RelocateU
GLOBAL CORPORATE HOUSING PROVIDER

Year 2024

GHG emissions report
RelocateU



RelocateU
GLOBAL CORPORATE HOUSING PROVIDER

Foreword

Congratulations on pursuing your climate journey. Greenly is proud to contribute to RelocateU's climate strategy, and support you on a path towards Net Zero.

This report synthesizes the results of your greenhouse gas (GHG) emissions assessment. It is a first step toward identifying reduction actions and helping you plan for the energy transition.

While offering some benchmarks to compare with other companies, a GHG emissions assessment is mainly used to identify ways to improve your global impact and to help you define a reduction trajectory. Achieving your decarbonization targets involves engaging your ecosystem of employees, customers and suppliers who will need to align with your new targets.

The evaluation of your emissions is in line with carbon accounting international standards as standardized by the GHG Protocol.

We are happy to support you on your journey. The entire Greenly team would like to thank you for your outstanding commitment.



Alexis Normand

CEO of Greenly

Overview

1

Introduction

- Carbon accounting methodology
- GHG emissions assessment parameters
- Executive summary

2

Emissions report

- Results by scope
- Results by activity
- Focus by activity

3

Focus on action plans

- Estimated impact
- Estimated costs
- Implementation step by step

4

Conclusion – What's next?

- Summary of reduction actions
- Next steps

5

About Greenly

- Our vision & team

6

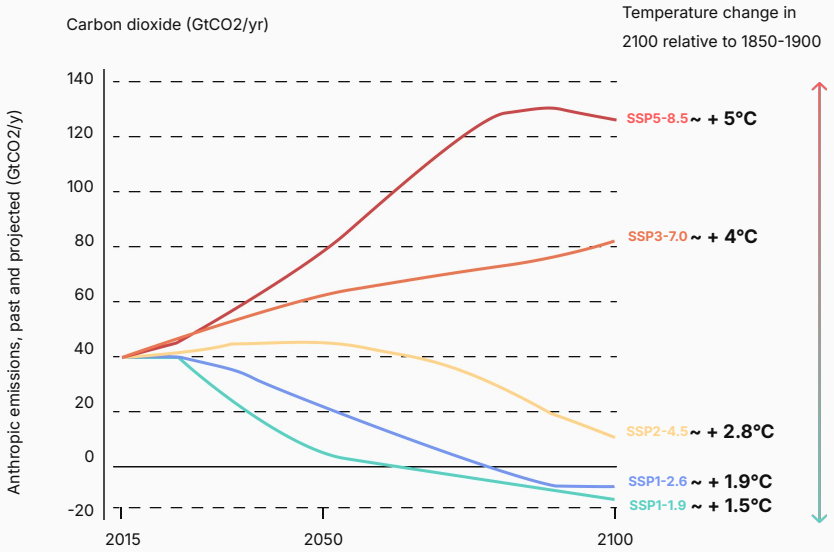
Appendix

- Scope 1-2 details
- Scope 3 details

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Why care about the energy transition

Regardless of our management of the environmental crisis, organizations and individuals are heading towards major upheavals that will affect entire ecosystems.



Source: Carbone 4

Two types of disruptions

- Physical risks and constraints
- Transition risks and opportunities

Impacted sectors

- Production
- Supply chain
- Market
- Infrastructure
- HR
- Legislation

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Physical risks…

Definition

Risks related to exposure to the physical consequences of global warming

- Average temperature increase and more extreme fluctuation
- Intensification of extreme weather events (rain, heat waves/droughts, etc.)
- Sea level rise
- Scarcity of resources (especially energy), food and water insecurity
- Biodiversity collapse

What are the consequences if I don't commit?

1. Deterioration of infrastructure, value chain losses
2. Direct economic consequences
3. Low resilience to future events and physical constraints (e.g. natural disaster)
4. Dependence on an increasingly fragile supply chain (availability and cost of resources, flexibility, fluctuation of fossil fuels)
5. Disruptions in living conditions (housing, food, health, transport, etc.)

Transition risks (and opportunities)

Definition

Risks related to the transition to a low-carbon economy

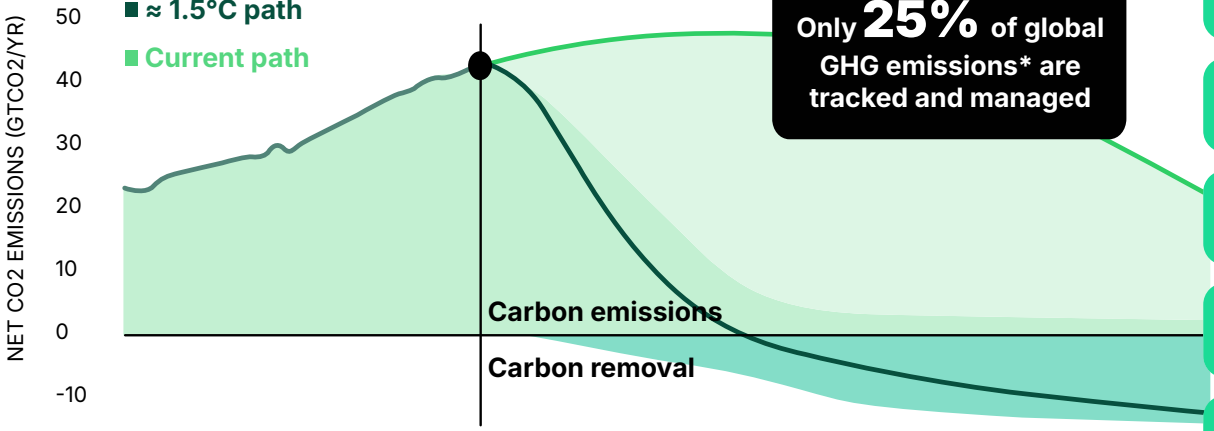
- Regulatory developments and mitigation policies
- Markets and sectors migrating towards promoting low-carbon value creation:
  Opportunities to seize
  Associated market risks
- Growing stakeholder demands on environmental commitments
- Shifting employee mindsets and expectations regarding the environmental reputation of their employer

What are the opportunities if I commit?

1. Optimization of flows and costs
2. More sustainable business activity and corporate strategy
3. Increased competitiveness within my ecosystem
4. Resilience and autonomy of activities in the face of the new socio-economic paradigm
5. Lower exposure to legal and financial constraints and sanctions

It is critical to set a course for Net Zero

REACHING PLANETARY DECARBONIZATION GOALS IMPLIES THAT ALL BUSINESSES TRACK THEIR EMISSIONS, REGULATIONS ARE KICKING IN



Applicable Regulations

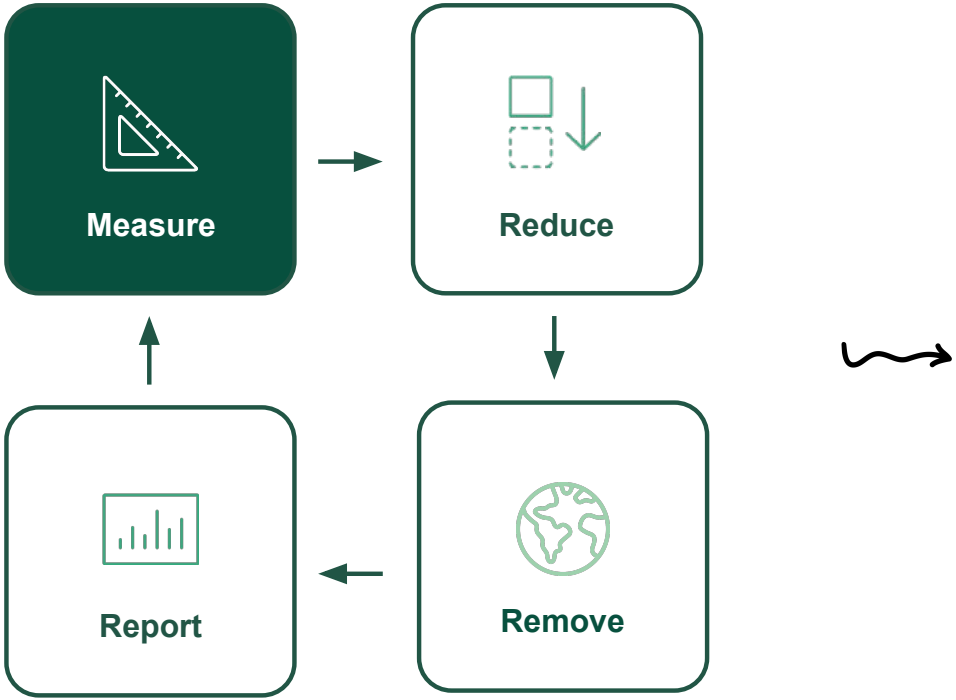
- **EU Emissions Trading System** 2005
- **SECR** 2019
- **SFDR & Taxonomy** 2022
- **NFRD & CSRD** Jan. 2024
- **SEC Disclosure Regulation** Jan. 2027

Source: *Carbon Pricing Leadership Report

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Solving the Climate Equation

MEASURING EMISSIONS IS THE FIRST STEP TO SETTING A PATH TOWARDS NET ZERO





Carbon accounting methodology

Scope 1 | Direct emissions

GHG emissions generated directly by the organization and its activities.

Examples: combustion of fossil fuels, refrigerant leaks, etc.

Scope 2 | Indirect emissions related to energy consumption

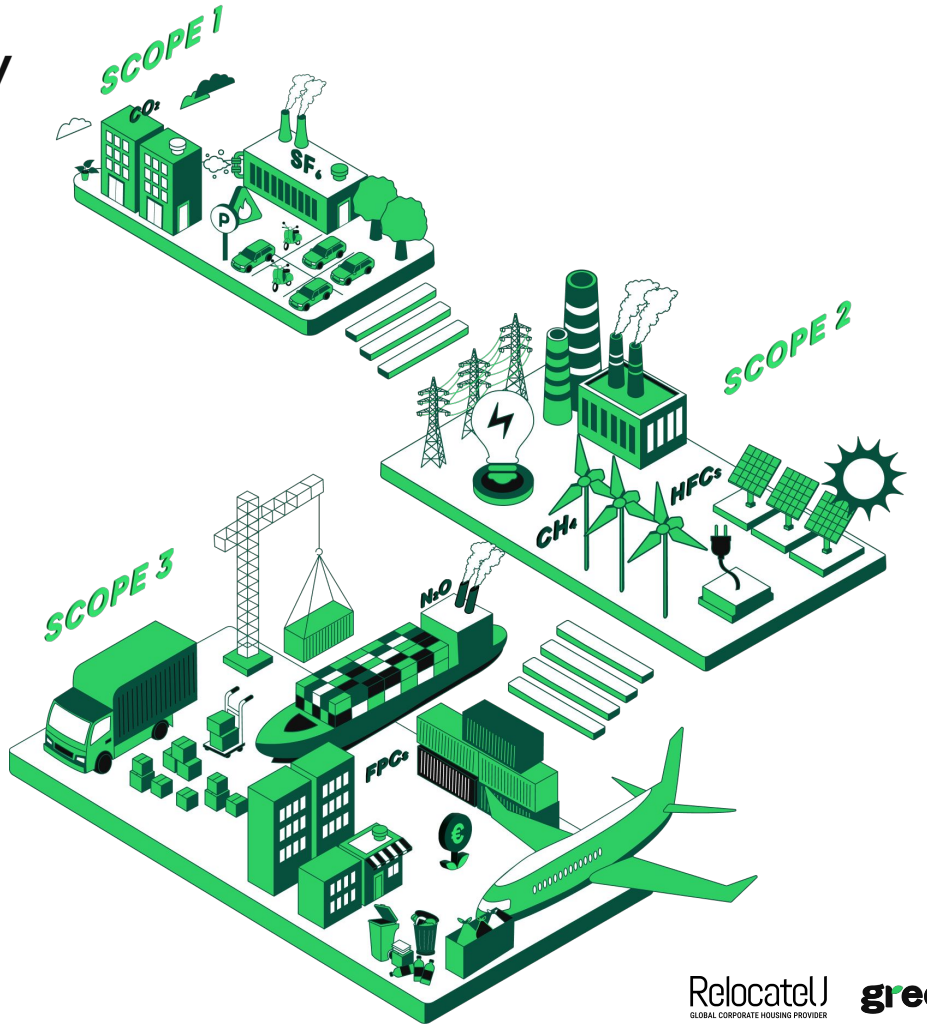
Emissions related to the organization's consumption of electricity, heat or steam.

