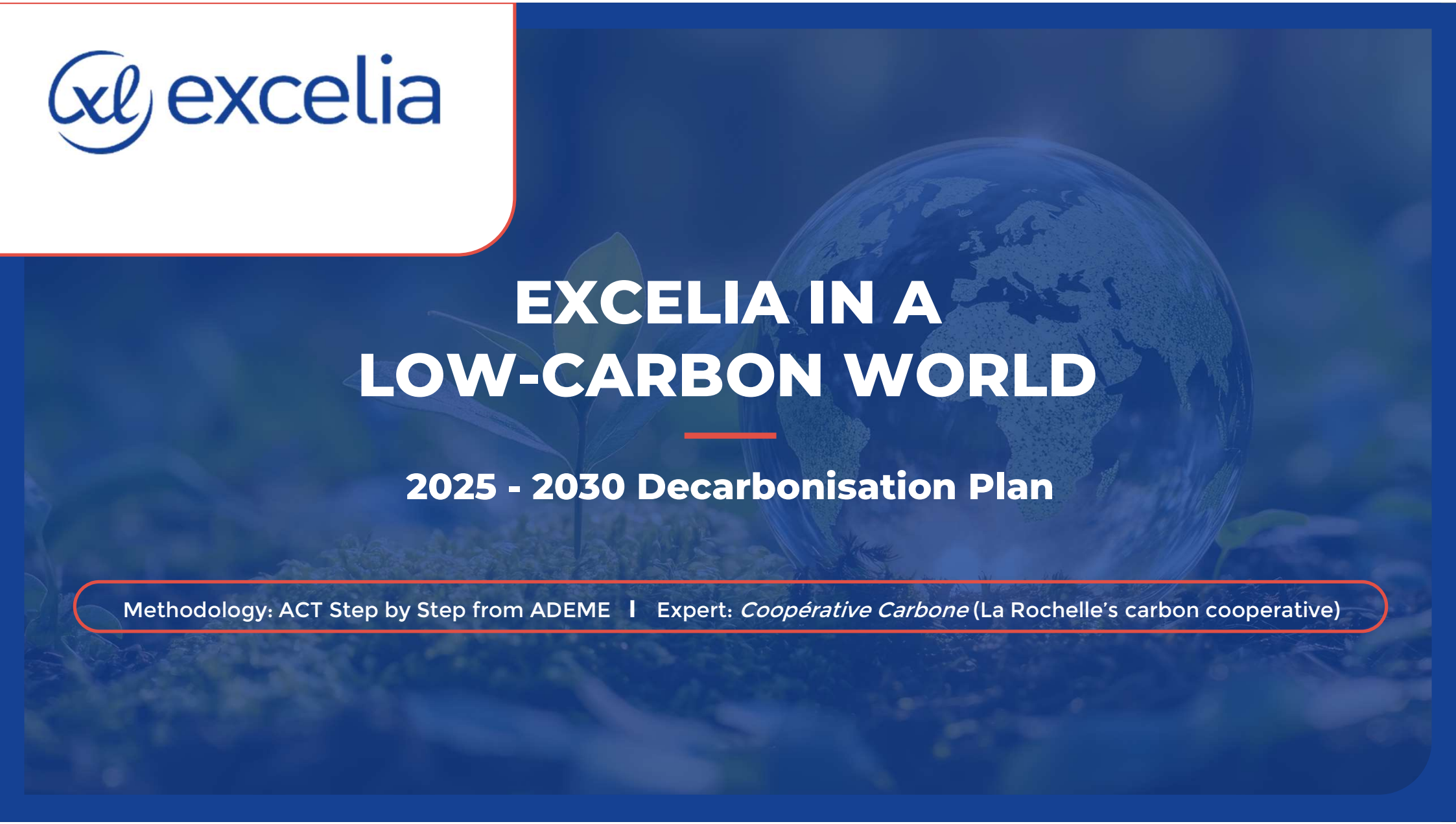

EXCELIA IN A LOW-CARBON WORLD

2025 - 2030 Decarbonisation Plan

Methodology: ACT Step by Step from ADEME | Expert: *Coopérative Carbone* (La Rochelle's carbon cooperative)

EXCELIA AFFIRMS ITS COMMITMENT
WITH ACT STEP BY STEP FROM ADEME*

In response to global warming and the collapse of biodiversity, as highlighted by the work of the IPCC and IPBES*****

...Excelia has made the ecological transition a major priority

The group decided to take part in ACT® (Accelerate Climate Transition), an initiative developed by ADEME.

This initiative is designed for organisations looking to...

