requested as part of the Scope Guidance within the Technical standard for Completion of Carbon Reduction Plans are not relevant to the services provided within our industry. As a staffing and recruiting company providing professional services, there is no upstream or downstream transportation or distribution of any physical products or goods.</i></p> | | |
| Total Emissions | 1,639.10 MT CO₂e | | |

While AGS UK has thus far focused on calculating its emissions at a higher level of scope than the bidding entity, and has instead originally performed all calculations at the Allegis Group, Inc enterprise level, AGS UK - is now working towards reporting capabilities that can provide isolated visibility into the lower level entity, in order to more accurately record those emissions specific to the bidding entity and progress against reduction goals stated here. It is due to this high-level calculation process that three categories of Scope 3 here have currently been calculated for the lower-level bidding entity using a spend/revenue-based approach from Allegis Group, Inc emissions data. Namely, Scope 3 Category 1 Purchased Goods and Services, Scope 3 Category 6 Business Travel, and Scope 3 Category 7 Employee Commuting are currently calculated using a spend/revenue-based approach from the enterprise level Allegis Group, Inc global emissions data. More insight into this high-level data and historical emissions trends from Allegis Group, Inc are also provided here to ensure transparency around the context. For clarity, the AGS UK fiscal year is utilized as the reporting period for emissions and runs from January 1st to December 31st each year.

As demonstrated below in the *Allegis Group GHG Emission Trends Summary*, the enterprise level of Allegis Group, Inc has demonstrated consistent progress since we began reporting emissions in 2019 in continuing to evolve and improve our emissions reporting process and working to identify new opportunities for capturing relevant data to improve accuracy.

Allegis Group, Inc GHG Emission Trends Summary:

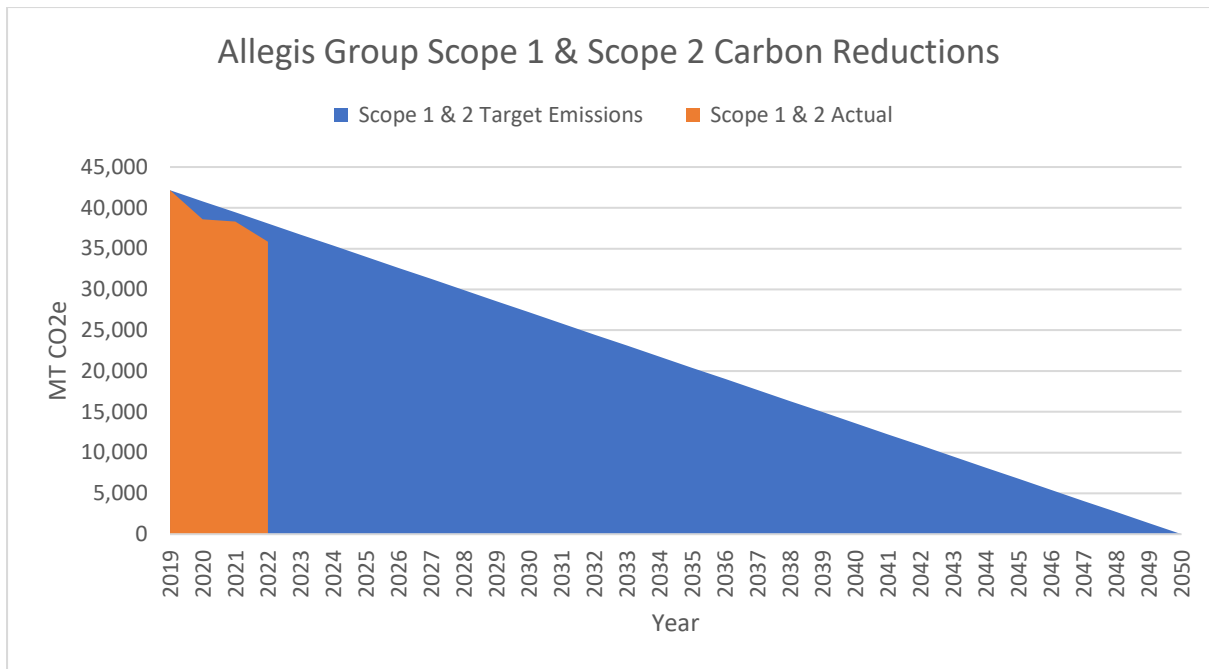
| GHG Emissions Scope and Category | 2022 MT CO2e | 2021 MT CO2e | 2020 MT CO2e | 2019 MT CO2e |
|---|---------------------|---------------------|---------------------|---------------------|
| Scope 1 – Subtotal | 8,015 | 6,725 | 6,963 | 7,100 |
| Scope 2 - Purchased Electricity - Location Based | 32,254 | 32,219 | 31,643 | 35,059 |
| Scope 2 - Purchased Electricity - Market Based | 27,834 | 31,584 | | |
| Scope 3 - Subtotal | 112,238 | 95,681 | 2,425 | 2,639 |
| Scope 3 - Category 1 Purchased Goods and Services | 60,559 | 73,608 | | |
| Scope 3 - Category 3 Upstream Transportation and Distribution | N/A | N/A | N/A | N/A |
| Scope 3 - Category 5 Waste Generated in Operations | 2,356 | 3,209 | 2,425 | 2,639 |
| Scope 3 - Category 6 Business Travel | 23,029 | 9,284 | | |
| Scope 3 - Category 7 Employee Commuting | 25,813 | 9,581 | | |
| Scope 3 - Category 8 Upstream Leased Assets | 453 | | | |
| Scope 3 - Category 9 Downstream Transportation and Distribution | N/A | N/A | N/A | N/A |
| Scope 3 - Category 13 Downstream Leased Assets | 29 | - | | |
| Total Scope 1, Scope 2, & Scope 3 | 152,507 | 134,625 | 41,031 | 44,798 |

