

Fiscal 2026 Environment and People Data Book

This data book supports Kyndryl's [Fiscal 2026 Corporate Citizenship Report \(CCR\)](#) and includes key non-financial environmental and people data and performance disclosure metrics. All information is for the fiscal year (FY) noted. For more information on our environment and people programs, please see the [Environment](#), [People](#) and [Our Business](#) chapters of our CCR. Additional information and performance disclosures related to our environment, people and trust programs are available on our [Non-Financial Reporting Hub](#), including the following reports:

- [Fiscal 2026 TCFD Report](#)
- [Fiscal 2026 GRI Content Index](#)
- [Fiscal 2026 SASB Content Index](#)
- [Fiscal 2026 CDP Response](#)
- [Fiscal 2026 UN SDG Mapping](#)

Environment

GHG emissions, waste and water methodologies

Kyndryl engaged ERM Certification and Verification Services Incorporated (ERM CVS) to perform a limited assurance engagement on scope 1 greenhouse gas (GHG) emissions, scope 2 GHG emissions, scope 3 GHG emissions, and waste and water data for fiscal year 2026 (April 1, 2025–March 31, 2026).

In fiscal 2026, Kyndryl also recalculated historical scope 1, 2 and 3 emissions and water data for fiscal 2023, 2024 and 2025. The recalculations reflect increased availability of actual data and updates to our reporting boundary, select calculation methodologies and select emission factors. Following these recalculations, we engaged ERM CVS to perform a limited assurance engagement on scope 1, 2 and 3 GHG emissions for our fiscal 2023 baseline (April 1, 2022–March 31, 2023).

Details of methodologies used and third-party assurance are provided below.

Organizational boundary

Kyndryl's organizational boundary applies to scope 1 and 2 GHG emissions, energy, waste and water from our globally managed properties, and we define the boundary using the operational control approach. The boundary includes data centers and non-data centers (e.g., offices, warehouses, etc.) that are owned and operated, leased and operated, and serviced. Serviced sites are defined as locations that are operated by a third party. The sites included within our organizational boundary are determined through internal systems which are used to track leases and assets. Our approach accounts for emissions of new properties entering our portfolio within the fiscal year on a monthly basis and excludes the emissions of any closed properties only for the period that they cease to operate. Data is reported following the end of Kyndryl's fiscal year, covering April 1 to March 31. Overseen

by the Senior Vice President of Global Citizenship and Sustainability, the Global Citizenship and Sustainability (GCS) team is responsible for monitoring and reporting environmental data. GCS works collaboratively with other teams within Kyndryl, including Real Estate and Data Center Services, Procurement, Logistics, Asset Management, Finance, Human Resources and Legal.

Environmental data and metrics boundaries

Kyndryl considers the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) Greenhouse Gas (GHG) Protocol to assess, calculate and report direct and indirect GHG emissions.

Specifically, we follow:

- GHG Protocol: A Corporate Accounting and Reporting Standard, Revised Edition
- GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard
- GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- GRI 306: Waste 2020
- GRI 303: Water and Effluents 2018.

There is uncertainty in quantifying GHG emissions and other environmental data with mathematical models, calculations and data collection. The models used are not always able to accurately measure the relationship between various inputs and the resulting GHG emissions, in part due to incomplete scientific knowledge and assumptions built into models. Kyndryl works with and relies on third parties to collect and provide relevant environmental data regarding third-party emissions. The data provided in this report is therefore subject to limitations.

Scope 1 and 2

Kyndryl’s GHG emissions include emissions from stationary combustion at operated facilities, fleet vehicle fuel and fugitive releases from GHG Protocol–related refrigerants¹ at sites with Kyndryl-operated equipment. In our baseline year, fiscal 2023, our disclosed fleet-related emissions, which include Kyndryl-owned and -leased vehicles, were specific to the United States. However, due to improved data capture, our fiscal 2024 and subsequent years’ scope 1 emissions include global fleet-related emissions. Emissions from employee commuting activity are captured in scope 3 category 7.

Kyndryl’s scope 2 emissions include emissions from purchased electricity, hot water, chilled water and steam for operated facilities, as well as those generated from the electricity required to power and support Kyndryl’s IT load in serviced data centers. Other GHG emissions from serviced sites are captured in our scope 3 category 1 (purchased goods and services) emissions. In fiscal 2026, we revised and re-baselined our fiscal 2023 scope 2 emissions to exclude serviced offices, consistent with our current methodology.

Scope 1 and 2 emissions are inclusive of GHGs covered by the GHG Protocol. In Kyndryl’s operations, PFCs, NF₃ and SF₆ were not found, and biogenic CO₂ emissions from renewable sources were found to be insignificant.

Kyndryl’s scope 1 and 2 emissions are provided in units of metric tons of carbon dioxide equivalent (mtCO₂e). We calculated scope 1 and 2 emissions using Global Warming Potentials (GWPs) defined by the Intergovernmental Panel on Climate Change’s (IPCC) Sixth Assessment Report (AR 6, 100-year horizon), except for cases of purchased electricity where a subset of emission factors is provided with an embedded GWP. In such cases, the embedded GWP is applied without conversion to AR 6. GWP values related to fugitive releases of refrigerants are sourced from either the UNEP Refrigeration, Air Conditioning and Heat Pumps Technical Options Committee 2022 Assessment Report or the U.K. Government GHG Conversion Factors for Company Reporting applicable for the reporting year. CO₂e emissions are calculated by multiplying actual or estimated energy and fuel usage, or refrigerant gas loss, by the relevant emission factor and/or GWP. All emission factors are reviewed annually.

¹ GHG Protocol–related refrigerants refers to refrigerants covered under the Kyoto Protocol, including those outlined in Table 5.

Scope 3

By using industry best practices, following the WRI/WBCSD GHG Protocol’s Corporate Value Chain (Scope 3) guidance and evaluating our business model, Kyndryl determined which scope 3 categories to include in our boundary, as shown in the table below. More information is provided in the section on our [scope 3 methodology](#).

Table 1: Kyndryl scope 3 categories

Scope 3 approach	Scope 3 category	Status
Category 1	Purchased goods and services	Included
Category 2	Capital goods	Included
Category 3	Fuel- and energy-related activities	Included
Category 4	Upstream transportation	Included
Category 5	Waste generated in operations	Included
Category 6	Business travel	Included
Category 7	Employee commuting	Included
Category 8	Upstream leased assets	Excluded
Category 9	Downstream transport	Excluded
Category 10	Processing of sold products	Excluded
Category 11	Use of sold products	Excluded
Category 12	End of life (EoL) treatment of sold products	Excluded
Category 13	Downstream leased assets	Excluded
Category 14	Franchises	Excluded
Category 15	Investments	Excluded

Waste

Following the operational control approach, Kyndryl's waste boundary includes non-hazardous and hazardous waste from all operated sites — including data centers and non-data centers. Our waste boundary also includes Kyndryl's electronic waste (e-waste) — sometimes referred to as product end-of-life management (PELM) waste — from owned IT assets. Non-hazardous waste includes waste streams such as general mixed trash, paper, metal, plastic and cardboard. Hazardous waste includes waste streams such as batteries, petroleum waste and electronic components.

Water

Kyndryl's water use primarily comes from water used in our data centers for cooling and humidification. Water usage in our offices is comparatively much smaller and generally is limited to restrooms and other facilities. Water withdrawal, discharge and consumption at operated data centers and offices, as well as water used to support Kyndryl's IT load in serviced data centers, is included in Kyndryl's water boundary.

Methodology and emission factors

Scope 1 and 2

Scope 1 emissions consist of:

- Stationary combustion of fossil fuels in stationary equipment and machinery at Kyndryl-operated sites
- Mobile combustion of fossil fuels from Kyndryl's owned and leased mobile fleet
- Fugitive refrigerant (GHG Protocol-related) releases at sites with Kyndryl-operated equipment

Scope 2 emissions relate to emissions from the generation of electricity, steam, hot water and chilled water purchased by Kyndryl for operated facilities and from the electricity required to power and support Kyndryl's IT load in serviced data centers.

Stationary combustion

Fossil fuels from stationary combustion sources include natural gas, diesel, fuel oil #2 and liquefied petroleum gas (LPG). Kyndryl collects data on these sources from third-party invoices. Missing natural gas and diesel data is gap-filled based on the corresponding month from previous years' data. The most recent month is used if the corresponding month is not available, or if the data center is decreasing use due to closure or increasing use due to a ramp-up period. If no historical consumption data is available, missing natural gas and diesel data is estimated based on electricity consumption using an intensity factor. The intensity factor is calculated based on actual data available for the appropriate fossil fuel consumption per electricity consumption. All available LPG and fuel oil #2 data is reported as received; Kyndryl does not gap-fill or estimate missing data for these sources. See Table 2 for complete details. Estimation accounts for approximately 11.7% of stationary combustion-related activity data, and gap-filled data accounts for approximately 0.2% of stationary combustion-related activity data.