Example: electricity consumption, etc.

Scope 3 | Other indirect emissions

Emissions related to the organization's upstream and downstream operations and activities

Example: transportation, purchased goods and services, sold products, etc.



RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

How are emissions computed?

ANALYZING EMISSIONS, AUTOMATING TRACKING

55% of your emissions of 2024 are calculated using activity data
74% in 2023

Expense based

Increasing Accuracy*

Activity based

Activity metrics x Emissions factors = CO2 Eq. Emissions

Total Expense 80€	**1.75 kgCO2e/€**	**140 kgCO2e**
Total Distance 600 km	**0.2 kgCO2e/km**	**120 kgCO2e**
Total Fuel 40 liters	**2.8 kgCO2e/liters**	**112 kgCO2e**

*depending on the availability of data

Emission Factor Sources

ADEME · CDP · IEA International Energy Agency · eurostat · AGRIBALYSE · defra · exiobase · Fraunhofer · European Commission JOINT RESEARCH CENTRE · Department for Business, Energy & Industrial Strategy

Methodological reference: ADEME note on the use of accounting data for the GHG Accounting

RelocateJ GLOBAL CORPORATE HOUSING PROVIDER · greenly

GHG emissions assessment scopes

Entity
RelocateU
From April 2024 to March 2025
-

Primary data
Accounting data
Employee survey
Activity data from the following modules: Business travel and vehicle fuel consumption, IT Inventory

Methodology
Official and approved GHG Protocol methodology; GWP 100
Location-based approach

Emissions generated in and outside the country of operation are accounted for. The methodological details of the calculation of each carbon footprint source are available on the Greenly platform.

Measurement scope
All emissions under operational control

✔ Category included
○ Category excluded
✘ Category irrelevant

Scope 1
✘ 1.1 Generation of electricity, heat or steam
✘ 1.2 Transportation of materials, products, waste, and employees
✘ 1.3 Physical or chemical processing
✘ 1.4 Fugitive emissions

Scope 2
✘ 2.1 Electricity related indirect emissions
✘ 2.2 Steam, heat and cooling related indirect emissions

Scope 3
✔ 3.1 Purchased goods and services
✔ 3.2 Capital goods
✔ 3.3 Fuel- and energy- related activities not included in Scope 1 or Scope 2
✔ 3.4 Upstream transportation and distribution
✘ 3.5 Waste generated in operations
✔ 3.6 Business travel
✔ 3.7 Employee commuting
✘ 3.8 Upstream leased assets
✘ 3.9 Downstream transportation and distribution
✘ 3.10 Processing of sold products
✘ 3.11 Use of sold products
✘ 3.12 End-of-life treatment of sold products
✘ 3.13 Downstream leased assets
✘ 3.14 Franchises
✘ 3.15 Investments

General overview

KEY RESULTS – 2024 vs 2023

Absolute	+48%	Per employee	+75%	Per revenue (M)	+11%
105 tCO2e		**9.6** tCO2e		**13** tCO2e	
		Employee number : 11		*Revenue : 7.8M£*	
		-15 %		*+34 %*	







This report summarizes the results of RelocateU's 2024 GHG emissions assessment based on the information collected and subject to its completeness, correct categorization and validation.

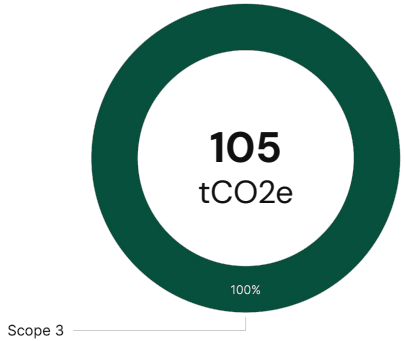


Emissions Report

General overview

BREAKDOWN BY SCOPE – 2024 vs 2023

	Scope 1		Scope 2		Scope 3	
Absolute tCO2e	0	-100%	0	-NaN%	105	+48%
Employee tCO2e/employee	0	-100%	0	-NaN%	9.6	+75%
Revenue t/M£	0	-100%	0	-NaN%	13	+11%



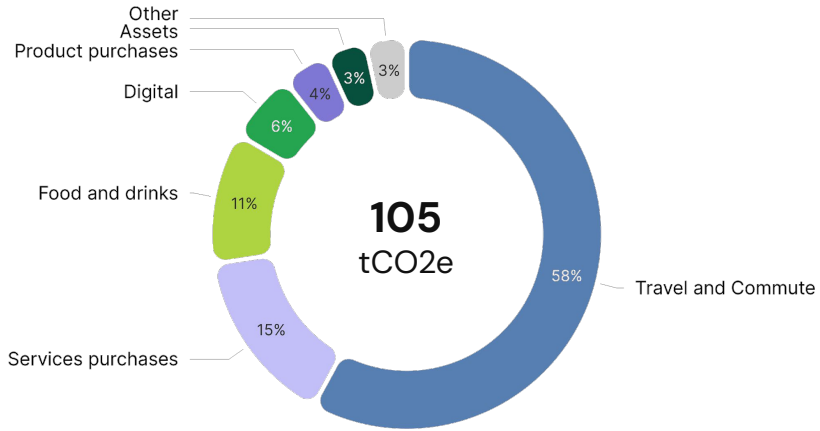
Results subject to the correct categorization and validation of expenses of RelocateU. Base year emissions are updated using the current year's methodologies, emission factors, and boundaries. When historical data updates are not feasible, adjustments or acknowledgments are clearly documented.

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

General overview

RESULTS BY ACTIVITY

Total emissions of RelocateU,
by activity (% tCO2e)



Is equivalent to:

The amount of CO2 sequestered annually by **10 hectares of growing forest***

The annual emissions of **9 British people***

61 London - New York round trips*

	2023 vs 2024			
	Absolute tCO2e		**Per employee** tCO2e/employee	
Travel and Commute	61	+16%	5.6	+37%
Services purchases	15	>200%	1.4	>200%
Food and drinks	12	+80%	1	+112%
Digital	6.1	+42%	0.6	+68%
Product purchases	4	+178%	0.4	>200%
Assets	3.7	>200 %	0.3	>200 %
Others**	3.6		0.3	

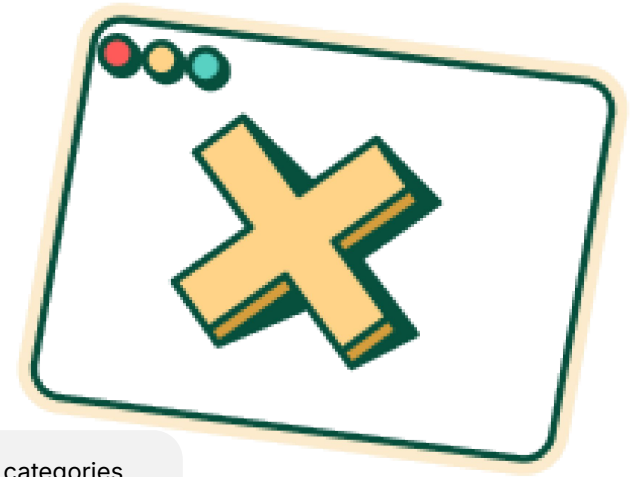
Sources: Labos1Point5, ExioBase, French National Forests Office

***Activities and events, Energy, Freight*

General overview

EVOLUTION BY ACTIVITY

Evolution of total emissions of RelocateU,
by activity (tCO2e)



	2023		2024
Absolute emissions	71	+48%	105
Employees	13	-15 %	11
Emissions per employee tCO2 / employee	5.5	+75%	9.6
Revenue M£	5.9	+34 %	7.8
Emissions per revenue tCO2e / M£	12	+11%	13

To meet the 2015 Paris Agreement target of a 50% reduction in GHG emissions between 2020 and 2030, we need to achieve a 6.3% reduction in emissions within one year (-7 tCO2e).

0 categories

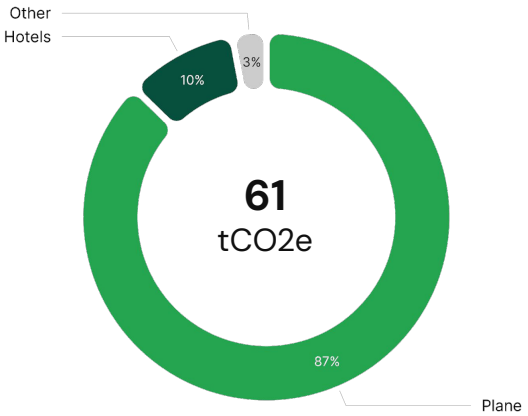
8 categories

Focus on Travel and Commute

Activity data
53 tCO2e (87%)

Expense data
7.7 tCO2e (13%)

Travel and Commute emissions by category
(% tCO2e)



58% of total

What is included in this category?

CO2 emissions from travel and commuting, covering various transportation modes. Includes direct fuel combustion and indirect fuel production emissions.

How to reduce the impact of this category?

You can adopt the following measures:
- Favor eco-labeled hotels
- Favor direct flights

Methodology

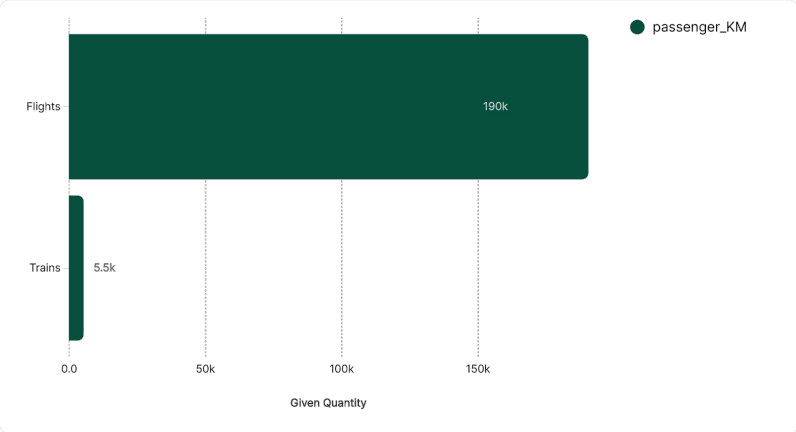
1. Emissions calculated using activity and expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Base Empreinte Ademe 23.9, Company Report 1.0, Exiobase 3.8.2, Uk GHG Conversion Factor 2025
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

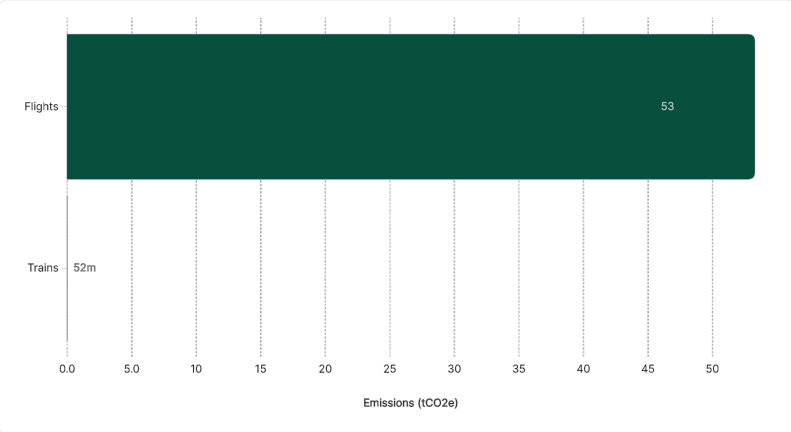
Focus on Travel and Commute

ACTIVITY DATA ANALYSIS: BUSINESS TRAVEL AND VEHICLE FUEL CONSUMPTION

Quantities



Emissions



This module covers 51% of total emissions.

This represents 53 tCO2e.