- **draw up a decarbonisation strategy and action plan suited to their business activities, following an assessment carried out via ACT Step by Step**
- **check the alignment of their low-carbon strategy with the objectives of the Paris Agreement, by means of an assessment carried out by experts specially trained in the ACT methodology.**

** ADEME: The French Agency for Ecological Transition*
*** IPCC: Intergovernmental Panel on Climate Change (UN body for assessing the science related to climate change)*
**** IPBES: Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (an intergovernmental organisation to strengthen the science-policy interface on issues of biodiversity and ecosystem services)*

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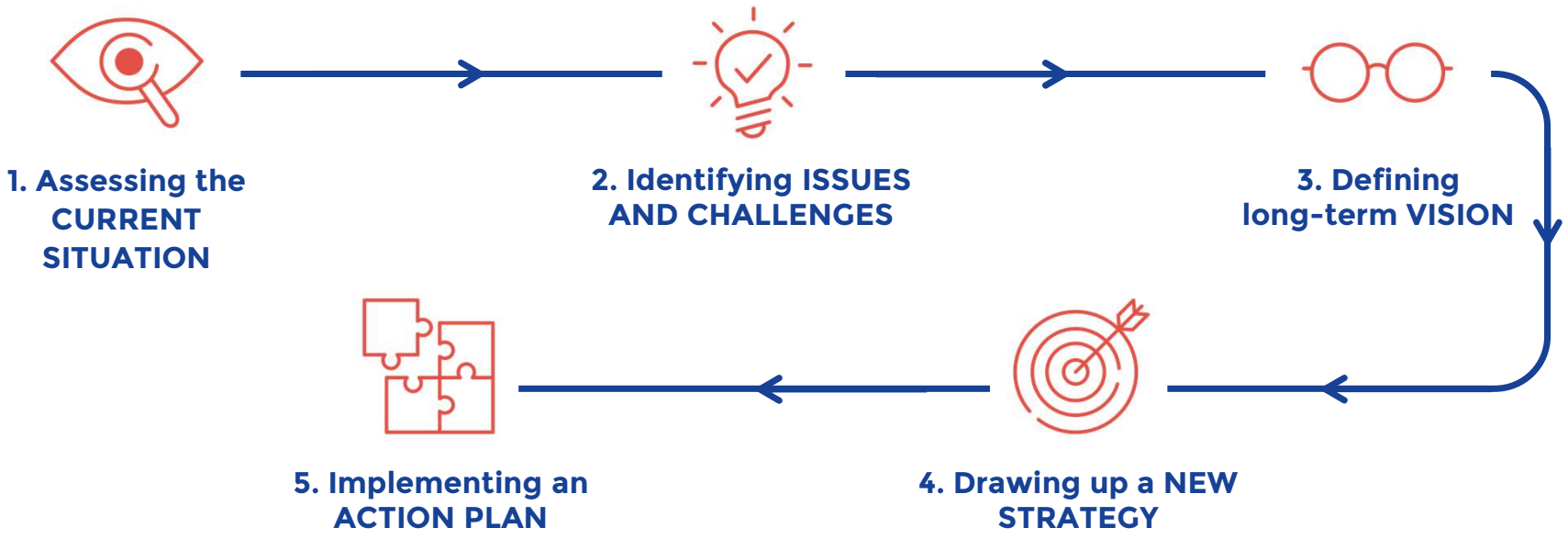
EXCELIA AFFIRMS ITS COMMITMENT
WITH ACT STEP BY STEP FROM ADEME

an effective transition,

ACT methodology is based on five key steps...