Table 2: Stationary combustion data

Fuel type	Actual data	Gap-filled data ²	Estimated data
Natural gas			
Data center	Yes	Yes — as needed, gap-filling is done using data from a similar month (e.g., March 2025 used for March 2026)	Yes — as needed, estimation is done using intensity factor specific to data centers
Non-data center	Yes	Yes — as needed, gap-filling is done using data from a similar month (e.g., March 2025 used for March 2026)	Yes — as needed, estimation is done using intensity factor specific to non-data centers
Diesel			
Data center	Yes	Yes — as needed, gap-filling is done using data from a similar month (e.g., March 2025 used for March 2026)	Yes — as needed, estimation is done based on average monthly diesel use at the facility
Non-data center	Diesel for backup electricity at non-data center facilities is negligible		
Fuel oil #2			
Data center	Yes	No — all fuel oil #2 use is reported	No — all fuel oil #2 use is reported
Non-data center	Fuel oil #2 for backup electricity at non-data center facilities is negligible		
Liquefied petroleum gas (LPG)			
Data center	Yes	No — all LPG use is reported	No — all LPG use is reported
Non-data center	LPG used at non-data center facilities is negligible		

² Gap-filled data is used for data we do not currently have but expect to receive in the future. Once actual data is available, we will replace the gap-filled data.

³ Non-GHG Protocol-related refrigerants include refrigerants governed by the Montreal Protocol such as CFCs, HCFCs and halons, which are excluded from scope 1 emissions but are tracked and disclosed separately for transparency and ozone depletion considerations.

Mobile combustion

Fleet fuel consumption is tracked by our Global Procurement Car Leasing, Car Rental and Compensation group. For fiscal 2023 and 2024, annual fuel consumption — including gasoline, diesel and compressed natural gas — and electricity consumption for electric and hybrid vehicles was assumed based on the typical consumption rate. In fiscal 2023, our disclosed fleet-related emissions were specific to the United States; since fiscal 2024, they have been global. Starting in fiscal 2025, we incorporated annualized contractual mileage data for each fleet into our fleet-related emissions calculations. This more granular data, which was not available in previous years, now enables more precise emissions estimates. We apply the fuel-based method to calculate CO₂ emissions using fuel economy figures and mileage data for each vehicle. We estimate CH₄ and N₂O tailpipe emissions separately using the distance-based method.

Fugitive refrigerant releases

For refrigerant releases associated with both GHG Protocol and non-GHG Protocol-related³ refrigerants, the type and loss amount are recorded in our Environmental Incident Reporting System in the period in which the refrigerant is refilled. Refrigerant gas loss is calculated based on site-specific refrigerant management records. The calculation assumes that the period in which the refrigerant was refilled is the same as the period in which it was released. The GHG emissions associated with GHG Protocol-related refrigerants are reported under the scope 1 GHG inventory, while non-GHG Protocol-related refrigerants are excluded but reported separately for Ozone Depletion Potential (ODP) purposes.

Purchased electricity, steam, hot water and chilled water

Data on purchased electricity, steam, hot water and chilled water consumed at Kyndryl sites is collected from third-party invoices. Missing electricity, hot water and chilled water data is either gap-filled or estimated. Gap-filled data is based on the corresponding month from the previous year. It is based on the most recent month if the corresponding month is not available, the data center is decreasing use due to closure or the data center is increasing use due to a ramp-up period.

We estimate electricity data for data centers using an intensity factor based on actual electricity consumption per data center IT load multiplied by the IT load of the site requiring estimation. Intensity factors are calculated separately for operated data centers and serviced data centers. For non-data centers, we estimate electricity data using an intensity factor based on actual electricity consumption per net rentable floor space multiplied by the net rentable floor space of the site requiring estimation. We estimate hot water data for non-data centers using an intensity factor based on hot water consumption per electricity consumption at sites with actual data multiplied by the electricity consumption of the non-data center requiring estimation.

For data related to purchased electricity, hot water and chilled water, estimation accounts for approximately 12.5% of data and gap-filling accounts for approximately 2.9% of data.

Renewable Electricity

Kyndryl calculates renewable electricity and associated market-based Scope 2 greenhouse gas emissions in accordance with the GHG Protocol Scope 2 Guidance. Renewable electricity is recognized for qualifying contractual instruments that meet the GHG

Protocol Scope 2 Quality Criteria. Qualifying procurement instruments that Kyndryl currently uses include renewable electricity sourced from energy contracts, property owners or retiring Guarantees of Origin (GOs) and Renewable Energy Credits (RECs).

Renewable electricity volumes are determined using sources such as utility invoices, supplier consumption data and landlord data, and are reconciled to executed renewable electricity procurement contracts and environmental attribute documentation for each applicable country or jurisdiction. Where environmental attributes are retired separately from electricity delivery, only retired certificates attributable to the reporting period and organizational boundary are included.

Renewable electricity procurement is matched to the applicable reporting entity, reporting boundary, reporting period, electricity consumption and corresponding contractual instrument before being incorporated into Kyndryl's market-based scope 2 greenhouse gas inventory. Renewable electricity applicable to the calendar year has been contracted for and will be retired within the fiscal year.

Emission factors

Emission factors applied by scope and source are documented in Tables 3, 4 and 5 below.

Table 3: Emission factors for energy

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Argentina	Argentina Secretariat of Energy – Cálculo del Factor de Emisión de CO ₂ de la Red Argentina de Energía Eléctrica 2025 (2023 year data) (published May 2024) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Argentina Secretariat of Energy – Cálculo del Factor de Emisión de CO ₂ de la Red Argentina de Energía Eléctrica 2025 (2023 year data) (published May 2024) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Australia	Australian National Greenhouse Accounts Factors Sep 2025 Table 1; breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Australian National Greenhouse Accounts Factors Sep 2025 Table 2; breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Australian National Greenhouse Accounts Factors Sep 2025 Table 5	Australian National Greenhouse Accounts Factors Sep 2025 Table 8	(Diesel oil) Australian National Greenhouse Accounts Factors Sep 2025 Table 8	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Diesel oil) Australian National Greenhouse Accounts Factors Sep 2025 Table 8
Austria	(Stromaufbringung Österreich) Austria Umweltbundesamt – Harmonised Austrian Direct and Indirect GHG Emission Factors for Relevant Energy Carriers & Technologies 2024 (published 2025)	(Stromaufbringung Österreich) Austria Umweltbundesamt – Harmonised Austrian Direct and Indirect GHG Emission Factors for Relevant Energy Carriers & Technologies 2024 (published 2025)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Brazil	Brazil Ministry of Science, Technology and Innovation – Fator de Emissão Médio Inventários Corporativos 2025 (2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Brazil Ministry of Science, Technology and Innovation – Fator de Emissão Médio Inventários Corporativos 2025 (2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Canada	National Inventory Report 1990–2023 (2025) – Table A13-1 to A13-14 (Generation Intensity (g GHG / kWh electricity generated))	National Inventory Report 1990–2023 (2025) – Table A13-1 to A13-14 (Generation Intensity (g GHG / kWh electricity generated))	(Province-specific Marketable Natural Gas) National Inventory Report 1990–2023 (2025) – Table A6.1-1 and Table A6.1-3 (Residential, Construction, Commercial/ Institutional, Agriculture)	Canadian National Standard for Propane Fuel (CAN/ CGSB-3.14, Table 1, March 2024), under which Grade 1 and Grade 2 LPG composition is 5% propylene, 2.5% butane, 92.5% propane. With the absence of propylene GWP, applied Propane EF to the propylene portion. Butane and Propane EFs from National Inventory Report 1990–2023 (2025) – Table A6.1-5	(Light Fuel Oil – Forestry, Construction, Public Administration, Commercial/ Institutional) National Inventory Report 1990–2023 (2025) – Table A6.1-6	U.S. Energy Star Portfolio Manager Technical Reference: Greenhouse Gas Emissions, August 2025 (figure 3); breakdown estimated based on Electricity breakdown % from National Inventory Report 1990–2023 (2025) – Table A13-1 to A13-14 (Generation Intensity (g GHG / kWh electricity generated))	U.S. Energy Star Portfolio Manager Technical Reference: Greenhouse Gas Emissions, August 2025 (figure 3, assuming electric driven); breakdown estimated based on Electricity breakdown % from National Inventory Report 1990–2023 (2025) – Table A13-1 to A13-14 (Generation Intensity (g GHG / kWh electricity generated))	U.S. Energy Star Portfolio Manager Technical Reference: Greenhouse Gas Emissions, August 2025 (figure 3); breakdown estimated based on Electricity breakdown % from National Inventory Report 1990–2023 (2025) – Table A13-1 to A13-14 (Generation Intensity (g GHG / kWh electricity generated))	(Light Fuel Oil – Forestry, Construction, Public Administration, Commercial/ Institutional) National Inventory Report 1990–2023 (2025) – Table A6.1-6

