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Rackspace Technology Carbon Reduction Plan

Supplier name: Rackspace Technology
Publication date: July 1, 2026

Commitment to achieving net zero

Rackspace Technology is committed to achieving net zero emissions by 2045.

Baseline emissions footprint

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

Baseline year: 2023	
Additional details relating to the baseline emissions calculations:	
Rackspace Technology has established Science-Based Targets (SBTs), validated by the Science Based Targets initiative (SBTi), with targets approved on 3rd July 2025. The year 2023 has been set as the base year for these targets.	
Baseline year emissions:	
Emissions	Total (tCO2e)
Scope 1	4,455
Scope 2	45,856
Scope 3 (included sources: Categories: ,1,2,3,4,5,6,7,8,13) Categories Not relevant: 9,10,11,12,14,15	320,417
Total emissions	370,728

Current emissions reporting

Reporting year: 2025	
Emissions	TOTAL (tCO2e)
Scope 1	631
Scope 2	9,813
Scope 3 (included sources: Categories: 1,2,3,4,5,6,7,8,13) Categories Not relevant: 9,10,11,12,14,15	211,631
Total emissions	222,075

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Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 175,000 tCO2e by 2032. This is a reduction of 53%.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes equate to 1,48,653 tCO2e, a 40% reduction against the 2023 baseline and the measures will be in effect when performing the contract.

- Renewable energy procurement: 70%+ of global data centre energy is renewable (back by REC). Key facilities including Elk Grove Village (IL) and Somerset/NYC2, have confirmed renewable energy sourcing with no associated market-based Scope 2 emissions. Rackspace continues to purchase 100% REGO-backed energy for its Slough data centre and London office.
- Corporate headquarters relocation (Q2 2024): Completion of the HQ move resulted in a 5% reduction in overall corporate emissions.
- Smart building automation systems: Deployed across five global locations including the Hayes UK office and three data centres (including London). These systems manage lighting, heating, and cooling zones based on operational demand. The estimated combined emissions impact is a reduction of approximately 100 tCO_2e annually for UK operations.
- Open air free cooling: Deployed at the Slough, UK data centre, leveraging natural climatic conditions to replace energy-intensive mechanical cooling with fan-based systems.
- ISO 14001 environmental management: Standardised ISO 14001 certification across selected UK data centres, governing environmental processes with continuous improvement requirements.
- Waste reduction and circular economy: Zero-landfill sites at multiple locations, 100% packaging waste recycling, composting programmes, refurbishment of retired IT equipment for aftermarket use, and battery recycling. Works with technology equipment suppliers to use reusable crates rather than single-use cardboard.
- Energy-efficient equipment: Procurement standards require Energy Star and CE-certified equipment across operations. Cloud adoption supports customers in reducing duplicate, energy-intensive on-premise data centres globally.
- Supplier Code of Conduct: All global suppliers must sign Rackspace’s Supplier Code of Conduct, which sets expectations for environmental responsibility,

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performing above legal minimum standards, and continuous improvement on sustainability performance.

- Climate Change Agreement (CCA): Participation in the UK voluntary CCA scheme for energy-intensive industries.
- Science-Based Targets Initiative (SBTi): Targets validated and approved July 3, 2025, covering Scope 1, 2, and 3 under 1.5°C-aligned pathways.
- Carbon Accounting Platform implemented: Deployed a dedicated carbon accounting platform to improve data quality, primary data coverage, and automation of GHG inventory processes.
- CSRD readiness: Completed Double Materiality Assessment (DMA) in preparation for Corporate Sustainability Reporting Directive (CSRD) reporting requirements.
- Electricity data quality improvement: Increasing the proportion of primary data (utility bill-informed & Loads), improving from square-footage estimates to site-specific capacity data across the facility portfolio.

Future carbon reduction initiatives

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

Supplier engagement on Scope 3 (PG&S): Engaging key suppliers to obtain primary emissions data and reflect supplier decarbonization commitments within Rackspace’s Scope 3 reporting.

Continued energy efficiency: Ongoing investment in smart building automation, equipment refreshes programs, and data center PUE (Power Usage Effectiveness) improvements across the global portfolio.

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Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

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

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

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

Signed on behalf of the supplier:

Ben Blanquera

Ben Blanquera, VP AI and Sustainability

Date: July 1, 2026

[1] https://ghgprotocol.org/corporate-standard

[2] www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

[3] https://ghgprotocol.org/standards/scope-3-standard