Methodology

1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases: Base Empreinte Ademe 23.9, Uk GHG Conversion Factor 2025
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. To see more visualisations visit Greenly's platform

Focus on Travel and Commute

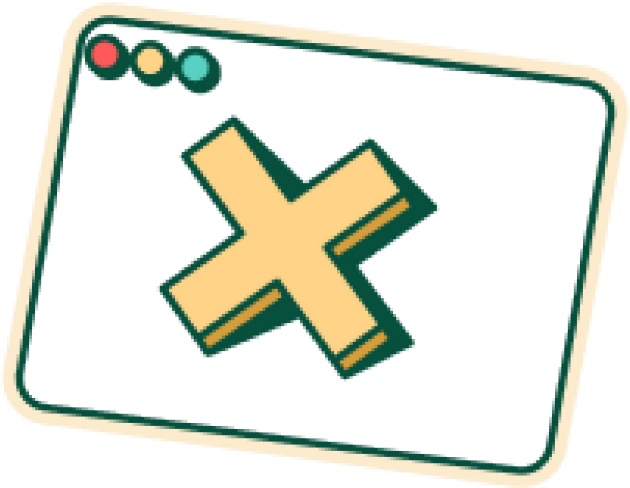
YEAR OVER YEAR COMPARISON

Overall comparison

×1.2	×1.4	÷1.2
Absolute	Per employee	Per M£

Emissions variations between 2024 and 2023

(tCO2e)



The key sources of variation

Only variations accounting for more than 10% of this category are considered.

	Tons CO2e	vs 2023	Quantities	vs 2023	Emission factors	vs 2023
Plane	+5	×1.1	+51k	×1.4 PASSENGER M	-0.066	÷1.2
Hotels	+3	×1.8	🚫		🚫	
Car	+1	×6	🚫		🚫	

The variations of tCO2e associated to each category can be explained by:
- A variation in quantity (purchases or usage)
- The evolution of the emission factor associated to this category (methodology update, more details in this article)

A detailed view of all changes can be found on your platform.

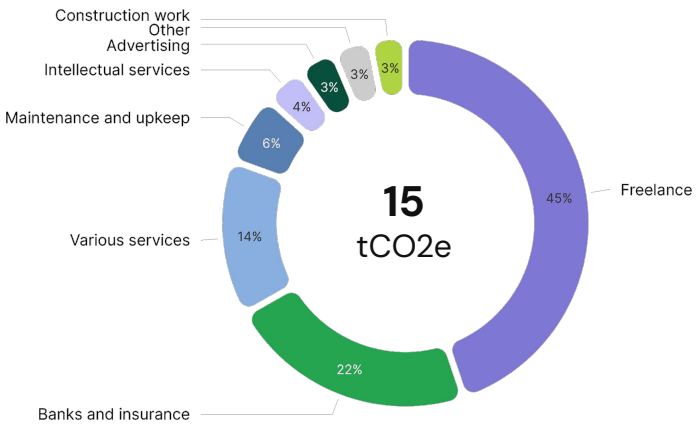
🆕: New category (or emissions multiplied by 1000+)
❎: Category deleted (ou emissions divided by 1000+)
🚫: Uncomparable units, see details in the platform

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Focus on Services purchases

Activity data	Expense data
0 tCO2e (0%)	15 tCO2e (100%)

Services purchases emissions by category
(% tCO2e)



15% of total

What is included in this category?

CO2 emissions from service purchases, covering professional services. Primarily from upstream energy/material use and energy consumed during service provision.

How to reduce the impact of this category?

You can adopt the following measures:

- Implement carbon impact conditions in your purchase policy

Methodology

1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Company Report 1.0, Exiobase 3.8.1, Exiobase 3.8.2
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

Focus on Services purchases

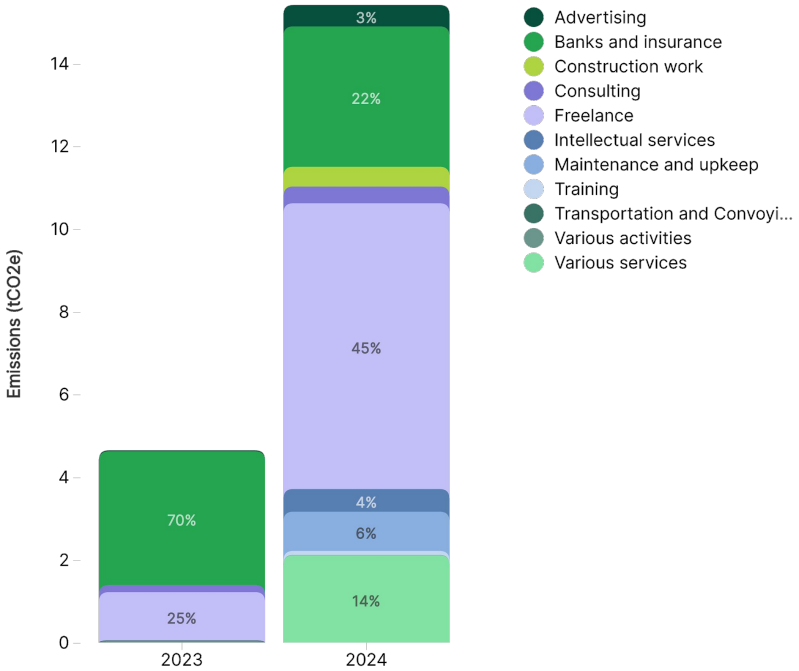
YEAR OVER YEAR COMPARISON

Overall comparison

×3.3	×3.9	×2.5
Absolute	Per employee	Per M£

Emissions variations between 2024 and 2023

(tCO2e)



The key sources of variation

Only variations accounting for more than 10% of this category are considered.

	Tons CO2e	vs 2023	Quantities	vs 2023	Emission factors	vs 2023
Freelance	+6	×6	+59k	×5 EUR	+0.0085	×1.1
Various services	+2	🆕	+66k	🆕 EUR	-	-

The variations of tCO2e associated to each category can be explained by:
- A variation in quantity (purchases or usage)
- The evolution of the emission factor associated to this category (methodology update, more details in this article)

A detailed view of all changes can be found on your platform.

🆕: New category (or emissions multiplied by 1000+)
❎: Category deleted (ou emissions divided by 1000+)
🚫: Uncomparable units, see details in the platform

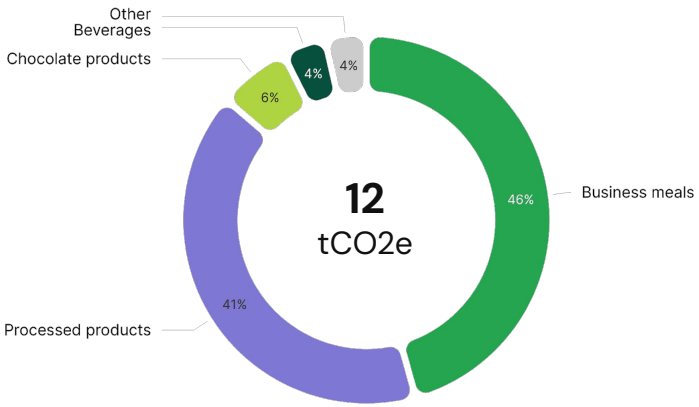
RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Focus on Food and drinks

Activity data
0 tCO2e (0%)

Expense data
12 tCO2e (100%)

Food and drinks emissions by category
(% tCO2e)



11% of total

What is included in this category?

CO2 emissions from food and drinks, covering production, processing, transportation, and consumption. Includes agricultural practices and food waste management.

How to reduce the impact of this category?

You can adopt the following measures:
• Choose vegetarian meal in restaurants

Methodology

1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Company Report 1.0, Exiobase 3.8.2
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

Focus on Food and drinks

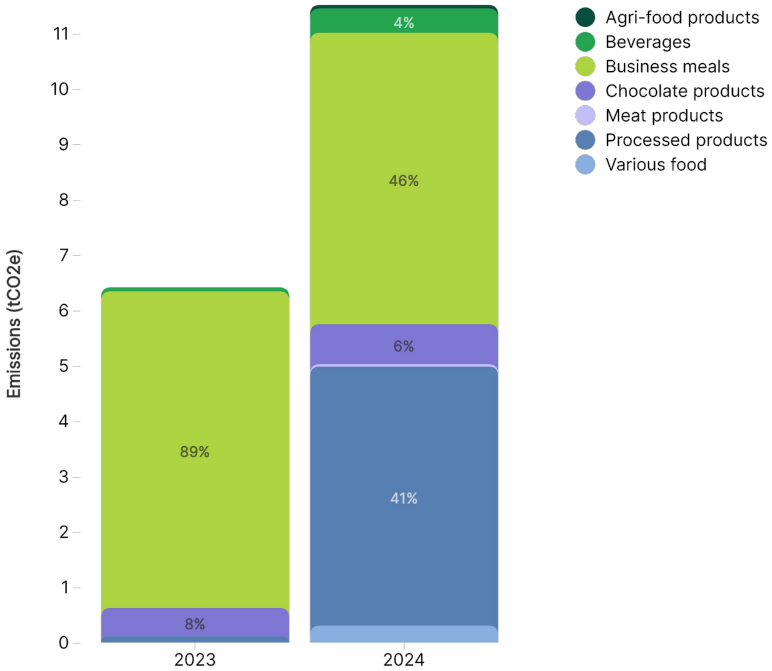
YEAR OVER YEAR COMPARISON

Overall comparison

×1.8	×2.1	×1.3
Absolute	Per employee	Per M£

Emissions variations between 2024 and 2023

(tCO2e)



The key sources of variation

Only variations accounting for more than 10% of this category are considered.

	Tons CO2e	vs 2023	Quantities	vs 2023	Emission factors	vs 2023
Processed products	+5	×40	+7.5k EUR	×42	-0.025	÷1.04

The variations of tCO2e associated to each category can be explained by:
- A variation in quantity (purchases or usage)
- The evolution of the emission factor associated to this category (methodology update, more details in this article)

A detailed view of all changes can be found on your platform.

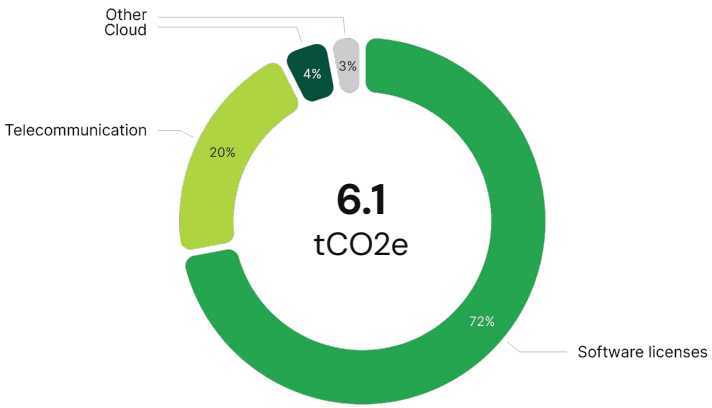
🆕: New category (or emissions multiplied by 1000+)
❎: Category deleted (ou emissions divided by 1000+)
🚫: Uncomparable units, see details in the platform

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Focus on Digital

Activity data	Expense data
0 tCO2e (0%)	6.1 tCO2e (100%)

Digital emissions by category
(% tCO2e)



5.8% of total

What is included in this category?

CO2 emissions from digital activities, covering internet use, data storage, and cloud computing. Includes emissions from data centers, servers, and network infrastructure.

How to reduce the impact of this category?

You can adopt the following measures:
No actions selected for this category

Methodology

1. Emissions calculated using expense data, by multiplying a quantity by an emission factor.
2. The emission factors used for this category come from the following databases: Company Report 1.0, Exiobase 3.8.2, Greenly 1.0
3. Details of the methodology used to calculate each carbon footprint source are available on the Greenly platform.