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Chile	Chile Ministry of Environment: Base de datos de factores de emission, Sistema Eléctrico Nacional 2025 (2024 year data) (published Apr 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Chile Ministry of Environment: Base de datos de factores de emission, Sistema Eléctrico Nacional 2025 (2024 year data) (published Apr 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
China	People's Republic of China Ministry of Ecology and Environment – Announcement Regarding the Release of Electricity Carbon Footprint Factor Data (2024 year data) (Oct 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	People's Republic of China Ministry of Ecology and Environment – Announcement Regarding the Release of Electricity Carbon Footprint Factor Data (2024 year data) (Oct 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Colombia	Colombia Mining and Energy Planning Unit (UPME): Factor de Emisión del Sistema Interconectado Nacional (SIN) (2023 year data) (published Jan 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Colombia Mining and Energy Planning Unit (UPME): Factor de Emisión del Sistema Interconectado Nacional (SIN) (2023 year data) (published Jan 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
European Union	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 2: Residual Mixes 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Germany	Germany Umweltbundesamt – Entwicklung der spezifischen Treibhausgas-Emissionen des deutschen Strommix in den Jahren 1990–2024 (2025) (Tabelle 2: THG-Emission-faktor ohne Vorketten) (2022 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 2: Residual Mixes 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Hong Kong	International Energy Agency 2025	International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	Hong Kong Carbon Accounting Guidelines. Table 1.1 – 1.3 (revised 2010)	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	Hong Kong Carbon Accounting guidelines. Table 1.1 – 1.3 (revised 2010)

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Ireland	(Electricity generation) Sustainable Energy Authority of Ireland (SEAI) Conversion and Emission Factors V1.5 (published Jun 2025) (2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 2: Residual Mixes 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Sustainable Energy Authority of Ireland (SEAI) Conversion and Emission Factors V1.5 (published Jun 2025) (2024 year data, net calorific value NCV, for CO ₂); WRI Stationary Combustion Tool V4.2, latest GWP applied (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Diesel/ Gas oil (100% petroleum)) Sustainable Energy Authority of Ireland (SEAI) Conversion and Emission Factors V1.5 (published Jun 2025) (2024 year data, for CO ₂); (Gas/ Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied (for CH ₄ and N ₂ O)
Japan	International Energy Agency 2025	International Energy Agency 2025	(Indigenous natural gas as proxy) National Greenhouse Gas Inventory Document of Japan 2025 Table 3-11, 3-24, 3-25	National Greenhouse Gas Inventory Document of Japan 2025 Table 3-11, 3-24, 3-25	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas oil or diesel oil (crude oil origin)) National Greenhouse Gas Inventory Document of JAPAN 2025 Table 3-11, 3-24, 3-25
Malaysia	Malaysia Energy Commission (Suruhanjaya Tenaga, ST) – Grid Emission Factor: Peninsular 2022 (published Nov 2024); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Malaysia Energy Commission (Suruhanjaya Tenaga, ST) – Grid Emission Factor: Peninsular 2022 (published Nov 2024); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Mexico	México Registro Nacional de Emisiones (2023 year data) (Published 29 Feb 2024); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	México Registro Nacional de Emisiones (2023 year data) (Published 29 Feb 2024); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Calculadora de emisiones para el Registro Nacional de Emisiones V9 Mzo. 2025	Calculadora de emisiones para el Registro Nacional de Emisiones V9 Mzo. 2025	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	Calculadora de emisiones para el Registro Nacional de Emisiones V9 Mzo. 2025
Netherlands	Netherlands CO ₂ -emissiefactoren 2025 (Elektriciteit Stroom (onbekend) TTW value subtracted by 4.06% for grid loss); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Netherlands CO ₂ -emissiefactoren 2025 (Elektriciteit Stroom (onbekend) TTW value subtracted by 4.06% for grid loss); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
New Zealand	Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (Electricity used – 2024 year data) (published Jun 2025)	Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (Electricity used – 2024 year data) (published Jun 2025)	Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (2023 year data) (published Jun 2025)	Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (2023 year data) (published Jun 2025)	(Light Fuel Oil) Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (2023 year data) (published Jun 2025)	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	Measuring Emissions: A Guide for Organisations – 2025 Emission Factors Workbook (2023 year data) (published Jun 2025)
Norway	Norway Electricity Declaration Factors (Klimadeklarasjon) 2024 (published Aug 2025) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Norway Electricity Declaration Factors (Varedeklarasjon) 2024 (published Aug 2025) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Portugal	Portugal Fator de Emissão da Eletricidade 2025 (2023 year data), subtracted by Grid Loss from International Energy Agency 2025; breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 2: Residual Mixes 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Singapore	Energy Market Authority – Singapore Energy Statistic 2025 (Table 2.4 – Grid Emission Factor (GEF) – 2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Energy Market Authority – Singapore Energy Statistic 2025 (Table 2.4 – Grid Emission Factor (GEF) – 2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
South Korea	South Korea Ministry of Environment – Approved National Greenhouse Gas Emission Factors: Consumer Group 2024 (published Mar 2025)	South Korea Ministry of Environment – Approved National Greenhouse Gas Emission Factors: Consumer Group 2024 (published Mar 2025)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Switzerland	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 5: Production Mix 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 5: Production Mix 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
Taiwan	Energy Administration Taiwan – Electricity Carbon Emission Factor (2022 year data) (published in 2023); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Energy Administration Taiwan – Electricity Carbon Emission Factor (2022 year data) (published in 2023); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Thailand	Thailand Ministry of Energy Policy and Planning Office (2025 year data) (published in 2026) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Thailand Ministry of Energy Policy and Planning Office (2025 year data) (published in 2026) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
Turkey	Turkey Ministry of Energy and Natural Resources – Türkiye Electricity Generation and Consumption Point Emission Factors Information Form (Dağıtım Hattından Bağlı Tüketim Noktası Emisyon Faktörü) 2023 (published Dec 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	Turkey Ministry of Energy and Natural Resources – Türkiye Electricity Generation and Consumption Point Emission Factors Information Form (Dağıtım Hattından Bağlı Tüketim Noktası Emisyon Faktörü) 2023 (published Dec 2025); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 3: Emission factors for energy (*continued*)

Country	Purchased electricity – location-based	Purchased electricity – market-based	Natural gas	Liquefied petroleum gas (LPG) (stationary)	Fuel oil #2	Purchased steam	Purchased chilled water	Purchased hot water	Diesel (stationary)
United Kingdom	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	Association of Issuing Bodies European Residual Mixes 2024 (Version 1.1, 2025-08-11), Table 2: Residual Mixes 2024 (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0, Gross Calorific Values used per document guidance	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0, Gross Calorific Values used per document guidance	(Gas oil) U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0, Gross Calorific Values used per document guidance	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas oil) U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0, Gross Calorific Values used per document guidance
United States, Puerto Rico, other U.S. territories	Cornerstone Sustainability Data Initiative eGRID 2024 (updated Mar 2026)	Cornerstone Sustainability Data Initiative eGRID 2024 (updated Mar 2026)	EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025	EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025	EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025	EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025	U.S. Energy Star Portfolio Manager Technical Reference: Greenhouse Gas Emissions, August 2025 (figure 3, assuming electric driven); breakdown estimated based on Electricity breakdown % from Cornerstone Sustainability Data Initiative eGRID 2024 (updated Mar 2026)	EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025	(Distillate Fuel Oil #2 as Proxy) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Vietnam	Vietnam Ministry of Natural Resources and Environment (MONRE) – National Grid Emission Factor 2023 (published Dec 2024) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	Vietnam Ministry of Natural Resources and Environment (MONRE) – National Grid Emission Factor 2023 (published Dec 2024) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied
All other countries and territories	International Energy Agency 2025	International Energy Agency 2025	WRI Stationary Combustion Tool V4.2, latest GWP applied	WRI Stationary Combustion Tool V4.2, latest GWP applied	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Conversion from Purchased Electricity) U.S. EIA form 1605 (2010) Appendix N	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Gas/Diesel oil) WRI Stationary Combustion Tool V4.2, latest GWP applied

Table 4a: Emissions for fleet vehicle fuel – Fuel-based emission factors (CO₂)