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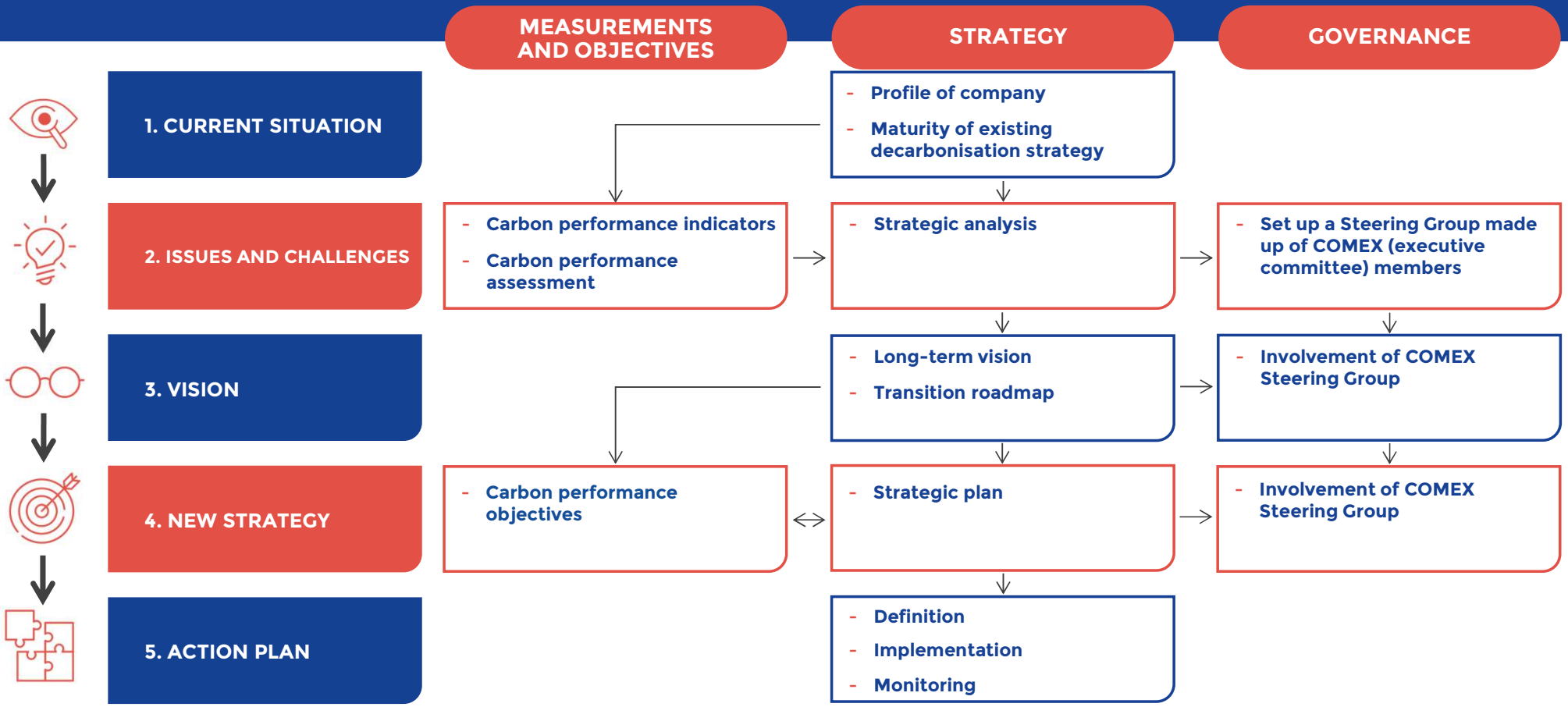
ACT Step by Step
IN 5 KEY STAGES

ACT | ASSESSING LOW CARBON TRANSITION®



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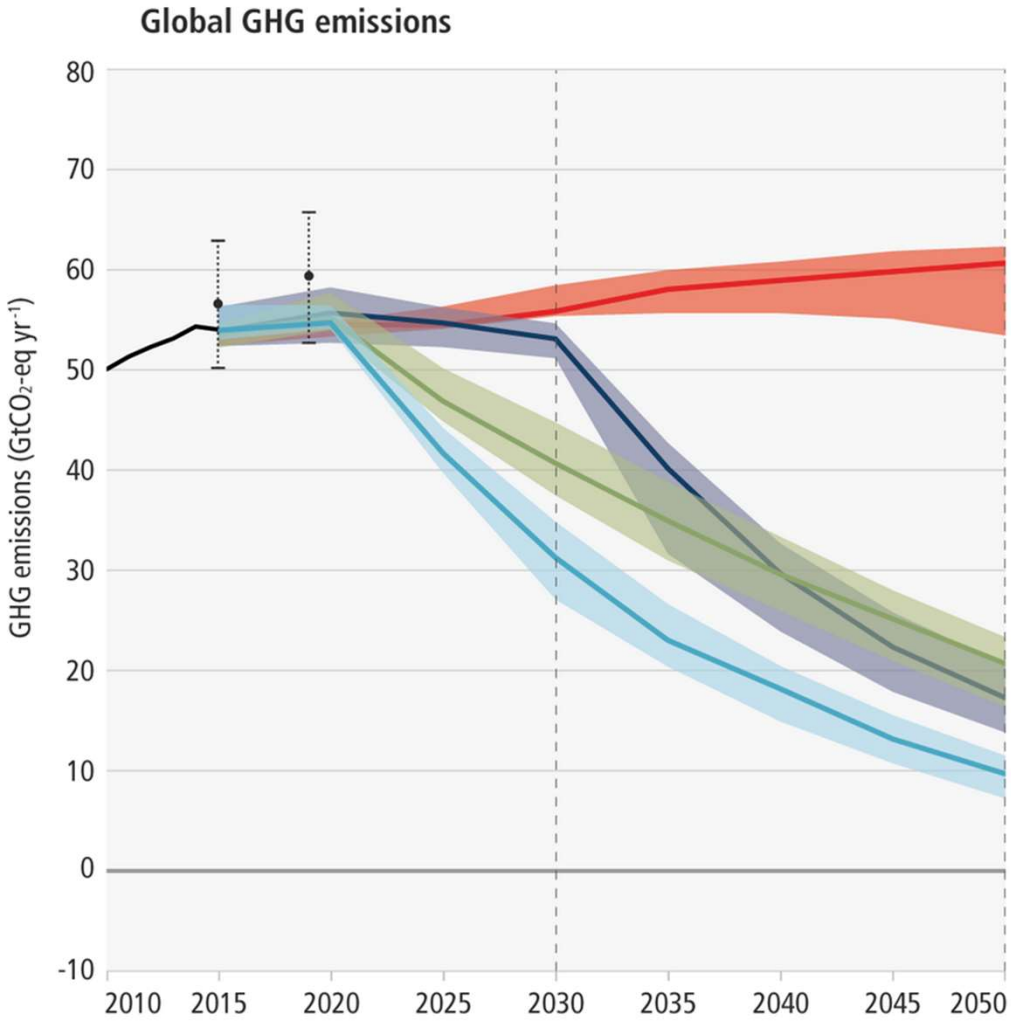
GLOBAL CONTEXT