Focus on Digital

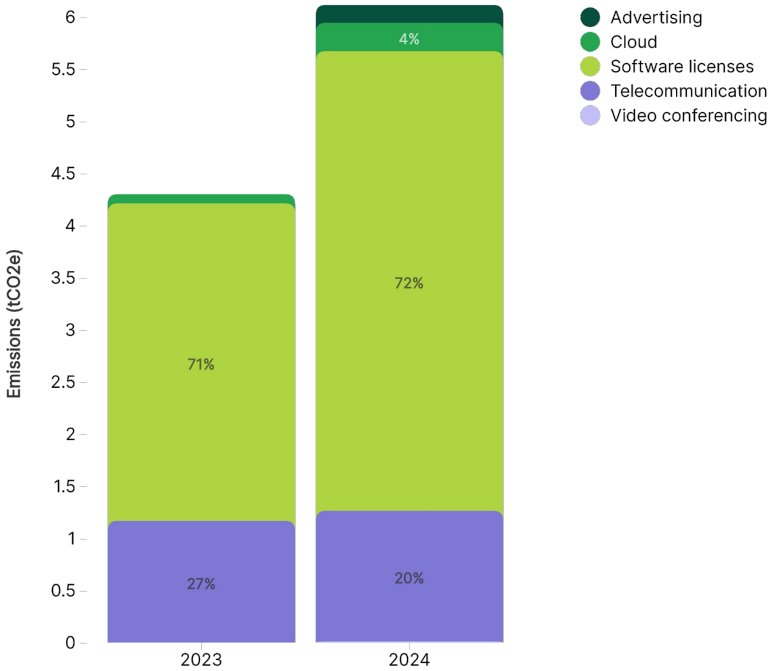
YEAR OVER YEAR COMPARISON

Overall comparison

×1.4	×1.7	×1.06
Absolute	Per employee	Per M£

Emissions variations between 2024 and 2023

(tCO2e)



The key sources of variation

Only variations accounting for more than 10% of this category are considered.

	Tons CO2e	vs 2023	Quantities	vs 2023	Emission factors	vs 2023
Software licenses	+1	×1.4	+22k EUR	×2	-0.034	÷1.4
Cloud	=	×3.1	+1.5k EUR	×3	+0.0047	×1.04

The variations of tCO2e associated to each category can be explained by:
- A variation in quantity (purchases or usage)
- The evolution of the emission factor associated to this category (methodology update, more details in this article)

A detailed view of all changes can be found on your platform.

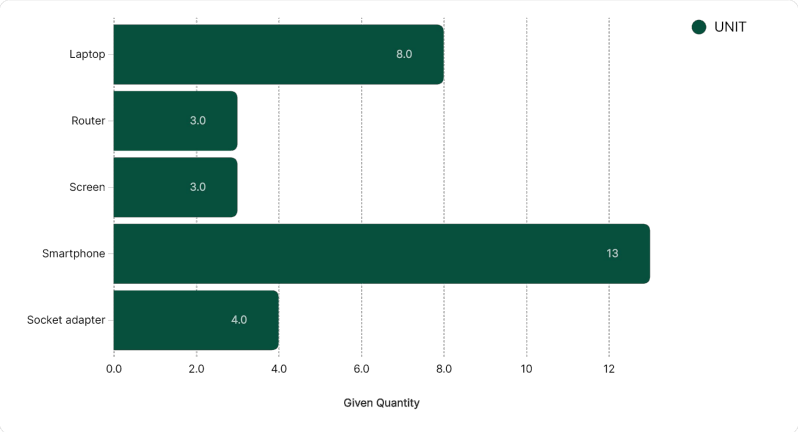
🆕: New category (or emissions multiplied by 1000+)
❎: Category deleted (ou emissions divided by 1000+)
🚫: Uncomparable units, see details in the platform

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

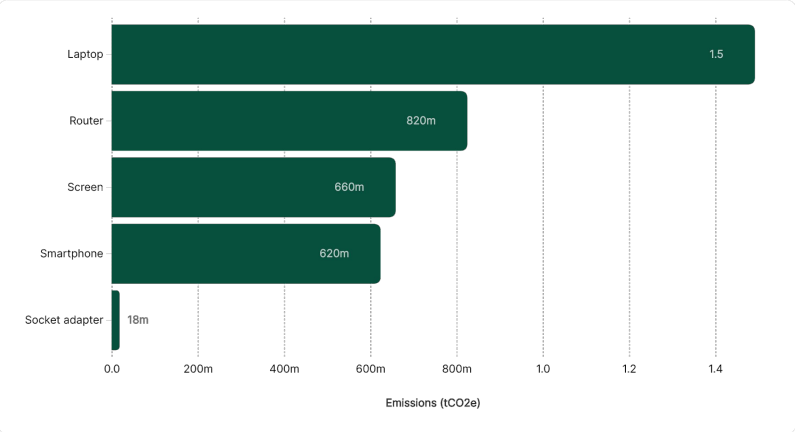
Focus on Assets

ACTIVITY DATA ANALYSIS: IT INVENTORY

Quantities



Emissions



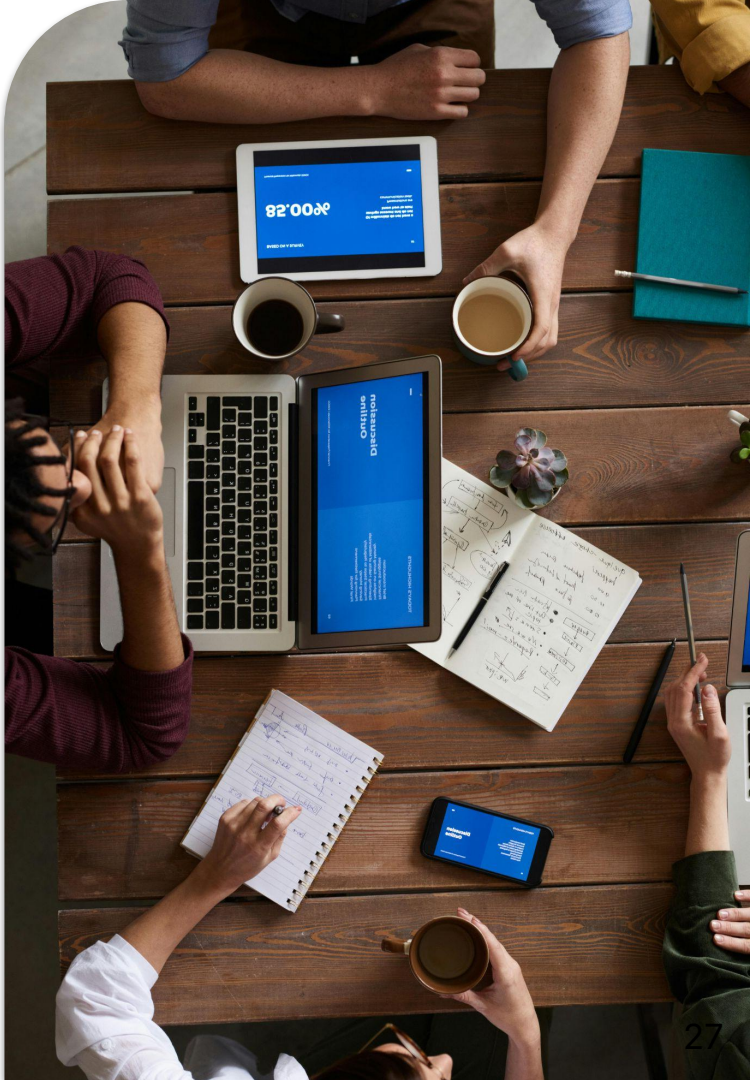
This module covers 3.5% of total emissions.

This represents 3.7 tCO2e.

Methodology

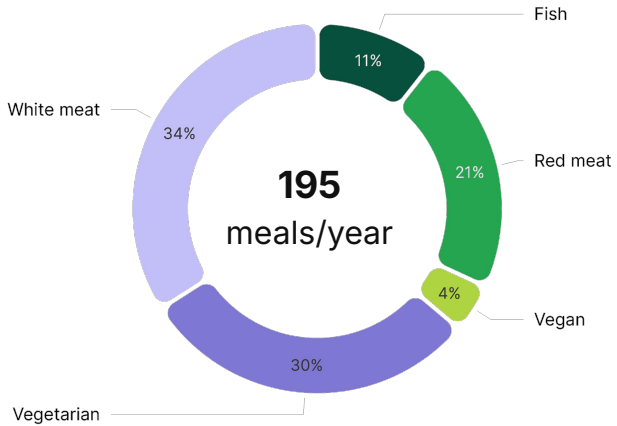
1. Emissions are computed by multiplying the physical data with emission factors (in kgCO2e, for instance).
2. Emission factors used for this category come from the following databases: Greenly 1.0
3. The specific steps involved in calculating the carbon footprint for each source can be found in the methodological details provided on the Greenly platform.
4. Only the 5 most emissive categories are displayed. Visit Greenly's platform to view all results.

Focus on employees

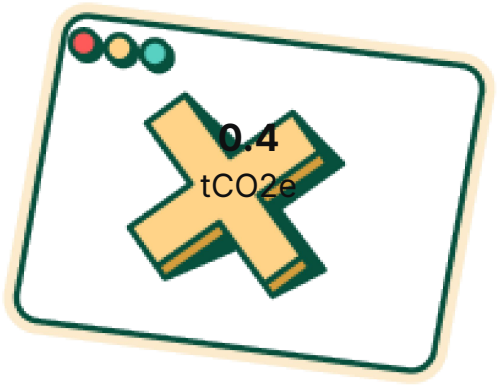


Focus on Employee Meals

Number of meals per employee per year
(per diet)



GHG emissions
(tCO2e / employee)



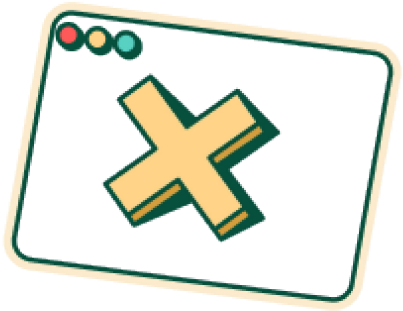
Methodology

Analysis is based on the employee survey, which obtained a 100% response from your employees to whom the questionnaire was sent (11 responses).
The data used to calculate meals-related emissions are from the French Agency for Ecological Transition (ADEME).
Meal emissions are not accounted for, this slide is only an analysis of the responses to the employee survey.

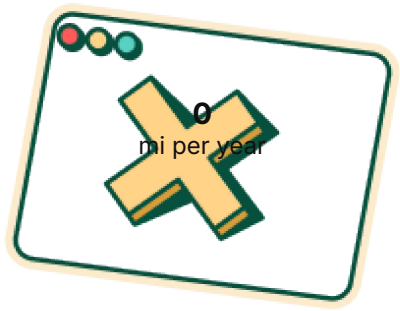
RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Focus on Employee Commute

Usage of transport modes



Yearly mean distance distribution



GHG emissions
(kgCO2e / employee)



On average, your employees travel 0 mi each year, emitting 0 kgCO2e for home-work commuting.

Methodology

Analysis is based on the employee survey, which obtained a 100% response from your employees to whom the questionnaire was sent (11 responses).
The data used to calculate commute-related emissions are from the French Agency for Ecological Transition (ADEME).
More details on the employees page of Greenly

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly



Focus on Action Plans

How can I implement effective reduction actions?

To meet global targets, emissions will have to fall by **3 to 7% per year***. It's a tough target, but a necessary one!

WHAT ARE THE BEST PRACTICES FOR ACHIEVING THESE OBJECTIVES?

Communicate → **Involve** → **Engage** → **Raise awareness**

COMMUNICATE the results of your GHG assessment to all your teams so that they are on board with the process of reducing emissions.

INVOLVE management and find internal sponsors responsible for implementing reduction actions.

ENGAGE your ecosystem (suppliers and customers) and ask about their reduction strategy, in order to prioritise virtuous suppliers.

INCREASE your teams' awareness of climate change using our platform to alert and facilitate the implementation of your reduction actions.

These first steps will enable you to maximise your chances of success in implementing reduction actions.

WHAT REDUCTION MEASURES CAN MY COMPANY TAKE?

The reduction actions we recommend are selected with:

AMBITION

Some actions involve major changes, but they will bring you closer to achieving the global climate targets.

REALISM

The action plans are based on practical examples already implemented in other pioneering companies.

EFFICIENCY

Implementing them will have a real impact on your emissions in the short and long term.