Country	Purchased electricity – location-based	Gasoline (mobile)	Diesel (mobile)
Argentina	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
Australia	N / A	(Automotive gasoline) Australian National Greenhouse Accounts Factors Sep 2025 Table 8	N / A
Belgium	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Brazil	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
China	N / A	N / A	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Colombia	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
Cyprus	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
Denmark	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
France	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Germany	Germany Umweltbundesamt - Entwicklung der spezifischen Treibhausgas-Emissionen des deutschen Strommix in den Jahren 1990-2024 (2025) (Tabelle 2: THG-Emission-faktor ohne Vorketten) (2022 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Ottokraftstoff) Germany Umweltbundesamt – Carbon Dioxide Emissions for the German Atmospheric Emission Reporting 1990-2023 Version: 06/11/2024 (Published Jan 2025)(for CO ₂); WRI Stationary Combustion Tool V4.2, latest GWP applied (for CH ₄ and N ₂ O)	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025

Table 4a: Emissions for fleet vehicle fuel — Fuel-based emission factors (CO₂) (continued)

Country	Purchased electricity — location-based	Gasoline (mobile)	Diesel (mobile)
Greece	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
Hong Kong	N / A	N / A	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Hungary	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
India	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Ireland	(Electricity generation) Sustainable Energy Authority of Ireland (SEAI) Conversion and Emission Factors V1.5 (published Jun 2025) (2024 year data) (for CO ₂), International Energy Agency 2025 (for CH ₄ and N ₂ O)	(Gasoline/petrol (100% petroleum)) Sustainable Energy Authority of Ireland (SEAI) Conversion and Emission Factors V1.5 (published Jun 2025) (2024 year data) (for CO ₂); (Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied (for CH ₄ and N ₂ O)	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Italy	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Japan	N / A	(Gasoline (crude oil origin)) National Greenhouse Gas Inventory Document of JAPAN 2025 Table 3-11, 3-24, 3-25	N / A
Korea	N / A	N / A	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025

Table 4a: Emissions for fleet vehicle fuel — Fuel-based emission factors (CO₂) (continued)

Country	Purchased electricity — location-based	Gasoline (mobile)	Diesel (mobile)
Luxembourg	European Environment Agency CO ₂ -emission intensity from electricity generation Nov 2025 (2024 year data); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Mexico	N / A	Calculadora de emisiones para el Registro Nacional de Emisiones V9 Mzo. 2025	N / A
Netherlands	Netherlands CO ₂ -emissiefactoren 2025 (Elektriciteit Stroom (onbekend) TTW value subtracted by 4.06% for grid loss); breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Benzine) Netherlands CO ₂ -emissiefactoren 2025	(Diesel (B7; sold at gas stations)) Netherlands CO ₂ -emissiefactoren 2025
Peru	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	N / A
Poland	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Portugal	Portugal Fator de Emissão da Eletricidade 2025 (2023 year data), subtracted by Grid Loss from International Energy Agency 2025; breakdown estimated based on Electricity breakdown % from International Energy Agency 2025	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Spain	N / A	(Motor gasoline) WRI Stationary Combustion Tool V4.2, latest GWP applied	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025
Taiwan	N / A	N / A	(Using the mobile diesel fuel CO ₂ emission factor, with petroleum products CH ₄ and N ₂ O emission factors as proxies) EPA Emission Factors for GHG Inventories 2025, last modified 15 Jan 2025

Table 4a: Emissions for fleet vehicle fuel — Fuel-based emission factors (CO₂) *(continued)*

Country	Purchased electricity — location-based	Gasoline (mobile)	Diesel (mobile)
United Kingdom	U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0	(Petrol average biofuel blend) U.K. Government GHG Conversion Factors for Company Reporting 2025 V1.0, Gross Calorific Values used per document guidance	N / A
United States	N / A	U.S. EPA Center for Corporate Climate Leadership Emission Factors for Greenhouse Gas Inventories (2025)	N / A

Table 4b: Emissions for fleet vehicle fuel — Distance-based emission factors (CH₄ and N₂O)

Country	References
United States	GHG Protocol Emission Factors from Cross-Sector Tools (March 2024), Mobile Combustion — Distance, Table 1. CH ₄ and N ₂ O Emission Factors for U.S. and Other Regions by Vehicle Distance, updated to use U.S. EPA Emission Factors Hub (2025)
All other countries and territories	GHG Protocol Emission Factors from Cross-Sector Tools (March 2024), Mobile Combustion — Distance, Table 2: CO ₂ , CH ₄ and N ₂ O Emission Factors for the U.K. by Vehicle Distance, updated using the U.K. Government GHG Conversion Factors for Company Reporting (2025).

Table 5: Emission factors for refrigerants

Refrigerant	References
R-123	UN Environment Programme: Refrigeration, Air Conditioning and Heat Pumps Technical Options Committee 2022, Assessment Report, pp 67, Table 3.I-1
R-134A	UN Environment Programme: Refrigeration, Air Conditioning and Heat Pumps Technical Options Committee 2022, Assessment Report, pp 66–69, Table 3.I-1
R-407C	U.K. Government GHG Conversion Factors for Company Reporting 2025: Refrigerant & other
R-410A	U.K. Government GHG Conversion Factors for Company Reporting 2025: Refrigerant & other
HCFC-22	UN Environment Programme: Refrigeration, Air Conditioning and Heat Pumps Technical Options Committee 2022, Assessment Report, pp 66–69, Table 3.I-1

Scope 3

The methodology for data collection, analysis and estimation for each applicable scope 3 category is provided in the following sections. Each category of data was analyzed separately before being combined to represent Kyndryl’s scope 3 emissions.

Purchased goods and services (category 1) and capital goods (category 2)

Scope 3 categories 1 and 2 emissions were estimated using a hierarchy of data sources that prioritizes emissions allocated directly by suppliers and supplier-reported emissions data. Where supplier emissions data was incomplete or did not meet applicable data-quality screening, it was supplemented with CDP sectoral-average emissions intensities. Where supplier emissions data was unavailable, Kyndryl used spend-based estimates based on CDP sectoral-average emissions intensities or U.S. EPA environmentally extended input-output (EEIO) factors matched to relevant supplier activities or procurement categories. For conversion, spend is translated at internal plan rate for performance management purposes and this can differ materially from the market rates. All approaches and methodologies related to category 1 and 2 emission calculations have been applied consistently since the fiscal 2023 baseline.

For a small number of significant suppliers, supplier-provided data was replaced with CDP sectoral-average data to provide a more consistent and stable estimate while the underlying methodology continues to evolve. For fiscal 2023 through 2025, we previously excluded resale-related emissions. However, in fiscal 2026, we updated our boundary and re-calculated category 1 and 2 emissions. The updated values in this Data Book include resale-related emissions for fiscal years 2023–2025 and 2026.

Fuel- and energy-related activities (category 3)

Kyndryl’s category 3 emissions include emissions from transmission and distribution (T&D) losses and upstream emissions of direct and indirect energy and fuel. We calculate T&D losses by multiplying the compiled purchased electricity data (methodology described above in the section on scope 1 and 2 emissions) by the appropriate grid loss coefficients. Following the industry average data method, we derive the grid loss coefficients from multiple sources such as the Cornerstone Sustainability Data Initiative eGRID and International Energy Agency (IEA), depending on the location of the sites. Upstream emissions of direct and indirect energy and fuel are calculated based on the well-to-tank (WTT) approach. Compiled electricity and fuel consumption data is multiplied by WTT emission factors, which are obtained from multiple sources such as the U.K. Government GHG Conversion Factors for Company Reporting and IEA Life Cycle Total Upstream Factors.

Upstream transportation and distribution (category 4)

We use the well-to-wheel (WTW) method to measure Kyndryl’s category 4 emissions for the full life-cycle analysis of transportation, including:

- Raw material extraction to use
- Outsourced logistics services used to transport or distribute products from tier 1 suppliers to Kyndryl facilities
- Transport between Kyndryl’s own facilities

Emissions calculations are conducted by a Kyndryl transportation service provider covering approximately 55.2% of Kyndryl’s total transportation and then extrapolated to estimate total category 4 emissions.

Waste generated in operations (category 5)

Kyndryl's category 5 emissions come from general waste generated from operations and wastewater treatment. Following the waste type-specific measurement method, we use the waste emission factors from the U.S. EPA Emission Factors Hub to determine disposal methods and their corresponding emissions. We assess and categorize Kyndryl's waste data based on the EPA's disposal methods and material type, and apply corresponding emission factors to calculate emissions. We calculate emissions from wastewater treatment based on Kyndryl's activity data related to water withdrawal and discharge, and by applying the U.K. Government GHG Conversion Factors for Company Reporting.

Business travel (category 6)

Kyndryl's primary business travel service provider is the main data source for calculating our business travel emissions. The primary provider uses fuel-based methodology for air travel, distance-based methodology for non-air travel and average-data methodology for hotel stays. For

air travel, emissions are calculated using the International Air Transport Association (IATA) CO₂ Connect methodology. For non-air travel, emission factors from U.K. Government GHG Conversion Factors for Company Reporting are applied. We estimate business-related emissions from travel activities not captured by the primary provider using emission intensities derived from similar types of travel reported by the primary provider. We estimate the remaining emissions from activities not covered by the primary provider — such as corporate jets and other transport methods — using a hybrid of fuel-based, distance-based and spend-based methods. We apply U.S. EPA emission factors. We estimate WTT emissions using U.K. Government GHG Conversion Factors for Company Reporting. The updated values in this Data Book include revised emissions for fiscal years 2023–2025 to reflect the above methodology.