OBJECTIVES OF THE 2015 PARIS AGREEMENT

1. To hold 'the increase in the global average temperature to well below 2°C above pre-industrial levels' and pursue efforts 'to limit the temperature increase to 1.5°C above pre-industrial levels'
2. To reduce greenhouse gas emissions worldwide so as to achieve so-called 'carbon neutrality', i.e. a balance between carbon emissions and carbon absorption from the atmosphere in carbon sinks in one year

If the emission reduction trajectory for CO2 and other gases is respected, the rise in the average global temperature will be limited to 1.5°C



NOTE: The GHG Protocol (Greenhouse Gas Protocol) is a globally acknowledged standard for measuring, managing and reporting greenhouse gas (GHG) emissions.

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1. CURRENT SITUATION

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OUR CHALLENGE

Excelia is a not-for-profit private higher education group of general interest (EESPIG label), committed to training learners to become responsible managers capable of meeting the challenges of the world of tomorrow.

Today, the schools within the group have already incorporated Corporate Social Responsibility (CSR) into their curriculum to raise student awareness of the challenges facing society today.

In parallel, through its Climacité© initiative, the group has further consolidated its commitment to the ecological transition by encouraging tangible actions to combat climate change.

Our objective for tomorrow... to go even further!

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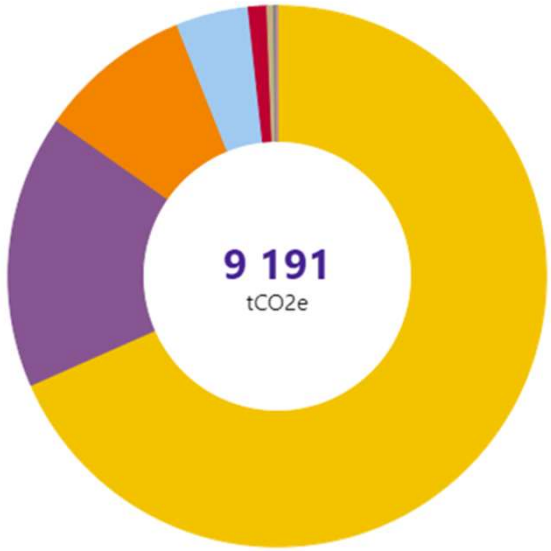
2. ISSUES AND CHALLENGES

EXCELIA'S CARBON FOOTPRINT
RESULTS FOR THE 2021-2022 ACADEMIC YEAR

bpifrance

Déplacements	6 287,4 tCO2e
Locaux	845 tCO2e
Équipements	101,5 tCO2e
Télétravail	16,2 tCO2e
Restauration et hébergement	1,5 tCO2e
Achats de services	1 501,8 tCO2e
Numérique	399,4 tCO2e
Achats de petites fournitures	36,4 tCO2e
Fret	2 tCO2e



Déplacements	68,4%
Numérique	4,3%
Télétravail	0,2%
Achats de services	16,3%
Équipements	1,1%
Fret	<0,1%
Locaux	9,2%
Achats de petites fournitures	0,4%
Restauration et hébergement	<0,1%

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4 PRIORITY AREAS/LEVERS HAVE BEEN HIGHLIGHTED

Excelia's carbon footprint has identified 4 key areas where action needs to be taken as a matter of priority:

- Mobility
- Infrastructures
- Purchasing
- Information Technology

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3. VISION

EXCELIA'S VISION
FOR 2025, 2030 AND 2050

Excelia is committed to pursuing its decarbonisation efforts and has set itself objectives, with three deadlines, to be able to move towards a decarbonised model and to reduce its carbon emissions, through the implementation of an action plan.