*Source: IPCC

Travel and Commute



Favor direct flights

Travel

Direct flights emit less carbon than flights with stopovers because they don't require the plane to take off and land multiple times.

Benchmark

The sustainable travel policy of the United Nations outlines sustainable travel measures for their employees, including choosing the most direct route with no stop-over and systematically choosing economy class for employees for trips of less than 9 hours.

Estimated Impact

Reduction of emissions by roughly 10% when comparing flights with a stop-over and direct flights.

Estimated Cost

Some indirect flights may be cheaper than their direct alternatives, but these price increases are usually offset by the reduction in total travel time.

Implementation

1. DEVELOP a Sustainable Travel Policy in which you include guidelines and criteria for selecting direct flights.
2. PROMOTE awareness and employee engagement on the importance of sustainable travel and the rationale behind favoring direct flights.
3. ESTABLISH and monitor your KPIs (ex: % of flights booked as direct flights, GHG emissions per employee or per km traveled).

Favor eco-labeled hotels

Travel

Eco-labeled hotels implement strategies and equipment to reduce energy consumption and improve their overall environmental footprint.

Benchmark

Host Hotels & Resorts Inc., lobal hotel owner with 96 properties implemented a range of energy and water saving initiatives that reduced their carbon footprint per square meter by 35%.

Estimated Impact

A sustainable building is at least 20% more resource efficient

Estimated Cost

Energy efficiency also reduces hotel operating costs, which means that the price per night is similar to that of other establishments.

Recommended Service Providers

https://www.tripadvisor.com/GreenLeaders

Implementation

1. RESEARCH and list eco-labeled hotels that meet the company's travel needs
2. ESTABLISH partnerships or preferred agreements with these hotels to secure availability and potential discounts
3. INFORM employees about the importance of choosing eco-labeled hotels and provide them with the list of preferred options for booking

Services Purchases



Implement carbon impact conditions in your purchase policy

Services Purchases

Procuring products and services often contributes to a significant portion of a company's emissions, with supply chains accounting for over 80% in consumer companies. To effectively address this issue, incorporating eco-conditions criteria into your company's procurement policy offers a straightforward and efficient strategy. To ensure suppliers' climate maturity, engage them through the Greenly Feature, facilitating a comprehensive understanding of their Climate Maturity. These criteria can be implemented with current suppliers and incorporated into the supplier selection process for new contracts.

Benchmark

In 2020, several companies joined forces to launch the 1.5°C Supply Chain Leaders with the Exponential Roadmap initiative. It involves management commitment to work with suppliers to halve their GHG emissions before 2030, establishing public targets, and supply chain GHG mapping and prioritization.

Estimated Impact

Increased visibility into the carbon footprint of your suppliers and the ability to implement diverse eco-conditions within your purchasing policy can yield a significant impact on your scope 3 emissions in the long run.
Can serve as a catalyst to encourage other industries to embark on decarbonization efforts.

Estimated Cost

Variable depending on the resulting changes in the supply chain.

Recommended Service Providers

Map the climate maturity of your Service Providers: Understand your supplier climate actions and maturity with the Greenly Procurement module

Implementation

1. LAUNCH the Greenly Sustainable Survey to assess suppliers' climate maturity and align their practices with your sustainability goals
2. SET and TRACK KPIs with Greenly dashboards: monitor suppliers' GHG emissions, Paris Agreement 2030 alignment, and SBTi certification.
3. SUPPORT and recognize suppliers' efforts. Offer tools, training, and resources to help them meet goals. Track and report their progress.

Food and Drinks



Choose vegetarian meal in restaurants

Food and drinks

At the restaurant, opting for vegetarian option. Choosing labeled establishments allows you to verify their dedication to sustainable practices, including the use of seasonal and local ingredients, provision of vegetarian options, and implementation of measures to reduce energy consumption and waste. International labels are listed in the Recommended service providers section of this slide.

Benchmark

Google's Food@Work program includes partnerships with local and sustainable suppliers. Many companies are also adopting certified catering options, particularly for business events.

Greenly has introduced a policy for company-funded meals (team restaurants, seminars): they will now be exclusively vegetarian or vegan, following an employee awareness-raising campaign on the carbon impact of different foods.

Estimated Impact

Variable carbon impact depending on the resulting changes in practices (percentage increase in vegetarian and locally-sourced meals consumed by employees, and other environmental measures applied by the restaurant).

Estimated Cost

Labelled restaurants are not necessarily more expensive than conventional ones, but this depends on the restaurants available locally.

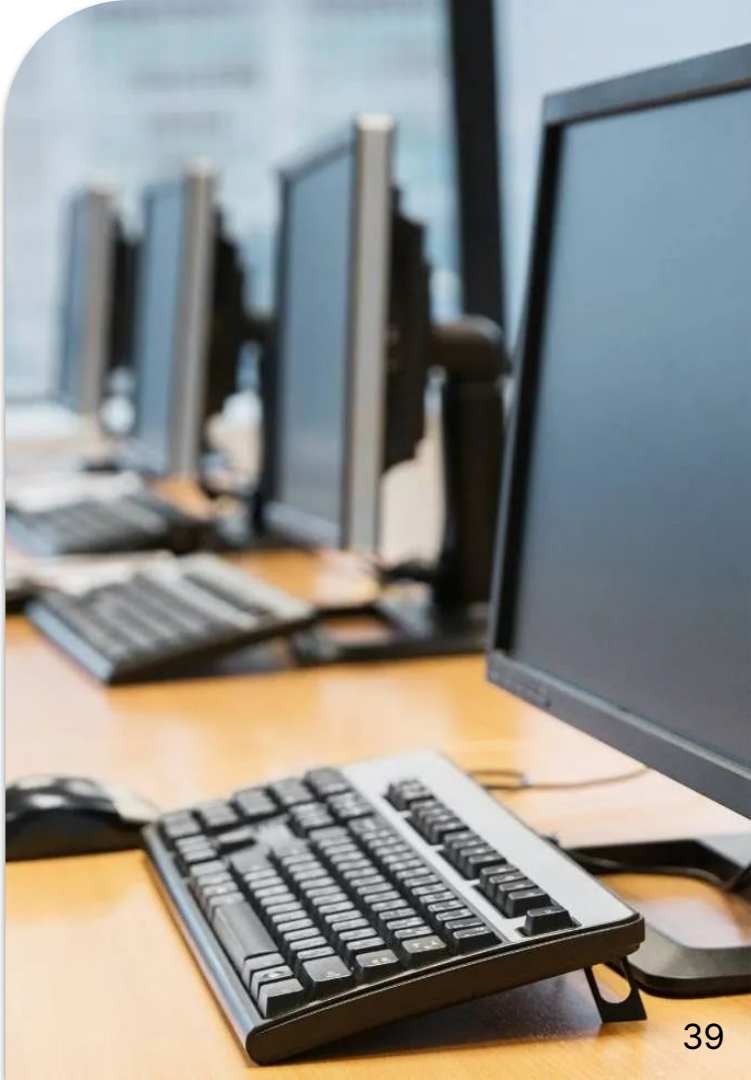
Recommended Service Providers

The sustainable restaurant association
Zerofoodprint
Ecocook

Implementation

1. ESTABLISH and start monitoring your KPIs (ex. percentage of restaurant meals consumed in partnered or labeled establishments).
2. SELECT and partner with labeled establishments that align with your sustainability goals. You can use our non-exhaustive service provider list.
3. PROMOTE these establishments among your employees and favor them when organizing company events.

Assets



Limit the renewal of your IT equipment

Asset

While it's important to regularly update this equipment to ensure functionality, companies should also consider the environmental impact of device renewal policies. Renewing devices solely for image or standardization purposes, rather than necessity, contributes to e-waste and increases carbon emissions. Additionally, some companies provide employees with more equipment than necessary for completing their tasks, or equipment that's redundant with personal equipment that could be used in a professional setting (headphones, mouses, screens, etc.).

Benchmark

Evernex took measures to eradicate ephemeral hardware and unnecessary equipment and replace them with long-lasting, trusted systems that maximize resources and reduce carbon footprint.

Estimated Impact

Emission reduction in both assets (fewer purchases of IT equipment) and energy (fewer appliances in the offices). Depending on companies, between 10% and 25% of total IT purchases could be avoided.

Estimated Cost

Only cost savings thanks to lower IT expenditure.

Implementation

1. ESTABLISH and start monitoring your KPIs (ex. percentage decrease in new equipment acquisition per employee).
2. DEVELOP a device management policy that outlines guidelines for the management of digital devices, with purchase, maintenance, and replacement.
3. PROMOTE the concept of sufficiency among employees by highlighting its importance in minimizing waste and reducing environmental impact.

Set up a system for recovering and reusing used work equipment.

Asset

Implementing a system for recovering and reusing used work equipment reduces the company's carbon footprint by minimizing the emissions associated with the production of new equipment. This approach, focused on extending the lifespan of existing goods, promotes a circular economy while generating savings, enhancing the company's image and contributing to responsible waste management. Adopting this initiative demonstrates the company's commitment to sustainability and reducing its carbon footprint.

Benchmark

Google has introduced a program called the "Take Back Program" which allows employees to return their old work clothes for recycling. They have also adopted a more relaxed dress code policy, encouraging more moderate consumption.

IKEA encourages a more sustainable approach to fashion by providing sustainable work uniforms and exploring solutions to extend the life of its employees' clothing.

Estimated Impact

The implementation of a system for the recovery and reuse of used work equipment is estimated to have a significant positive carbon impact. By reducing the manufacture of new equipment, this action contributes directly to the reduction of greenhouse gas emissions throughout the life cycle, thus promoting a more sustainable and responsible approach to the environment.

Estimated Cost

The estimated cost of setting up a system to recover and reuse used work equipment varies according to the size and complexity of the company. Despite potential initial investments, long-term economic benefits, such as savings on the purchase of new equipment, can offset these costs.

Implementation

1. VALUE the quantity of materials that could be recovered. Consider volume, associated emissions and market impact.
2. CONDUCT a study to see how to set up a recovery and reuse system.
3. SEARCH for suppliers who can meet your materials collection and recycling needs.

Prefer refurbished/second hand furnitures

Asset

Choosing refurbished furniture extends its lifespan and avoids the resource consumption required for new production. This has a significant positive impact on indicators such as reducing fossil and mineral resource depletion, lowering CO2 emissions, and minimizing waste, particularly from demolition and end-of-life furniture.

Benchmark

Around 52% of IKEA's climate footprint comes from furniture materials. Aiming for a fully circular value chain by 2030, IKEA has taken key actions, including furniture reuse. In 2020, it opened its first second-hand store at ReTuna, Sweden, cutting emissions by an estimated 41–46% over the product lifecycle.

Estimated Impact

Refurbishing furniture can significantly reduce its environmental impact, with studies indicating reductions of approximately 40% to 84% over the product's lifecycle. The exact impact depends on factors such as the organization of the refurbishment process (e.g., logistics, energy).

Estimated Cost

Refurbished equipments are cheaper and can have similar life spans with proper commercial guarantees.

Recommended Service Providers

Recommerce Group
Bureau Move
Reseau.b
Your bureau
Conventional manufacturers also start offering refurbished equipment.

Implementation

1. ASSESS asset needs and refurbishment options (evaluate needs, identify refurbishable assets.
2. RESEARCH reputable suppliers for refurbished assets, ensuring alignment with sustainability criteria.
3. ESTABLISH and monitor KPIs (e.g., refurbished asset rate, cost savings, emission reduction). Communicate to engage employees.

Rent IT equipment instead of owning it

Asset

Digital equipment is among the most complex to produce and the least durable. For example, the average life of a smartphone is between 23 and 37 months, while its production requires more than 50 different materials and the extraction of more than 200 kg of materials. Renting equipment allows to access equipment when required, improving overall efficiency. This is especially interesting if there is a tendency within your company to store much unused equipment. In addition, location services optimize repair and end-of -life of the devices (notably the refurbishing for the material).

Benchmark

In Finland, Newsec and 3stepIT collaborated to address the challenges posed by rapid staff growth. Newsec, experiencing a significant increase in employee headcount from 120 to nearly 600, sought a more suitable IT procurement and management strategy. They leased devices on a three-year basis, and once the devices reached the end of their lease period, they were securely wiped and refurbished for use by other businesses.