Employee commuting (category 7)

Kyndryl's emissions from employees' daily commutes are based on the results of employee surveys, which are conducted to identify employee travel patterns across Kyndryl. We

extrapolate the results to the full employee population using workplace indicator data. We use U.S. EPA distance-based emission factors for various transportation methods to calculate commute-related emissions, while we estimate WTT emissions using U.K. Government GHG Conversion Factors for Company Reporting.

Excluded categories

Upstream leased assets (category 8)

An analysis of fiscal year source spend data indicates two types of leased assets — auto leases and IT equipment leases. Emissions corresponding to both types of assets are included in scope 2 and scope 3 categories 1 and 2 based on how Kyndryl currently collects this data. Fuel-related emissions from leased vehicles are included in our scope 1 emissions.

End-of-life treatment of sold products (category 12)

Due to the current processes and disposal methods in place, product end-of-life management (PELM) is treated similarly to operational waste. Under Extended Producer Responsibility

regulations, Kyndryl may be responsible for product end-of-life management. Customer electronic products are collected and processed by a third-party logistics and waste processing contractor. The actual quantity of this electronic equipment is not available, as this product is included and reported under PELM, which also includes electronic equipment collected from our facilities. Emissions corresponding to PELM waste are therefore included under scope 3 category 5. Emissions from resold or reused equipment are excluded.

Remaining categories

Categories 9, 10, 11, 13, 14 and 15 are excluded as Kyndryl is not a product manufacturing company and does not own franchises or downstream leased assets.

Waste

Kyndryl collects data on both hazardous and non-hazardous waste. Hazardous waste includes batteries, petroleum waste and electronic components. Non-hazardous waste includes general mixed trash, paper, metal, plastic and cardboard. Facilities waste data is collected where available at Kyndryl-operated sites. Facilities waste data is not collected at serviced sites, as we do not have any financial or operational control over waste management. When non-hazardous waste data is unavailable, we estimate using a proxy factor based on average waste generated at sites per electricity load for data centers, or average waste generated at sites per square meter for offices and other non-data center sites. Because all hazardous waste data must be reported, no estimates are required. For IT electronic waste, also referred to as PELM waste, which comes from both operated and serviced sites, our logistics and waste service providers provide quarterly data.

Water

Kyndryl collects water data where available at our operated sites. We include serviced data centers within our water boundary to measure the water required to run the IT equipment that we operate. Serviced non-data centers are not included in our water boundary, as Kyndryl does not have any financial or operational control over water management. Water data includes water withdrawn for supply to the site and wastewater discharged from each facility within scope of the boundary. The difference between the two amounts is calculated as water consumption. For data centers where water withdrawal data is not available, we use a proxy factor of water withdrawn in relation to electricity, calculated using Kyndryl actual data from representative sites, to estimate water withdrawn. For operated non-data centers (e.g., offices), we use a proxy factor of water withdrawn in relation to net rentable floor space, calculated using Kyndryl actual data from representative sites, to estimate water withdrawn. When wastewater discharge data is not available for data centers, we use a proxy factor of wastewater discharged in relation to a site's water withdrawn, calculated using

Kyndryl actual data from representative sites, to estimate wastewater discharge. For operated non-data centers, it is assumed that 90% of water withdrawn is discharged as wastewater, as there is minimal cooling or any other operations occurring at these sites that would result in material water consumption. For sites with partial actual data, missing data is gap-filled based on the previous year's data for the corresponding month. The most recent month is used if the corresponding month is not available, the site is a data center that is decreasing use due to closure or the site is a data center that is increasing use due to a ramp-up period.

Independent environmental assurance report



Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Kyndryl Inc. ("Kyndryl") to provide limited assurance in relation to the Selected Information set out below and presented in the Kyndryl Fiscal 2026 Environment and People Data Book (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement Whether the following Selected Information for Fiscal Year (FY) 2026, and FY2023 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report unless otherwise noted.

Selected Information	Disclosure	Unit	Applicable Fiscal Year
Greenhouse Gas Emissions	Scope 1 GHG emissions		FY2026
	Scope 2 GHG emissions (location-based)		FY2026, FY2023
	Scope 2 GHG emissions (market-based)		FY2026, FY2023
	Scope 3 GHG Emissions Total		FY2026
	Scope 3 Category 1: Purchased goods and services		FY2026, FY2023
	Scope 3 Category 2: Capital Goods		FY2026, FY2023
	Scope 3 Category 3: Fuel and energy-related activities		FY2026, FY2023
	Scope 3 Category 4: Upstream transport and distribution		FY2026
	Scope 3 Category 5: Waste generated in operations		FY2026
	Scope 3 Category 6: Business travel		FY2026, FY2023
Scope 3 Category 7: Employee Commuting		FY2026	
Waste	Non-Hazardous Waste – Diverted (excluding PELM ¹)	metric tons	FY2026
	Hazardous Waste – Diverted (excluding PELM ¹)	metric tons	FY2026
	Non-Hazardous Waste – Disposed (excluding PELM ¹)	metric tons	FY2026
	Hazardous Waste – Disposed (excluding PELM ¹)	metric tons	FY2026
	PELM ¹ Hazardous Waste – Diverted	metric tons	FY2026
	PELM ¹ Hazardous Waste – Disposed	metric tons	FY2026
	PELM ¹ Non-Hazardous Waste – Diverted	metric tons	FY2026
	PELM ¹ Non-Hazardous Waste – Disposed	metric tons	FY2026
	Total Non-Hazardous Waste – Diverted	metric tons	FY2026
	Total Non-Hazardous Waste – Disposed	metric tons	FY2026
	Total Hazardous Waste – Diverted	metric tons	FY2026
	Total Hazardous Waste – Disposed	metric tons	FY2026
	Water	Total Water Discharge	megaliters
Total Water Withdrawn		megaliters	FY2026
Total Water Consumption		megaliters	FY2026
Total Water Discharge in High Water Stress Areas		megaliters	FY2026
Total Water Withdrawn in High Water Stress Areas		megaliters	FY2026

Reporting period FY2026 – April 1, 2025 – March 31, 2026
FY2023 – April 1, 2022 – March 31, 2023

Reporting criteria

- The GHG Protocol Corporate Accounting and Reporting Standard WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions
- GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions
- World Resource Institute Aqueduct Water Risk Atlas (4.0)
- Kyndryl's reporting criteria as explained in Kyndryl's Fiscal Year 2026 Data Book
- GRI Sustainability Reporting Standards and Principles:
 - GRI 306: Waste 2020
- GRI 303: Water and Effluents 2018

Assurance standard and level of assurance

We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Respective responsibilities

Kyndryl is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.

ERM CVS' responsibility is to provide a conclusion to Kyndryl on the agreed assurance scope based on our engagement terms with Kyndryl, the assurance activities performed and exercising our professional judgement.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for FY2026 and FY2023, are not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

We draw attention to page 20 of the Report, which describes the basis on which Kyndryl converts procurement spend to US dollars for the purpose of calculating its spend-based Scope 3 Category 1 (Purchased Goods and Services) and Category 2 (Capital Goods) emissions. As disclosed, spend is translated using Kyndryl's internal "plan rates", fixed exchange rates held constant for internal performance-management purposes, rather than prevailing spot or average market exchange rates. These plan rates may differ materially from market rates for certain currencies. The approach has been applied consistently across reporting periods. Our conclusion is not modified in respect of this matter.



August 28, 2026
Malvern, PA

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Report a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated fiscal year FY2026 group data for the Selected Information, which included testing the completeness and mathematical accuracy of conversions and calculations and consolidation in line with the stated reporting boundary;
- Conducting two virtual site visits to Buenos Aires, and Hagagun sites to review local reporting processes and consistency of reported annual data with selected underlying source data for each FY2026 indicator. We interviewed relevant staff, reviewed site data capture and reporting methods, checked calculations, and assessed the local internal quality and assurance processes;
- Comparing the previously assured FY2023 values with the restated FY2023 values, and performing procedures to understand, test and confirm the changes arising from the restatement;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Kyndryl in any respect.