2025

Excelia announces its low-carbon trajectory and the development of its 'low-carbon' training offer

Short term

2030

The group aims to meet its objectives to comply with the requirements of the Paris Agreement and will have started to reduce its emissions linked to its training offer, its activities and its premises

Medium term

2050

Excelia will have asserted its position and achieved its carbon neutrality objectives as well as successfully involving its stakeholders in a low-carbon transition

Long term

'As an incubator of expertise and experiences, through its exemplary approach, the group will be recognised for the global and measurable impacts it generates within its ecosystem and on the planet'

Ultimate goal: a low-carbon version of Excelia for 2030+

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4. NEW STRATEGY

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DECARBONISATION STRATEGY
2030+

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AMBITION

- Contribute to keeping global temperature rise (climate change) to a maximum of 1.5°C by 2030

VISION

- Become informed agents of change
- Travel, buy and build in a reasoned way
- Become advocates for biodiversity

OBJECTIVE

- Limit CO2 emissions to 0.88 tCO2e per student per year

ACTIONS

- Educate
- Modify
- Measure
- Advocate

4 PRIORITY AREAS
FOR ACHIEVING OUR 2030 DECARBONISATION TARGET

In the light of the aforementioned data, we have decided to focus Excelia's decarbonisation plan on 4 priority areas:

MOBILITY

PURCHASING

INFRASTRUCTURES

INFORMATION TECHNOLOGY

KEY PLAYERS INVOLVED

COMEX Steering Group

Led by the Assistant CEO of COMEX, this team of decision-makers convenes regularly to address high value-added projects.

Ecological & Societal Transition Department

The team of the ESTD centralises the progress made, producing half-yearly and year-end reports; benchmarks best practice; gathers carbon data so as to compile and publish an annual carbon footprint.

Innovation & Digital Transformation Department

As data collection specialists, this team also manages and processes carbon-related data via the design and adaptation of data collection tools (GAÏA, N2F, etc.).

5. ACTION PLAN

TAKING ACTION IN OUR 4 PRIORITY AREAS

18
ACTIONS
MOBILITY

7
ACTIONS
PURCHASING

8
ACTIONS
INFRASTRUCTURES

8
ACTIONS
INFORMATION TECHNOLOGY

Excelia's 2030 decarbonisation plan focusses on 4 priority areas from which 41 actions have emerged

Use of the 'EMMA' method to reduce the group's carbon cost...

- Educate: Understanding carbon cost of everything we do
- Modify: Adapting programmes, activities and initiatives to limit carbon impact
- Measure: Monitoring to manage and react so as to reduce the carbon cost of our activities
- Advocate: Recommending improved and accessible low-carbon services

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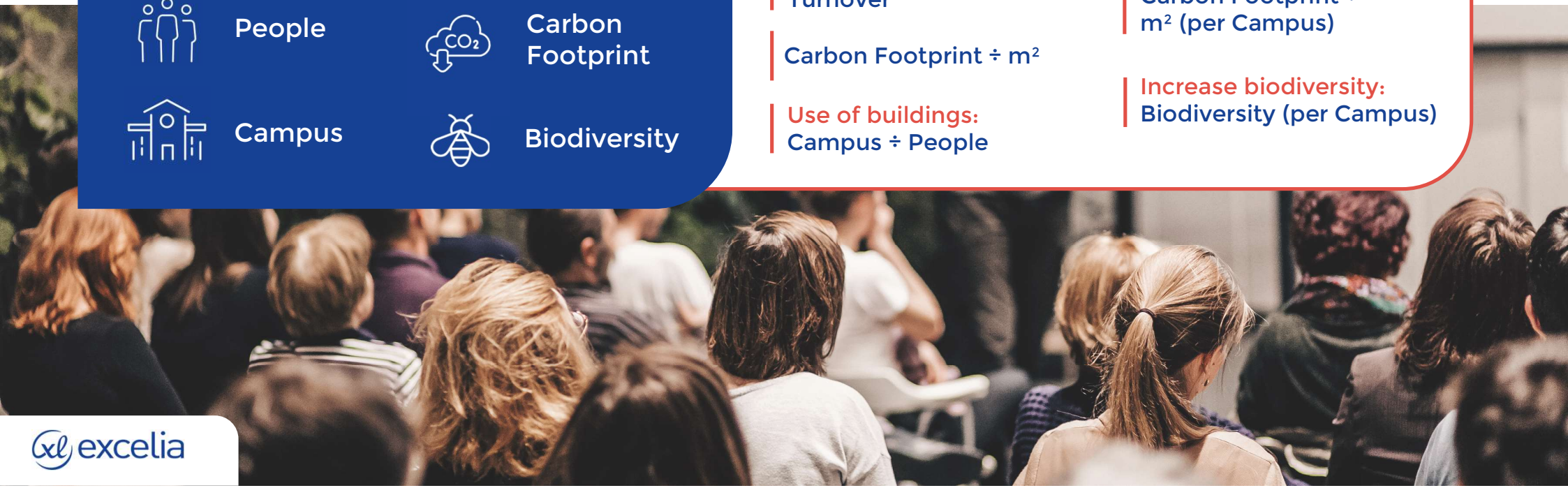
KEY PERFORMANCE INDICATORS (KPIs)

WHO? WHAT?