Estimated Impact

Up to a 50% reduction in emissions, depending on the current average lifetime of your equipment. The longer the current the lifetime, the lower the impact of this action. For reference, current IT equipment typically lasts between 3 and 4 years within a company.

Estimated Cost

Cost difference between renting and owning equipment is variable, notably depending on usage frequency and your location. Renting is, nonetheless, usually cost-effective.

Recommended Service Providers

Groupe Recommerce
Evernex
LDLC
Mile
Release capital

Implementation

1. ASSESS your IT equipment (Evaluate current IT equipment inventory and identify the ones become obsolete quickly, Research rental providers).
2. COMMUNICATE actions to employees, provide training to employees on how to effectively utilize and maintain rented IT equipment.
3. ESTABLISH and monitor your KPIs (example: percentage change in cost, ...). Communicate on it to maintain employees engagement and enthusiasm.



Conclusion

Conclusion

The GHG assessment made it possible to identify RelocateU's main GHG emission sources so as to frame the company's carbon strategy and identify the items that need to be studied in greater depth with the aim of continuously improving the company's environmental impact.
It has been established that direct emissions (Scope 1) and energy-related indirect emissions (Scope 2) represent a small part of a company's impact. It is therefore essential to mobilize our company's suppliers and employees.

To meet the 2015 Paris Agreement target of a 50% reduction in GHG emissions between 2020 and 2030, we need to achieve a 6.3% reduction in emissions within one year (-7 tCO2e).

The recommended next steps in RelocateU's carbon strategy are:

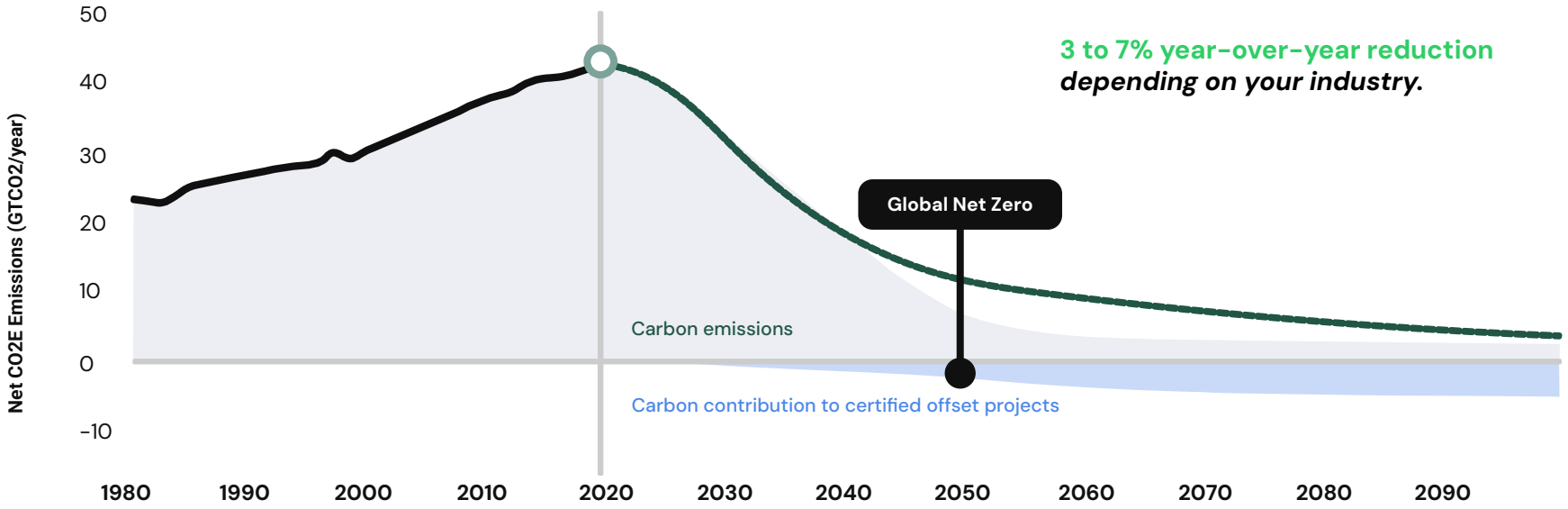
1. **Study key emission sources in greater depth,** if you opt for that. Your Climate Expert can help you decide between the different options available!
2. **Establish GHG emission reduction targets and implement an action plan** in order to achieve these targets.
3. **Engage your suppliers** using the Greenly supplier engagement tool.
4. **Engage your employees** using the interactive Greenly training quizzes.
5. **Communicate with your stakeholders** about your commitment and carbon footprint, your reduction targets and the action plan considered.
6. **Contribute to certified GHG reduction / sequestration projects** available on the Greenly platform.



What's next?

Committing to a multi-year decarbonization strategy

A SUSTAINED EMISSIONS REDUCTION BASED ON THE LEVELS REQUIRED BY THE PARIS AGREEMENT



RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

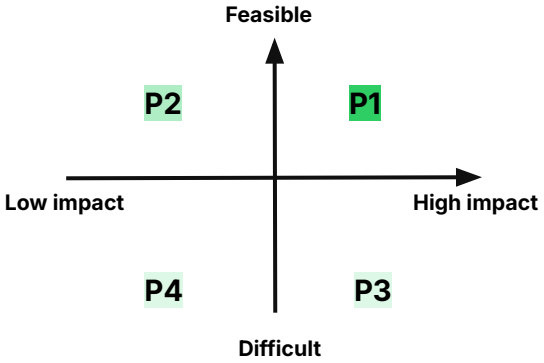
How can I build my reduction trajectory?

THE 4 KEY STAGES IN DEFINING AND FOLLOWING YOUR TRAJECTORY

Refine your greenhouse gas emissions assessment

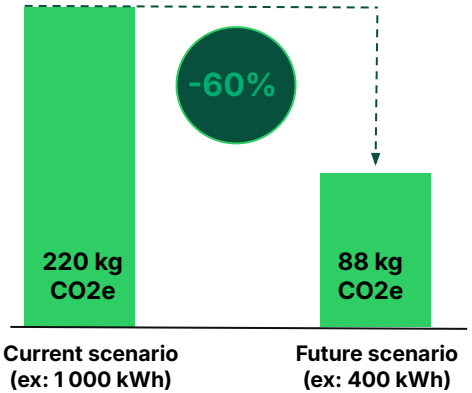
Your 2024 assessment is based on **55%** of physical data, the rest being financial data. We recommend that you regularly improve the accuracy of your greenhouse gas assessment by adding more physical data. You will be able to quantify and monitor your reductions with precise targets in km, kg, kWh, etc.

Prioritize your actions



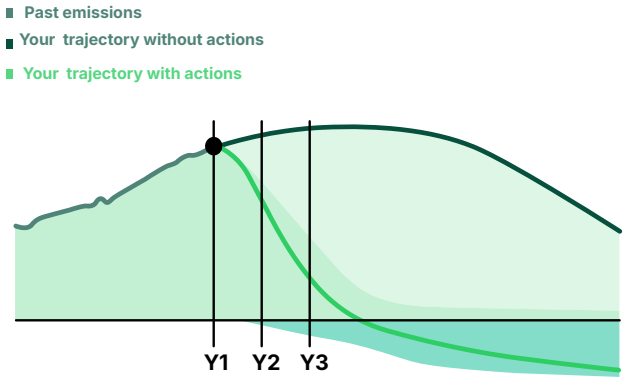
Place your actions on the matrix after identifying operational constraints in consultation with your teams.

Calculate their reduction potential



Select the right KPIs before you start, then calculate the reduction potential.

Monitor your results



Monitor your progress regularly and measure your results during your annual GHG assessment.

The 5 Pillars of a Climate Strategy

DISCOVER THE 5 PILLARS BASED ON THE NET ZERO INITIATIVE

1. Measure

- Track emissions annually
- Go deeper in the analysis of your main emission sources

Carbon data analysis

CSRD

LCA

2. Reduce

- Choose an action plan in line with the Paris Agreement
- Quantify your action plan to build a carbon trajectory

Action Plan Tab

3. Educate

- Engage your suppliers in your strategy
- Train your employees

Supplier engagement

Employee training

4. Commit

- Commit to an objective
- Communicate transparently

Communication kit

5. Contribute

- Contribute in carbon sequestration & avoidance projects to cover non compressive emissions

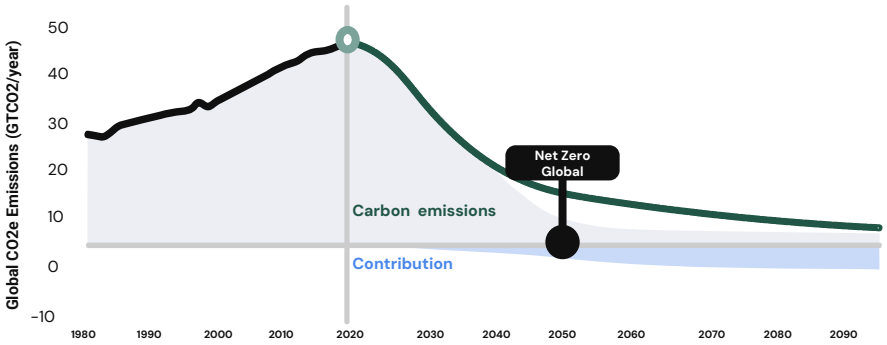
Carbon contribution

Commit to a Multi-year Carbon Trajectory

A LONG-TERM REDUCTION IN EMISSIONS IN LINE WITH THE OBJECTIVES OF THE PARIS AGREEMENT OR YOUR PERSONAL OBJECTIVES

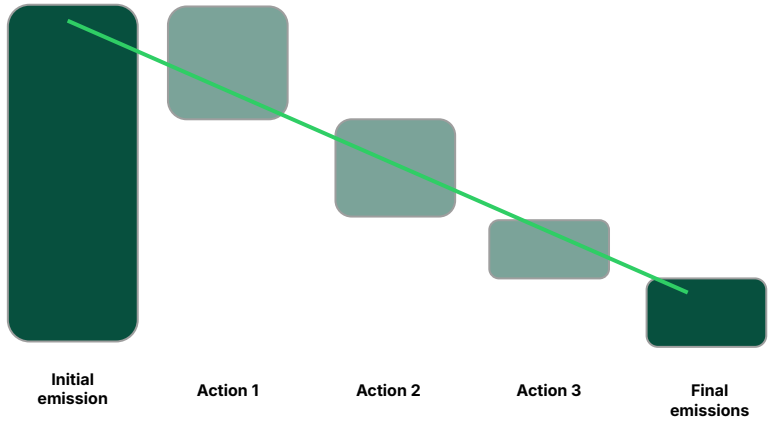
Paris Agreement Objective

-3% to -7% reduction annually



Objective Based on your Actions

Define your reduction objective based on facilitating actions

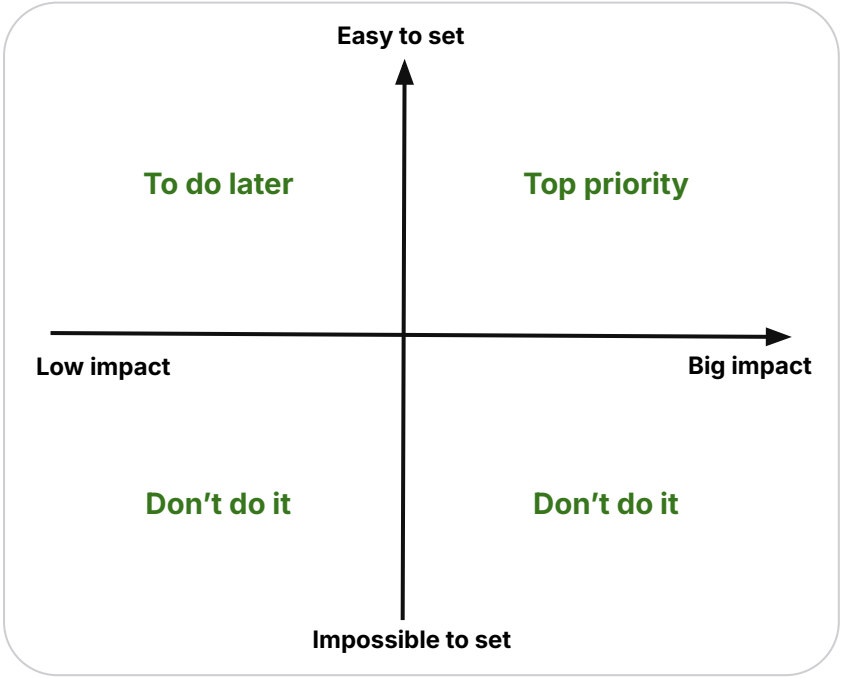


Build Your Carbon Reduction Trajectory

3 KEY STEPS TO BUILD YOUR TRAJECTORY

Prioritize your actions | Calculate their reduction potential | Optimize your trajectory