Kyndryl environmental targets and performance

Environmental targets

Kyndryl aims to achieve net-zero GHG emissions by 2040. Our near-term target includes reducing absolute scope 1, 2 and 3 GHG emissions 50% by fiscal 2030 from our fiscal 2023 base year. Within this near-term target, we are working to reduce absolute scope 1 and 2 GHG emissions 75% from our fiscal 2023 base year and reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods and fuel- and energy-related activities. The Science Based Targets initiative (SBTi) has validated our 2040 net-zero science-based target and our near-term science-based emissions reduction targets. Kyndryl is working to reduce absolute emissions in line with SBTi's guidance and requirements in both the near and long term. In line with SBTi and consistent with our intended reduction methods, our goals are based on our market-based emissions.

Kyndryl's emissions reduction plan includes an integrated financial and emissions model that details the steps and actions needed to reach our goals. We continue to update and review this model and our GHG management program to best support our efforts. Our emissions reduction plan focuses on our internal emissions, which come primarily from data center operations, and our value chain.

Additional environmental targets include:

- Obtaining 100% of our purchased electricity from renewable sources by 2030
- Diverting 100% of our IT e-waste from landfills by 2030
- Reducing our water consumption in high water-stressed areas⁴ by 30% by 2030, against our fiscal 2023 base year

⁴ This includes sites within our water boundary located in extremely high (>80%) and high (40–80%) water-stressed areas, obtained through World Resources Institute Aqueduct 4.0 Water Risk Atlas Metadata.

Environmental performance

Environmental performance data and metrics are for the full fiscal year, with each fiscal year spanning April 1 of the prior year through March 31 of the named year, unless otherwise specified. See the sections on [GHG emissions, waste and water methodologies](#) and our [independent assurance report](#) for more information on boundaries for the performance metrics.

Table 6. Sustainability training

Kyndryl continues to develop education and training programs that enable our employees to support both our sustainability objectives and those of our customers. Our bespoke Mission Net-Zero course is critical to building a culture that values and actively pursues environmental stewardship, leading to long-term benefits for our company, people and the planet. Table 6 shares the total number of employees and percentage that have completed the course since its launch through the end of the stated fiscal year. Learn more in our [CCR](#).

Metric	FY 2024	FY 2025	FY 2026
Total number of employees that have completed training since course launch	14,000	40,000	39,300
Percent of employees that have completed training since course launch	17.5%	54.8%	56.1%

⁵ Individual values may not add up to totalized values based on rounding.

⁶ In fiscal 2026, Kyndryl recalculated historical scope 1, 2 and 3 emissions data for fiscal 2023, 2024 and 2025. The recalculations reflect increased availability of actual data and updates to our reporting boundary, select calculation methodologies and select emission factors. See the [GHG emissions, waste and water methodologies](#) section for more information.

⁷ mtCO₂e = metric tons of carbon dioxide equivalent.

⁸ Fiscal 2026 scope 1, scope 2 location-based, scope 2 market-based and scope 3 greenhouse gas emissions received limited assurance from ERM CVS. Please see the assurance report on [page 24](#) of this document for more information.

⁹ Includes only refrigerants that are in scope of the GHG Protocol. See section on [fugitive refrigerants](#) for more details.

¹⁰ Kyndryl now has access to CDP sector average data and has used it for certain key suppliers where supplier-provided or ESG-assured data was not available. This approach has been applied across all fiscal years, including the baseline year, where relevant. In addition, for a small number of significant suppliers, supplier-provided data was replaced with CDP sector average data to provide a more consistent and stable estimate while the underlying methodology continues to evolve.

Table 7: Total GHG emissions^{5,6}

Metric (mtCO ₂ e) ⁷	FY 2023 (base year)	FY 2024	FY 2025	FY 2026 ⁸
Scope 1 GHG emissions Direct GHG emissions from stationary combustion, mobile combustion and fugitive releases of refrigerants ⁹	29,728	31,958	31,116	28,529
Scope 2 GHG emissions (location-based) Indirect GHG emissions from the generation of electricity, steam, hot water and chilled water purchased by Kyndryl for operated and serviced sites using the location-based method	447,962	394,867	330,152	276,533
Scope 2 GHG emissions (market-based) Indirect GHG emissions from the generation of electricity, steam, hot water and chilled water purchased by Kyndryl for operated and serviced sites using the market-based method	302,502	248,832	177,003	149,475
Scope 3 GHG emissions¹⁰ Indirect GHG emissions from upstream and downstream value chain activities	1,055,871	821,762	800,114	765,762
Total emissions — scope 1 and 2 (location-based)	477,690	426,825	361,268	305,062
Total emissions — scope 1 and 2 (market-based)	332,230	280,790	208,119	178,004
Total emissions — scope 1, 2 and 3 (location-based)	1,533,561	1,248,587	1,161,382	1,070,824
Total emissions — scope 1, 2 and 3 (market-based)	1,388,100	1,102,552	1,008,233	943,766

Table 8: Scope 1 GHG emissions breakdown^{5,6}

Scope	Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026 ⁸
Stationary combustion	mtCO ₂ e	25,153	22,085	21,978	20,890
Direct GHG emissions from stationary combustion	% of scope 1 emissions	84.6%	69.1%	70.6%	73.2%
	% of total emissions ¹¹	1.8%	2.0%	2.2%	2.2%
Refrigerants	mtCO ₂ e	4,549	4,452	5,558	4,140
Direct GHG emissions from fugitive releases of refrigerants in scope of the GHG Protocol ¹	% of scope 1 emissions	15.3%	13.9%	17.9%	14.5%
	% of total emissions ¹¹	0.3%	0.4%	0.6%	0.4%
Mobile combustion (fleet)	mtCO ₂ e	25	5,421	3,581	3,499
Direct GHG emissions from mobile combustion	% of scope 1 emissions	0.1%	17.0%	11.5%	12.3%
	% of total emissions ¹¹	0.0%	0.5%	0.4%	0.4%
Total scope 1 GHG emissions	mtCO ₂ e	29,728	31,958	31,116	28,529
	% of total emissions ¹¹	2.1%	2.9%	3.1%	3.0%

Table 9: Refrigerant emissions excluded from scope 1 (non-GHG Protocol³)

Scope	Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Refrigerants (non-GHG Protocol)	mtCO ₂ e	638	3,756	8,343	93
Direct GHG emissions from fugitive releases of refrigerants excluded from GHG scope 1 inventory					

¹¹ Total emissions reference the summation of scope 1, scope 2 market-based and scope 3 emissions.

¹² Refers to scope 2 market-based emissions.

Table 10: Scope 2 GHG emissions breakdown^{5,6}

Scope	Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026 ⁸
Purchased electricity (location-based, operated sites) Indirect GHG emissions from the generation of electricity purchased by Kyndryl for operated sites using the location-based method	mtCO ₂ e	312,037	266,075	208,944	164,421
Purchased electricity (location-based, serviced data sites) Indirect GHG emissions from the generation of electricity purchased by Kyndryl for serviced sites (i.e., third party-operated) using the location-based method	mtCO ₂ e	133,498	126,153	118,901	111,095
Purchased electricity (market-based, operated sites) Indirect GHG emissions from the generation of electricity purchased by Kyndryl for operated sites using the market-based method	mtCO ₂ e	205,690	162,494	99,526	66,810
	% of scope 2 emissions ¹²	68.0%	65.3%	56.2%	44.7%
	% of total emissions ¹¹	14.8%	14.7%	9.9%	7.1%
Purchased electricity (market-based, serviced data sites) Indirect GHG emissions from the generation of electricity purchased by Kyndryl for serviced sites (i.e., third party-operated) using the market-based method	mtCO ₂ e	94,071	83,291	74,862	81,336
	% of scope 2 emissions ¹²	31.1%	33.5%	42.3%	54.4%
	% of total emissions ¹¹	6.8%	7.6%	7.4%	8.6%
Steam, hot water and chilled water Indirect GHG emissions from the generation of steam, hot water and chilled water purchased for site operations	mtCO ₂ e	2,740	3,047	2,615	1,329
	% of scope 2 emissions ¹²	0.9%	1.2%	1.5%	0.9%
	% of total emissions ¹¹	0.2%	0.3%	0.3%	0.1%
Total scope 2 (market-based) GHG emissions	mtCO ₂ e	302,502	248,832	177,003	149,475
	% of total emissions ¹¹	21.8%	22.6%	17.6%	15.8%

Table 11: Scope 3 GHG emissions breakdown^{5,6,10}

Scope	Metric	FY 2023 (Base year)	FY 2024	FY 2025	FY 2026 ⁸
Category 1 Purchased goods and services	mtCO ₂ e	699,924	549,667	557,574	527,103
	% of scope 3 emissions	66.3%	66.9%	69.7%	68.8%
	% of total emissions ¹¹	50.4%	49.9%	55.3%	55.9%
Category 2 Capital goods	mtCO ₂ e	152,733	87,954	79,653	73,035
	% of scope 3 emissions	14.5%	10.7%	10.0%	9.5%
	% of total emissions ¹¹	11.0%	8.0%	7.9%	7.7%
Category 3 Fuel- and energy-related activities	mtCO ₂ e	93,361	85,452	70,580	68,065
	% of scope 3 emissions	8.8%	10.4%	8.8%	8.9%
	% of total emissions ¹¹	6.7%	7.8%	7.0%	7.2%
Category 4 Upstream transportation and distribution	mtCO ₂ e	1,156	965	438	202
	% of scope 3 emissions	0.1%	0.1%	0.1%	0.0%
	% of total emissions ¹¹	0.1%	0.1%	0.0%	0.0%