- Students
- Turnover
- People
- Carbon Footprint
- Campus
- Biodiversity

HOW?

- Carbon Footprint ÷ Students (Excelia)
- Carbon Footprint ÷ Turnover
- Carbon Footprint ÷ m^2
- Use of buildings: Campus ÷ People
- Carbon Footprint ÷ Students (per Campus)
- Carbon Footprint ÷ m^2 (per Campus)
- Increase biodiversity: Biodiversity (per Campus)



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TRACKING INDICATORS

WHO? WHAT ?

- Students
- Infrastructures
- Personnel
- Information Technology
- Purchasing

WHICH DATA?

- Use of train, bus (soft mobility)
- Reconditioned products
- Amount and rate of investment
- Use of planes and cars
- Carbon footprint
- Presence of biodiversity

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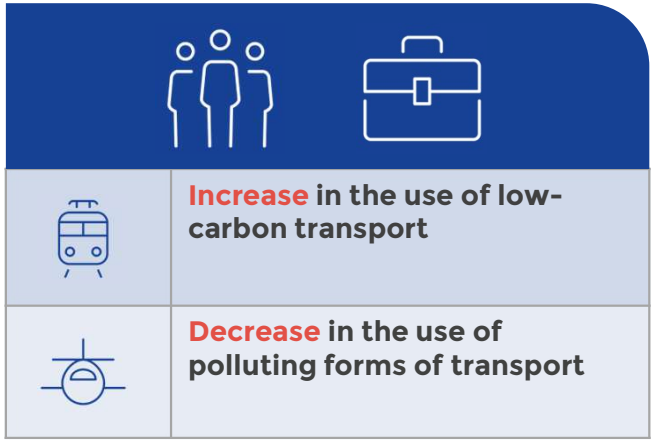
TRACKING INDICATORS
FOR MOBILITY



CONCLUSION

An increase in the percentage of personnel and students travelling to campus using soft mobility solutions (train, bus, etc.)

A decrease in the use of planes and cars for student travel (programme experiences) and by industry professional lecturers

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TRACKING INDICATORS
FOR PURCHASING

CONCLUSION

A reduction in the carbon costs of purchasing within the various departments

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TRACKING INDICATORS FOR INFRASTRUCTURES

	**Increase** in funding for decarbonisation
	**Increase** in funding for biodiversity of each site

CONCLUSION

An increase in funding for decarbonisation projects, and increase in the amounts and rates of investment to finance projects per building per site

An increase in the amounts and rates of investment to finance the improvement of biodiversity on each site

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TRACKING INDICATORS
FOR INFORMATION TECHNOLOGY

CONCLUSION

A increase in the percentage of purchases of reconditioned products as a proportion of total purchases

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BREAKDOWN OF SPECIFIC ACTIONS FOR EACH DEPARTMENT
AS REGARDS THE 4 PRIORITY AREAS FOR DECARBONISATION

MOBILITY

- Programmes
- International
- Internships
- EST
- Student Engagement
- HR
- Purchasing

PURCHASING

- Purchasing
- Real Estate
- Communications
- Marketing
- EST

INFORMATION TECHNOLOGY

- Innovation & Digital Transformation
- Purchasing
- EST

INFRASTRUCTURES

- Facilities Management (per site)
- Real Estate
- Campus Management
- EST

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DETAIL OF ACTIONS
BY PRIORITY AREA

41 actions

MOBILITY: 18 actions

- Student travel: raise awareness and adapt programmes (7 actions)
- Student travel: measure so as to drive and advocate with our networks (6 actions)
- Personnel travel: move towards low-carbon travel (5 actions)

PURCHASING: 7 actions

- Low-carbon purchasing, marketing, communications and food (7 actions)

INFRASTRUCTURES: 8 actions

- Decarbonisation of premises: low-carbon buildings and practices (8 actions)

INFORMATION TECHNOLOGY: 8 actions

- Low-carbon tools and practices (8 actions)

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THE ‘EMMA’ METHOD

We are leveraging a tailor-made method to raise stakeholder awareness of their responsibilities, encourage them to change their practices, and measure progress so that adjustments can be made if necessary. Each of the 41 actions can use this method.

- EDUCATE
- MODIFY
- MEASURE
- ADVOCATE

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THE NOTION OF SCOPE
AS A CALCULATION METHODOLOGY

What is the notion of scope?

This is a framework that makes it easier to measure the impact of emissions. There are 3 scopes, making it possible to categorise the different kind of emissions linked to the activities of an establishment

What is Excelia's frame of reference?