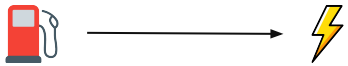
1. Bring together the stakeholders in your climate strategy
2. Place the action suggestions from the Greenly report on the matrix after identifying their constraints
3. Keep all feasible actions and prioritize those with the greatest impact



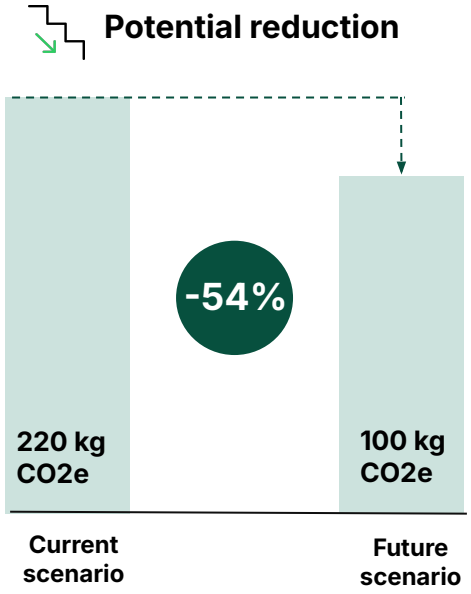
Build Your Carbon Reduction Trajectory

3 KEY STEPS TO BUILD YOUR TRAJECTORY

Prioritize your actions | **Calculate their reduction potential** | Optimize your trajectory



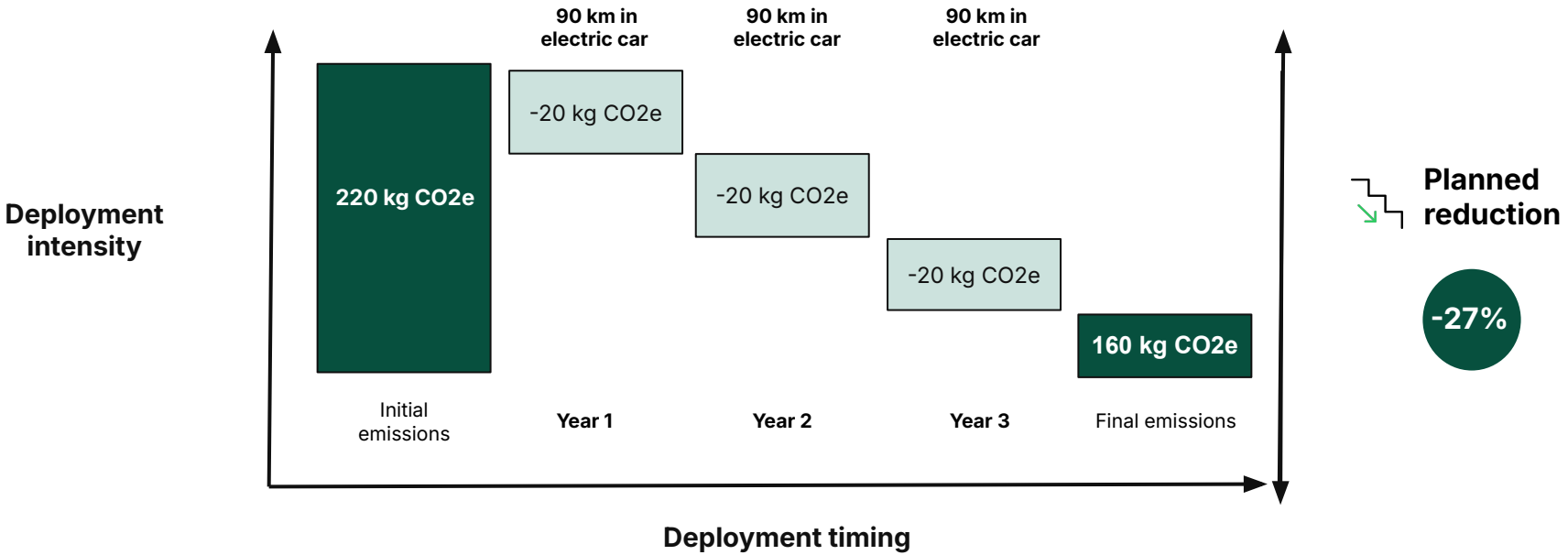
Current scenario	**1,000 km per year with thermal cars**	**1,000 km per year with electric cars**	**Future scenario**
Emission Factor	**0.22 kg CO2e/km**	**0.1 kg CO2e/km**	**Emission Factor**
Total Emissions	**220 kg CO2e**	**100 kg CO2e**	**Total Emissions**



Build Your Carbon Reduction Trajectory

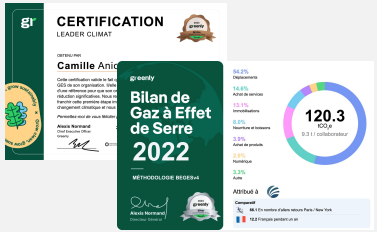
3 KEY STEPS TO BUILD YOUR TRAJECTORY

Prioritize your actions | Calculate their reduction potential | **Optimize your trajectory**



Greenly's communication support to highlight commitment

Company & Personal Certificates



Social Networks



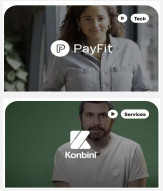
PR

Communicate on media



Customer Video Testimonials

Testimonials showcasing the work done with Greenly



Premium

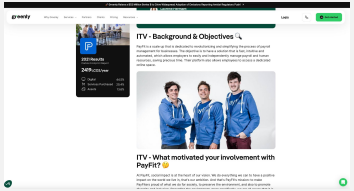
Join our community: ESG Connect

Slack Channel, afterwork, Events, Webinars

350k Members
As of August 2023

10+ Countries
including USA, UK, France, Australia etc.

Case studies



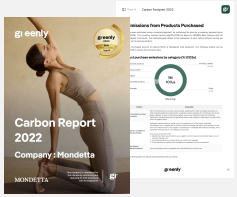
Webinar

Communicate on your results in a Webinar with a Greenly expert!



Extended Report

Get your report formatted by our marketing team



RelocateU GLOBAL CORPORATE HOUSING PROVIDER

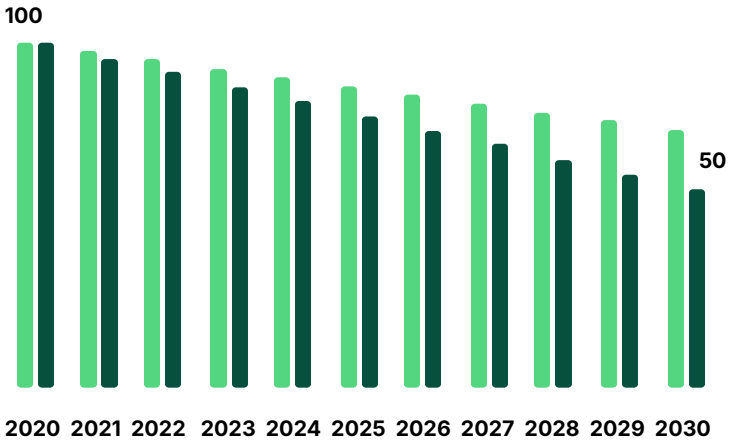
greenly

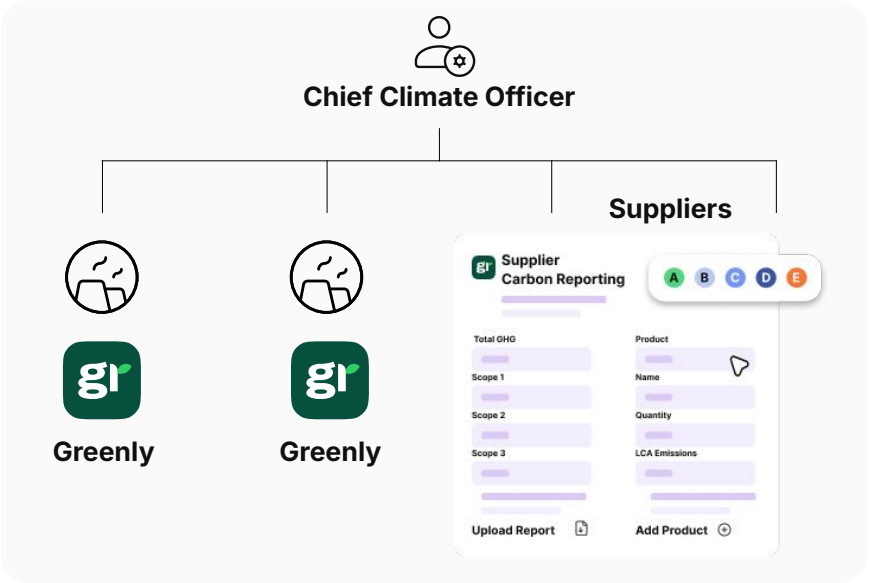
Engaging suppliers to align with the company's Net Zero targets

ENGAGE SUPPLY CHAIN VIA A DEDICATED SUSTAINABLE PROCUREMENT STRATEGY

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Reduction Trajectory Science Based Targets
Aligned with 1.5°C & Well below 2.0°C





RelocateU GLOBAL CORPORATE HOUSING PROVIDER

greenly

Maturity of climate strategy

YOUR GREENLY CLIMATE SCORE

Greenly score criteria



Pioneers in the climate transition
< 1% of companies (Score ≥ 85)



Responsible companies
5% of companies (Score 60 - 84)



Building a company in transition
15% of companies (Score 35 - 59)



Beginners committed to the transition
30% of companies (Score 5 - 34)

Enthusiasts to awaken
10% of companies (Score 0 - 4)

Lack of interest in the climate
40% of companies

The statistics are drawn from the Greenly supplier and customer database, which includes several thousand companies of all sizes, sectors and geographies. For more similar statistics, consult the CDP corporate climate tracker.



The intermediate Greenly Climate Score of RelocateU is 40 points

Points are distributed as follows:

Measure: **20**/40
Reduce: **15**/50
Raise awareness : **5**/20
Commit : **0**/20
Contribute: **0**/5
Bonus : **0**/20

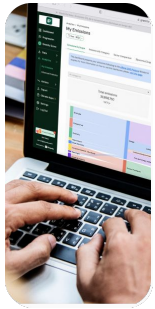
The Score will be updated at the Climate Strategy follow-up meeting.