Table 11: Scope 3 GHG emissions breakdown^{5,6,10} (continued)

Scope	Metric	FY 2023 (Base year)	FY 2024	FY 2025	FY 2026 ⁸
Category 5 Waste generated in operations	mtCO ₂ e	2,299	1,655	1,291	1,135
	% of scope 3 emissions	0.2%	0.2%	0.2%	0.1%
	% of total emissions ¹¹	0.2%	0.2%	0.1%	0.1%
Category 6 Business travel	mtCO ₂ e	38,047	41,181	37,136	42,248
	% of scope 3 emissions	3.6%	5.0%	4.6%	5.5%
	% of total emissions ¹¹	2.7%	3.7%	3.7%	4.5%
Category 7 Employee commuting	mtCO ₂ e	68,351	54,888	53,441	53,974
	% of scope 3 emissions	6.5%	6.7%	6.7%	7.0%
	% of total emissions ¹¹	4.9%	5.0%	5.3%	5.7%
Total scope 3 GHG emissions	mtCO ₂ e	1,055,871	821,762	800,114	765,762
	% of total emissions ¹¹	76.1%	74.5%	79.4%	81.1%

Table 12: GHG emissions intensity⁶

Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Total scope 1 and 2 GHG emissions intensity (revenue¹³) (market-based) mtCO ₂ e / millions USD	19.5	17.5	13.8	11.8
Total scope 1 and 2 GHG emissions intensity (employee¹⁴) (market-based) mtCO ₂ e / employee	3.7	3.6	2.9	2.5

Table 13: Scope 1 and 2 emissions by geography (market-based)^{5,6}

Geography	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Asia Pacific (mtCO ₂ e)	146,971	116,175	99,698	89,316
Europe, the Middle East and Africa (mtCO ₂ e)	51,773	50,609	33,514	40,026
North America (mtCO ₂ e)	109,693	104,289	58,540	36,738
Latin America (mtCO ₂ e)	23,794	9,717	16,367	11,924
Total	332,230	280,790	208,119	178,004

¹³ Revenue as reported in our fiscal 2023, 2024, 2025 and 2026 [annual reports](#)¹⁴ Headcount as reported in our fiscal 2023, 2024, 2025 and 2026 [annual reports](#)¹⁵ Total Percentage Grid Electricity calculated according to SASB disclosure TC-SI-130a.1Table 14: Energy consumption and intensity^{5,6}

Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Scope 1 total energy (MWh)	125,433	133,636	127,464	122,395
Scope 2 total energy (MWh)	1,628,008	1,464,739	1,295,797	1,134,343
Purchased electricity (MWh)	1,590,006	1,430,835	1,265,081	1,115,283
Total percentage grid electricity ¹⁵	90.7%	89.5%	88.9%	88.7%
Total percentage renewable electricity ¹⁶	53.8%	54.5%	63.3%	63.4%
Heating, cooling and steam (MWh)	38,002	33,904	30,716	19,061
Total scope 1 and 2 energy consumption (MWh)	1,753,441	1,598,375	1,423,260	1,256,739
Average data center power usage effectiveness (PUE)	1.8	1.8	1.9	1.8
Energy intensity by revenue ¹³ (MWh / million USD)	103	100	95	83
Global scope 2 emission reductions from direct renewable electricity contracts (mtCO ₂ e) ¹⁷	148,857	142,856	125,159	93,251

¹⁶ Determination of our renewable energy sources and percent is aligned with guidance from RE100 and includes grid electricity only where permissible by RE100.¹⁷ This calculation multiplies the bundled renewable electricity amount by the market-based emission factors to quantify the reduction in market-based scope 2 emissions attributable to renewable electricity procurement.

Table 15: Facility diversion and disposal waste metrics^{5,18}

Metric		FY 2023 ¹⁹ (base year)	FY 2024	FY 2025	FY 2026
Facility waste diverted ²⁰					
Non-hazardous waste diverted (excluding PELM ²¹) (metric tons)	Recycle	Not disclosed	659.0	555.7	500.1
	Compost	Not disclosed	78.0	25.1	40.3
	Subtotal	2,415.7	737.1	580.8	540.4
Hazardous waste diverted (excluding PELM) (metric tons)	Recycle	Not disclosed	836.7	975.1	603.9
	Subtotal	1,119.6	836.7	975.1	603.9
Total facility waste diverted (excluding PELM) (metric tons)		3,535.3	1,573.8	1,555.9	1,144.3
Facility waste disposed ²⁰					
Non-hazardous waste disposed (excluding PELM) (metric tons)	Incineration ²²	Not disclosed	258.0	101.7	117.2
	Landfill ²³	Not disclosed	324.3	221.7	273.3
	Subtotal	1,413.2	582.3	323.4	390.5
Hazardous waste diverted (excluding PELM) (metric tons)	Incineration ²²	Not disclosed	5.3	29.9	8.2
	Landfill ²⁴	Not disclosed	3.0	19.0	1.3
	Subtotal	12.9	8.3	48.9	9.5
Total facility waste disposed (excluding PELM) (metric tons)		1,426.1	590.6	372.3	400.0
Total facility waste		4,961.3	2,164.4	1,928.2	1,544.3

Table 16: Product end-of-life management waste (PELM) ^{5,18,21}

Metric		FY 2023 (base year)	FY 2024	FY 2025	FY 2026
IT electronic PELM diverted ²⁰					
Non-hazardous PELM diverted (metric tons)	Recycle	1,833.1	1,871.0	1,464.1	1,052.4
	Subtotal	1,833.1	1,871.0	1,464.1	1,052.4
Hazardous PELM diverted (metric tons)	Recycle	42.4	54.3	18.9	10.2
	Subtotal	42.4	54.3	18.9	10.2
Total IT electronic PELM diverted (metric tons)		1,875.5	1,925.3	1,483.0	1,062.6
IT electronic PELM disposed ²⁰					
Non-hazardous PELM disposed (metric tons)	Incineration ²²	132.1	136.8	117.7	66.5
	Landfill	0.6	0.0	0.0	1.4 ²⁵
	Subtotal	132.7	136.8	117.7	67.9
Hazardous PELM disposed (metric tons)	Incineration ²²	0.3	0.3	0.2	0.6
	Landfill	0.0	0.0	0.0	0.0
	Subtotal	0.3	0.3	0.2	0.6
Total IT electronic PELM disposed (metric tons)		133.0	137.1	117.9	68.5
Total IT electronic PELM		2,008.5	2,062.4	1,600.9	1,131.0

¹⁸ Fiscal 2023 data was not assured by a third party. For fiscal 2024–2026, ERM CVS has assured the waste metrics. Please see the fiscal 2026 assurance report on [page 24](#) of this document for more information.

¹⁹ In fiscal 2024, Kyndryl improved data reporting methods to include more detailed waste disposal and diversion methods. Waste data in fiscal 2023 designated with “Not disclosed” indicates categories where data was more generally reported prior to this improvement.

²⁰ Following GRI 2021 standards, Kyndryl categorizes waste that is recycled or composted as waste diverted from disposal. Waste that is sent to the landfill, incinerated with or without energy recovery, or otherwise disposed of is categorized as waste directed to disposal.

²¹ PELM = Product end-of-life management (IT electronic waste).

²² Incineration includes combustion with and without energy recovery.

²³ Includes landfill, fuel blending and chemical treatment.

²⁴ Includes landfill, aqueous and chemical treatment, fuel blending and pyrolysis.

²⁵ Fiscal 2026 landfill disposal of non-hazardous PELM waste increased due to PELM-related packaging, not electronic waste.

Table 17: Preparation for reuse and resale^{5,18,19, 21,26}

Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
PELM reuse and resale (metric tons)				
PELM preparation for reuse	Not disclosed	Not disclosed	Not disclosed	54.4
PELM resale	12.8	16.1	15.8	358.0
Facility waste reuse and resale (metric tons)				
Facility preparation for reuse	Not disclosed	Not disclosed	Not disclosed	0.0
Facility resale	Not disclosed	Not disclosed	Not disclosed	48.0

Table 18: Diversion and disposal waste totals (facility plus PELM)^{5,18,20,27}

Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Non-hazardous (metric tons)				
Diverted	4,248.8	2,608.1	2,044.9	1,592.8
Disposed	1,545.9	719.1	441.1	458.4
Subtotal	5,794.7	3,327.2	2,486.0	2,051.2
Hazardous (metric tons)				
Diverted	1,162.0	891.0	994.0	614.1
Disposed	13.2	8.6	49.1	10.1
Subtotal	1,175.2	899.6	1,043.1	624.2
Total (metric tons)	6,969.9	4,226.8	3,529.1	2,675.4

²⁶ Preparation for reuse and resale data has been incorporated into the fiscal 2026 Data Book to enhance consistency with circular economy standards. These material flows were not comprehensively represented in previous reporting periods.