- **SCOPE 1: direct emissions from fixed and mobile sources (internal freight, company vehicles, gas emissions, etc.)**
- **SCOPE 2: indirect emissions linked to energy consumption, particularly in buildings (energy, heating, etc.)**
- **SCOPE 3: indirect emissions associated with transport (commuting, business travel and visitor travel, etc.)**

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DETAILS OF EACH ACTION PLAN

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PRIORITY AREA MOBILITY: STUDENT TRAVEL
RAISE AWARENESS AND ADAPT PROGRAMMES (7 ACTIONS)

	Actions	Who is concerned?	Priority	Resources	Difficulty	Impact	Years
Action A1	Systematically include the carbon cost of all student travel before approving any projects/missions	Programme Teams; Student Engagement; Corporate & Talent Relations; Innovation & Digital Transformation; EST	P1	⊕⊕⊕	▂▄▆	★★★	2027-2030
Action A2	Modify the planning of all programmes to enable Climacité© to be an optional documented project in terms of low-carbon travel, starting with the BBA International, followed by the Master in Management and then the Bachelor in Business	Programme Teams; Student Engagement; Corporate & Talent Relations; EST	P1	⊕⊕⊕	▂▄▆	★★★	2028-2030
Action A3	Expand the Year 1 study-from-home option for international students where possible	Programme Teams; Marketing & Development	P3	⊕⊕⊕	▂▄▆	★★☆	2027-2030
Action A4	Develop awareness-raising campaigns to promote low-carbon travel	Student Senate; Student clubs and associations; Programme Teams; Student Engagement; EST	P2	⊕⊕⊕	▂▄▆	★★☆	2026-2030
Action A5	Develop a low-carbon travel charter for students	Programme Teams; Student Engagement; Corporate & Talent Relations; Student Senate; Student clubs and associations; EST	P2	⊕⊕⊕	▂▄▆	★★☆	2027-2030
Action A6	Develop a pilot study-from-home project for final year international students	Programme Teams; Innovation & Digital Transformation; Faculty, Marketing & Development	P1	⊕⊕⊕	▂▄▆	★★☆	2029-2030
Action A7	Include lessons on ethical tourism in all programmes	Programme Teams	P2	⊕⊕⊕	▂▄▆	★☆☆	2028-2030

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PRIORITY AREA MOBILITY: STUDENT TRAVEL
MEASURE SO AS TO DRIVE AND ADVOCATE WITH OUR NETWORKS (6 ACTIONS)

	Actions	Who is concerned?	Priority	Resource	Difficulty	Impact	Years
Action A1	Modify the WebGaïa platform to include the carbon cost of student travel	Innovation & Digital Transformation; Programme Teams; Student Engagement; Corporate & Talent Relations; EST	P1	⊕⊕⊕	▂▄▆	★★★	2027
Action A2	Look for a dynamic monitoring tool to calculate the carbon cost of student home-work/home-campus travel	Innovation & Digital Transformation; Programme Teams; Student clubs and associations; EST	P3	⊕⊕⊕	▂▄▆	★★☆	2027-2028
Action A3	Draw up a half-yearly report on all travel-related carbon costs	Innovation & Digital Transformation; EST	P2	⊕⊕⊕	▂▄▆	★★☆	2028-2030
Action A4	Within our networks, advocate the need to reduce the cost of low-carbon travel (train) for students	Programme Teams; Student Engagement; Student Senate; Student clubs and associations; EST	P2	⊕⊕⊕	▂▄▆	★★☆	2026-2030
Action A5	Discuss the need to improve local public transport provision for personnel and students where problems exist on individual campuses	Programme Teams; Student Engagement; Student Senate; Student clubs and associations; HR and Mobility Referents; EST	P1	⊕⊕⊕	▂▄▆	★★☆	2026-2030

PRIORITY AREA: MOBILITY – PERSONNEL TRAVEL
MOVE TOWARDS LOW-CARBON TRAVEL (5 ACTIONS)

	Actions	Who is concerned?	Priority	Resources	Difficulty	Impact	Years
Action A1	Implement a charter defining low-carbon travel policy for personnel	HR; Purchasing; EST	P1	⊕⊕⊕	▂▄▆	★★★	
Action A2	Promote the Sustainable Mobility Package for personnel as part of the Sustainable Commuting Plan	HR	P1	⊕⊕⊕	▂▄▆	★★☆	
Action A3	Provide bike parking facilities on each campus as part of the Sustainable Commuting Plan	HR; Facilities Management; Real Estate	P1	⊕⊕⊕	▂▄▆	★★★	
Action A4	Provide changing rooms and lockers on each campus as part of the Sustainable Commuting Plan	HR; Facilities Management; Real Estate	P2	⊕⊕⊕	▂▄▆	★★☆	
Action A5	Run awareness-raising campaigns to encourage personnel to switch to low-carbon modes of transport	Programme Teams; Student Senate; Student Engagement; Student clubs and associations; HR and Mobility Referents; EST	P2	⊕⊕⊕	▂▄▆	★★☆	
Action A6	Update internal tools to factor in the carbon cost of personnel travel: expenses claims, booking platform, expenses for industry professional lecturers (fees), etc.	Innovation & Digital Transformation; Programme Teams; Student Engagement; Corporate & Talent Relations; EST	P1	⊕⊕⊕	▂▄▆	★★★	2027