Statistics were computed on the Greenly supplier database

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

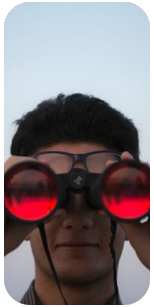
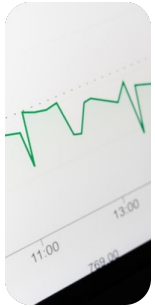
Engaging employees on Climate Change

OUR MONTHLY TRAININGS







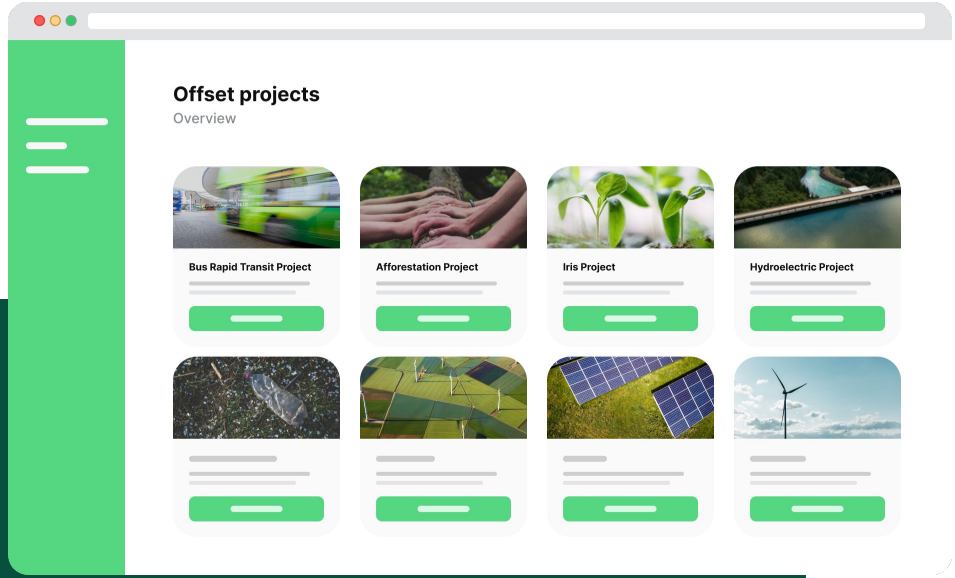



Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 12
Onboarding	Quiz 1 Climate Science	Quiz 2 IT	Quiz 3 Food	Quiz 4 Transport	Quiz 5 Energy	And more..	A look back on the year

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Net Zero Contribution – What to Expect

SOURCING ONLY VERIFIED & CERTIFIED PROJECTS



Ensure projects are certified

We source projects that meet criteria of additionality, permanence, auditability and measurability

Contribute to Net Zero

Ensure you are responsible for more emissions capture that what your organization is emitting

LABEL BAS CARBONE riverse Gold Standard

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Become a Referral Partner

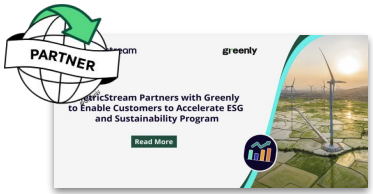
Refer customers to Greenly and use your commissions to reduce the cost of your future GHG reports.

~~10%~~ **15%**
Commission or partner discounts directly more advantageous for Greenly customers.

1 — 2 — 3

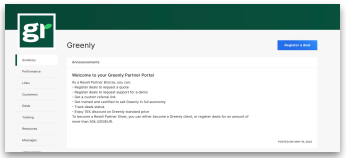
COMMUNICATE

Leverage our resources to communicate to your network



REFER LEADS

Send leads to the Greenly Sales Team



EARN REVENUE

Receive quarterly payments for your business and amortize the cost of your future reports



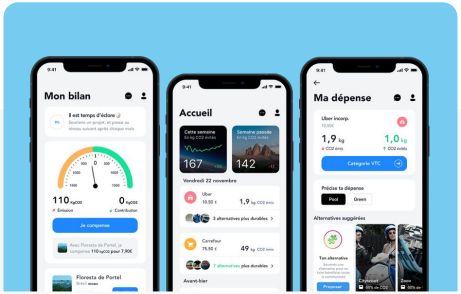
greenly



About Greenly

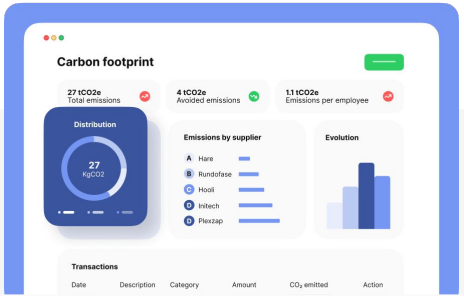
The Greenly Vision

MAKING CARBON ANALYTICS UNIVERSAL



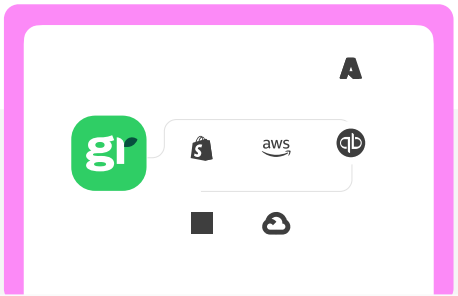
CARBON FOOTPRINT APP & API

First carbon fintech app launched



CARBON ACCOUNTING SOFTWARE

Launch B2B SaaS for SME Carbon Footprint (GHG Protocol)



CLIMATE APP STORE

Introducing the first Climate App Store in 2023

RelocateU
GLOBAL CORPORATE HOUSING PROVIDER
greenly

Building up a global tech leader to scale carbon accounting

FOUNDER VISION: HELPING ALL COMPANIES START THEIR CLIMATE JOURNEY TO FAST-TRACK THE ENERGY TRANSITION



Arnaud Delubac
CMO & Co-Founder

INSEEC, Essec - Centrale
Digital Comm at Prime Minister Office, & Ministry of Digital

SECRÉTARIAT D'ÉTAT CHARGÉ DE LA TRANSITION NUMÉRIQUE 2018-2019



Alexis Normand
CEO & Co-Founder

HEC, Sciences-Po
Ex Head of B2B & Boston Office at Withings, Techstar w/Embleema

withings 2013-2018



Matthieu Vegreville
CTO & Co-Founder

Ecole Polytechnique - Telecom
Ex Data Science
& B2B SaaS at Withings

techstars_ 2018-2019

Everyone should strive to achieve Net-Zero, not just the elite. Consumers want all companies to implement sustainable changes

Greenly is instigating a bottom-up climate revolution making it simple for all companies & employees to start their climate journey

Working with our initial 1,000 customers, we see that early adoption of carbon initiatives boosts growth and profitability, while helping companies start their climate journey

As regulations make carbon disclosure mandatory, Greenly is building highly-scalable tech to address the enormous influx of mid-market businesses joining the energy transition.

Greenly's product-led growth rests on three pillars: 1- a tech-enabled end-to-end carbon platform ; 2- an outstanding UX to cultivate a growing community of climate leaders: 3- Lastly, a global ecosystem of partners who leverage Greenly to scale carbon accounting over their network.

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Greenly is the world's fastest growing carbon management platform

WE ARE SCALING OUR TECH, OUR CUSTOMERS BASE & CLIMATE TEAM

150+

Team with Climate Experts Data Scientists, Data analysts, Data Engineers, DevOps Engineers

1000+

Customers in Tech, Industry, Energy, Logistics, Construction, Real Estate etc.

50k

Emissions sources aggregated from customers & industry databases

10+

Geographies covered with customers in the US, UK, France, Italy, Germany, Nordics...

These companies are tracking their carbon footprint with Greenly

Industries	faurecia, HUTCHINSON, RENAULT, TEVA, Schlumberger
Tech	alma, ZOOPLA, Tripadvisor, PayFit, Konbini
Retail	b Corp, COURIR, LVMH, Pernod Ricard
Services	ACCOR, Capgemini, Kéa, Mediametrie, econocom
Finance	COATUE, Shell Ventures, AXA, EIFFEL, BNP PARIBAS

RelocateU GLOBAL CORPORATE HOUSING PROVIDER

greenly

Scientific council

INDUSTRY, AI & CLIMATE EXPERTS



Pr. Michel BAUER

Sociologist
HEC
–
Corporate organisation



Nicolas HOUDANT

CEO
Énergies demain
Ex
GreenNext



Peter FOXPENNER

Professor
BU University
–
Electricity grids & Carbon expert



Pr. Yann LEROY

Professor
CentraleSupélec
–
Carbon Product Life-Cycle



Pr.Antoine DECHEZLEPRÊTRE

Professor
LSE
–
Climate change policies



Pr. Rodolphe DURAND

Professor
HEC
–
Corporation transformation

RelocateU
GLOBAL CORPORATE HOUSING PROVIDER

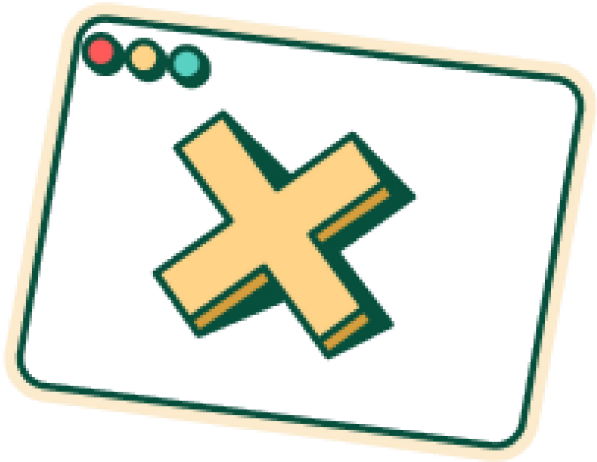
greenly



Appendix

Disclaimer

These quality controls were not automatically passed by the current carbon footprint. However, RelocateU reviewed them and decided to carry on with the generation of the carbon footprint. You can see the full detail on the platform.



Scope 1&2



Scope	Name	tCO2e	
1.1	Generation of electricity, heat or steam	-	EXCLUDED : Category is not relevant for the company
1.2	Transportation of materials, products, waste, and employees	-	EXCLUDED : Category is not relevant for the company
1.3	Physical or chemical processing	-	EXCLUDED : Category is not relevant for the company
1.4	Fugitive emissions	-	EXCLUDED : Category is not relevant for the company
2.1	Electricity related indirect emissions	-	EXCLUDED : Category is not relevant for the company
2.2	Steam, heat and cooling related indirect emissions	-	EXCLUDED : Category is not relevant for the company

To see more details of the methodology for each regulatory entry please visit Greenly!

Scope 3

100% accounted



Scope	Name	tCO2e	
3.1	Purchased goods and services	43	
3.2	Capital goods	4	
3.3	Fuel- and energy- related activities not included in Scope 1 or Scope 2	0	
3.4	Upstream transportation and distribution	0.2	
3.5	Waste generated in operations	-	EXCLUDED : Category is not relevant for the company
3.6	Business travel	58	
3.7	Employee commuting	1	
3.8	Upstream leased assets	-	EXCLUDED : Category is not relevant for the company
3.9	Downstream transportation and distribution	-	EXCLUDED : Category is not relevant for the company
3.10	Processing of sold products	-	EXCLUDED : Category is not relevant for the company
3.11	Use of sold products	-	EXCLUDED : Category is not relevant for the company
3.12	End-of-life treatment of sold products	-	EXCLUDED : Category is not relevant for the company
3.13	Downstream leased assets	-	EXCLUDED : Category is not relevant for the company
3.14	Franchises	-	EXCLUDED : Category is not relevant for the company
3.15	Investments	-	EXCLUDED : Category is not relevant for the company
4.1	Other emissions - Emissions from biomass (soil and forests)	0	

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

Scope 1&2



Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
1.1	-	-	-	-	-	-	-
1.2	-	-	-	-	-	-	-
1.3	-	-	-	-	-	-	-
1.4	-	-	-	-	-	-	-
2.1	-	-	-	-	-	-	-
2.2	-	-	-	-	-	-	-

* Results expressed in tons of CO2e

Scope 3



Scope	tCO2e	tCO2b	CO2f*	CH4f*	CH4b*	N2O*	Other GHGs*
3.1	43	0	37	4	0	1	0.5
3.2	4	0	4	0.00008	0	0.00003	0.00001
3.3	0	0	0	0	0	0	0
3.4	0.2	0	0.2	0.02	0	0.01	0
3.5	-	-	-	-	-	-	-
3.6	58	0	50	4	0	4	0
3.7	1	0	0.9	0.1	0.04	0.2	0.03
3.8	-	-	-	-	-	-	-
3.9	-	-	-	-	-	-	-
3.10	-	-	-	-	-	-	-
3.11	-	-	-	-	-	-	-
3.12	-	-	-	-	-	-	-
3.13	-	-	-	-	-	-	-
3.14	-	-	-	-	-	-	-
3.15	-	-	-	-	-	-	-
4.1	0	0	0	0	0	0	0

* Results expressed in tons of CO2e

RelocateU GLOBAL CORPORATE HOUSING PROVIDER greenly

greenly

Contact us

support@greenly.earth

www.greenly.earth