²⁷ Beginning in fiscal 2026, preparation for reuse and resale data is reported in Table 17 and excluded from Table 18 diversion totals.

Table 19: Water usage^{5,28}

Metric	FY 2023 (base year)	FY 2024	FY 2025	FY 2026
Water withdrawal (megaliters)				
Withdrawal in high water-stressed ⁴ areas	763	683	581	563
Percentage withdrawal in high water-stressed areas	43%	41%	39%	39%
Total withdrawal – all facilities	1,770	1,656	1,480	1,429
Water discharge (megaliters)				
Discharge in high water-stressed ⁴ areas	328	280	229	223
Percentage discharge in high water-stressed areas	44%	42%	39%	39%
Total discharge – all facilities	746	668	582	575
Water consumption (megaliters)				
Consumption in high water-stressed ⁴ areas	435	403	352	340
Percentage consumption in high water-stressed areas	42%	41%	39%	40%
Total consumption – all facilities	1,024	989	898	854
Water intensity (water consumption/ revenue¹³) m³ / million USD	60.1	61.6	59.6	56.6

²⁸ In fiscal 2026, Kyndryl re-calculated historical water data for fiscal 2023, 2024 and 2025 following increased availability of actual data and updates to select calculation methodologies. See the [water methodology](#) section for more information. Fiscal 2026 water metrics for all facilities and water metrics for high water-stressed areas for water withdrawal, discharge and consumption were assured by ERM CVS. Please see the fiscal 2026 assurance report on [page 24](#) of this document for more information.

People performance

People performance data and metrics are for the fiscal year, April 1 to March 31, as noted in each table, unless otherwise specified. For more information on our people efforts, please see the [People](#) chapter of our CCR.

Table 20: Employee engagement

Kyndryl has improved our level of employee engagement over the prior year and is approaching the Global Top 10%²⁹ benchmark. We are also proud to have increased all scores in the Responsibility to Others³⁰ index and achieved a best-in-class benchmark with scores at or above the Global Top 10% for growth opportunities and collaboration.

Metric		FY 2023	FY 2024	FY 2025	FY 2026
Annual employee engagement participation rate	Percentage	78.0%	78.0%	81.0%	81.0%
Responsibility to Others index	Mean score ³¹	Not available	Not available	Not available	81
	Percent favorability (%)	Not available	Not available	Not available	84.0%
Annual employee engagement ³²	Mean score ³¹	76	75	75	80
	Percent favorability (%)	79.0%	78.0%	77.0%	83.0%

²⁹ The Global Top 10% represents Microsoft Glint’s best-in-class benchmark of Top 10% of all companies in Glint’s database of over 1,300 global customers.

³⁰ Responsibility to Others index is an aggregate of measures we expect from our managers for being a Pacesetter, developing skills and talent, and living The Kyndryl Way by fostering trust, belonging, respect and collaboration. This metric was introduced in fiscal 2026 following a change in the employee engagement survey tool; prior-year data is not available.

³¹ Mean score represents the average score considering all response options on the agreement scale (0 - strongly disagree, 25 - disagree, 50 - neither agree nor disagree, 75 - agree, 100 - strongly agree). The percent favorability metric represents the proportion of respondents that selected “agree” or “strongly agree” to the item.

Table 21: Employee health and safety

Kyndryl tracks global recordable injuries and illnesses to benchmark against our industry. We strive for a healthy and safe workplace for all Kyndryl employees.

Metric		FY 2023	FY 2024	FY 2025	FY 2026
Global headcount covered by an ISO 45001–certified Health and Safety Management System (HSMS)	Number ³³	90,000	80,000	73,000	72,000
	Percent	100%	100%	100%	100%
Recordable work injuries	Number	24	30	16	20
	Total recordable incident rate (TRIR) ³⁴	0.027	0.038	0.022	0.028 ³⁵

³² Historical engagement scores have been revised to reflect a methodological change. Beginning in FY26, engagement is measured using responses to a single item (“I would recommend Kyndryl as a great place to work”), whereas prior years were based on the average of three engagement items.

³³ Headcount as reported in our fiscal [2023](#), [2024](#), [2025](#) and [2026](#) Annual Reports.

³⁴ Total Recordable Injury Rate (TRIR) is presented as a rate per 200,000 worker-hours per year (the equivalent of hours worked in one year by 100 employees).

³⁵ The count of injuries globally is low overall and far below the industry benchmark (0.20) per the U.S. Bureau of Labor Statistics ([TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2023](#)).

Table 22: Representation³⁶

The table below displays gender representation across Kyndryl.

Metric		FY 2023	FY 2024	FY 2025	FY 2026
Total global headcount ³³		90,000	80,000	73,000	72,000
Employee workforce	Women	29.3%	29.6%	29.3%	29.0%
	Men	70.7%	70.4%	70.6%	70.9%
Board of Directors ³⁷	Women	30.0%	30.0%	30.0%	30.0%
	Men	70.0%	70.0%	70.0%	70.0%
Executives ³⁸	Women	29.0%	28.4%	30.0%	28.3%
	Men	71.0%	71.5%	69.4%	71.5%
C-suite executives (CEO and direct reports)	Women	Not disclosed	36.4%	50.0%	42.9%
	Men	Not disclosed	63.6%	50.0%	57.1%
Non-executive managers	Women	Not disclosed	25.8%	26.0%	26.2%
	Men	Not disclosed	74.2%	73.9%	73.7%

³⁶ Percentages may not add up to 100% due to rounding and/or respondents selecting an option not represented in the table.

³⁷ As reported in Kyndryl's 2023, 2024, 2025 and 2026 Proxy Statements.

³⁸ At Kyndryl, executives are defined as vice presidents, senior vice presidents and C-level officers.

Table 23: Kyndryl volunteering program

At Kyndryl, we believe we must recognize, support and provide opportunities for volunteer efforts that create positive change and empower our workforce. We scaled participation in Deed, our platform that allows all Kyndryls to volunteer or donate across our social impact priority areas. To learn more about our volunteer initiatives, see the [responsibility to our global community section](#) of our CCR.

Metric	FY 2022	FY 2023	FY 2024	FY 2026
Employee volunteer campaigns and events	50+ campaigns events not disclosed	50+ campaigns 350+ volunteer events	12 campaigns 550+ volunteer events	11 campaigns ³⁹ 700+ volunteer events
Nonprofit organizations supported through Deed	870+	480+	550+	300+ ⁴⁰
Deed volunteer hours logged globally	17,000+	31,000+	37,000+	45,000+

³⁹ In fiscal 2025 and 2026, the number of campaigns has decreased as we have empowered and incentivized Kyndryls to create their own events and community-based activations, either individually or with communities. This effort is exemplified by the increase in volunteer events.

⁴⁰ In fiscal 2026, we saw a drop in nonprofits supported through Deed as donations decreased year over year, volunteer activity increasingly occurred with organizations not listed on the Deed platform, and a retiree volunteer pilot in France concentrated hours among a smaller number of nonprofits.

Forward-looking statements

This document contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact included in this document, including statements concerning the Company's plans, objectives, goals, beliefs, business strategies, future events, business condition, results of operations, financial position, business outlook and business trends and other non-historical statements in this report are forward-looking statements. Such forward-looking statements often contain words such as "aim," "anticipate," "believe," "could," "estimate," "expect," "forecast," "intend," "may," "objectives," "opportunity," "plan," "position," "predict," "project," "should," "seek," "target," "will," "would" and other similar words or expressions or the negative thereof or other variations thereon. Forward-looking statements and other statements regarding our corporate citizenship progress, plans, practices, commitments, goals and targets involve a number of risks, uncertainties and other factors that could cause actual results to differ materially from those expressed or implied, including as the result of changes in circumstances, estimates that turn out to be incorrect, standards of measurements that may change over time, assumptions not being realized or other risks and uncertainties. For a more detailed discussion of these factors, see the information under "Risk Factors" in the Company's Annual Report on Form 10-K for the fiscal year ended March 31, 2026 that may be further updated from time to time in the Company's subsequent filings with the Securities and Exchange Commission. Our forward-looking statements speak only as of the date of this document or as of the date they are made. Except as required by law, we assume no obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. Historical, current, and forward-looking environmental and social-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Statements regarding our Environment, People and Trust targets, goals

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