PRIORITY AREA: PURCHASING
LOW-CARBON PURCHASING, MARKETING, COMMUNICATIONS, FOOD (7 ACTIONS)

	Actions	Who is concerned?	Priority	Resources	Difficulty	Impact	Years
Action A1	Incorporate a low-carbon weighting criterion into the purchasing policy, train the team, and encourage our suppliers to do the same	Purchasing	P1	⊕⊕⊕		★★★	2027-2028
Action A2	Acquire a low-carbon purchasing monitoring tool	Purchasing; EST	P1	⊕⊕⊕		★★★	2027
Action A3	Draw up a responsible low-carbon marketing/communications policy	Marketing & Development; Communications	P3	⊕⊕⊕		★★☆	2027
Action A4	Reduce paper consumption and promote the use of recycled paper	Communications	P2	⊕⊕⊕		★★☆	2029
Action A5	Stop purchasing plastic goodies by 2025, with a gradual reduction in the overall number of goodies purchased by 2030	Communications	P2	⊕⊕⊕		★★☆	2026-2030
Action A6	Implement a responsible events policy, including the systematic production of a carbon footprint for each event; Coordinate and develop resource packs for each site	Various departments	P1	⊕⊕⊕		★★☆	2027-2030
Action A7	Implement a responsible food policy in conjunction with our external service providers; Coordinate projects on each site	Purchasing; Facilities Management; EST	P2	⊕⊕⊕		★☆☆	2026-2030

PRIORITY AREA: INFRASTRUCTURES – DECARBONISATION OF PREMISES
LOW-CARBON BUILDINGS AND PRACTICES (8 ACTIONS)

	Actions	Who is concerned?	Priority	Resources	Difficulty	Impact	Years
Action A1	Renovate buildings to optimise their energy performance	Real Estate	P1	⊕⊕⊕	▂▄▆	★★★	2028-2030
Action A2	Train the teams in the Facilities Management Department in energy efficiency and waste sorting, as well as in the associated carbon costs; Incorporate energy efficiency practices into data monitoring and dashboards	Facilities Management; HR	P1	⊕	▂	★★★	2026-2030
Action A3	Raise awareness amongst students and personnel about energy efficiency and waste sorting	Facilities Management; EST	P2	⊕	▂	★	2026-2030
Action A4	Give preference to re-use of existing furniture; Encourage the purchase of second-hand/refurbished equipment	Facilities Management	P2	⊕	▂	★★	2026-2030
Action A5	Create green spaces on campus grounds to lower soil temperatures and create green rooftops, all to foster biodiversity	Facilities Management	P2	⊕⊕	▂▄	★★	2026-2030
Action A6	Maximise water recovery facilities on all campuses	Facilities Management	P3	⊕⊕	▂▄	★	2028-2030
Action A7	Conserve water through better management	Facilities Management	P3	⊕⊕	▂	★	2028-2030
Action A8	Measure the carbon impact of new acquisitions and produce an annual carbon footprint	EST	P1	⊕⊕	▂▄	★★★	2028-2030

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PRIORITY AREA: INFORMATION TECHNOLOGY
LOW-CARBON TOOLS AND PRACTICES (8 ACTIONS)

	Actions	Who is concerned?	Priority	Resources	Difficulty	Impact	Years
Action A1	Train the teams from the Innovation & Digital Transformation Department in responsible digital practices and how to calculate a carbon footprint for digital practices	Innovation & Digital Transformation; HR	P1	⊕		★★★	2027-2030
Action A2	Promote responsible digital practices amongst students and personnel	Innovation & Digital Transformation; EST	P2	⊕		★	2027-2030
Action A3	Encourage the purchase of second-hand/reconditioned equipment (target of 35%)	Innovation & Digital Transformation; Purchasing	P1	⊕		★★★	2026-2030
Action A4	Extend the lifespan of equipment and hardware (+1 year average in the medium term)	Innovation & Digital Transformation	P1	⊕		★★★	2026-2030
Action A5	Modify internal tools to be able to factor in the carbon cost of our practices	Innovation & Digital Transformation	P1	⊕⊕		★★★	2026-2030
Action A6	Rationalise the software used, and delete it when considered obsolete	Innovation & Digital Transformation	P3	⊕⊕		★	2026-2030
Action A7	Delete all non-essential data, encourage digital sobriety in data storage and data transmission	Innovation & Digital Transformation; EST	P3	⊕⊕		★	2026-2030
Action A8	Measure carbon impact prior to any acquisitions and prior to making decisions about projects, and produce an annual carbon footprint	Innovation & Digital Transformation	P1	⊕		★★★	2027-2030

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