Emissions reduction targets

In order to achieve Net Zero by 2050, Allegis is enlisting the assistance of a third-party consultant with expertise in this area to assist us in developing a roadmap which includes climate targets and specific emissions reductions.

Due to reporting and process improvements, decreases from our 2019 baseline are not showcased, and instead the increased inclusion of Scope 3 categories appears as an increase.

The enterprise level of Allegis Group, Inc as a whole has already made progress in Scope 1 & 2 emissions against an example straight-line 2050 Net Zero target, as can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

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

For AGS UK and our active offices there specifically, since 2019 AGS UK has moved two of its three offices to leased office locations where this topic is prioritised and are working with the leased office owners to ensure continued progress. One location is currently in progress implementing HVAC downtime for Bank Holidays which is expected to provide 10,957 kWh in energy savings, as well as implementing a Winter Ice Machine Switch Off Program, which is estimated to provide 350,441 kWh in energy savings.

For Allegis Group, Inc as a whole, the carbon emission reduction achieved by these schemes equate to 7,225 tCO₂e, a 21% reduction against the 2019 baseline for Scope 2, and the measures will be in effect when performing the contract.

- As of June 2022, our corporate campus and headquarters in Hanover, MD, USA has 100% of its electricity provided from renewable sources, which equates to over 10% of our total annual electricity usage globally.
- Allegis Group has three separate recycling programs for IT Equipment, Office Equipment, and Paper Recycling which collectively saw more than 1 million pounds diverted from landfill in 2022.
- In 2023, Allegis Group has created a dedicated Allegis ESG Team. The Allegis ESG team is responsible for the Allegis Group sustainability management system through its policies, actions, results, and reporting. This includes identifying ESG risks and opportunities, managing the annual calculation of Greenhouse Gas (GHG) Emissions, coordinating and improving the response to third party ESG Scorecards through tools such as EcoVadis, responding to the Carbon Disclosure Project (CDP)

annually, providing support for ESG regulatory compliance, setting goals, and driving improvements across the company towards these goals.

- Allegis Group completed an ESG Materiality Assessment in Q2 2023 to assess which topics of ESG were most relevant to include in a future roadmap.
- Allegis Group received Third Party Assurance of its 2022 GHG Emissions calculations for the first time in 2023, to accompany our Carbon Disclosure Project (CDP) submission.

In the future we will implement further measures such as:

- Develop a formal and detailed Net Zero roadmap which is aligned to NetZero by 2050
- Further increase our usage of energy from renewable sources
- Utilize EAC's/REC's to offset purchased electricity for office locations outside our operational control of utility usage.

AGS UK will publish this document on our website by August 25th, 2023 when it will be available at: <https://www.allegisglobalsolutions.com/en-gb/legal>

AGS UK also confirms that AGS UK will provide a copy of this Carbon Reduction Plan in writing to anyone who requests one within 30 days in future.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard 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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:



[Steven M. Schumacher \(Aug 17, 2023 12:00 EDT\)](https://www.allegisglobalsolutions.com/en-gb/legal).....

President

Date: **Aug 17, 2023**.....

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>







Attachment 2e PPN 06_21 Carbon Reduction Plan template v1_Allegis Completed_Final v2

Final Audit Report

2023-08-17

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|-----------------|--|
| Created: | 2023-08-17 |
| By: | Christopher Glaser II (cglaser@allegisgroup.com) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAbxKAqpVssLR030cRNt1x5XO1jzWSTz6C |

"Attachment 2e PPN 06_21 Carbon Reduction Plan template v1_Allegis Completed_Final v2" History

-  Document created by Christopher Glaser II (cglaser@allegisgroup.com)
2023-08-17 - 3:43:42 PM GMT- IP address: 216.152.105.24
-  Document emailed to sschumac@allegisglobalsolutions.com for signature
2023-08-17 - 3:46:17 PM GMT
-  Email viewed by sschumac@allegisglobalsolutions.com
2023-08-17 - 3:58:39 PM GMT- IP address: 216.152.105.23
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2023-08-17 - 4:00:19 PM GMT- IP address: 216.152.105.23
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