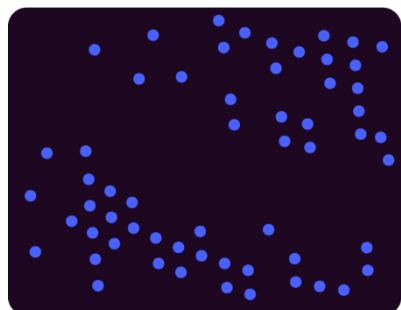
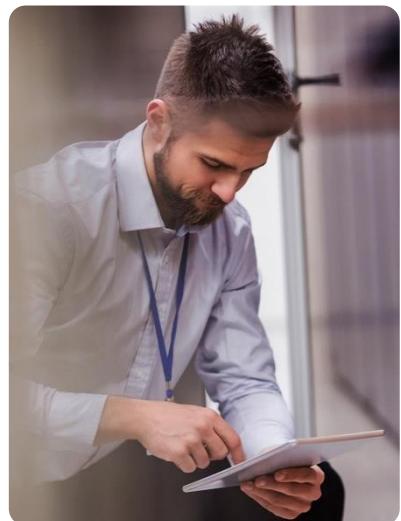
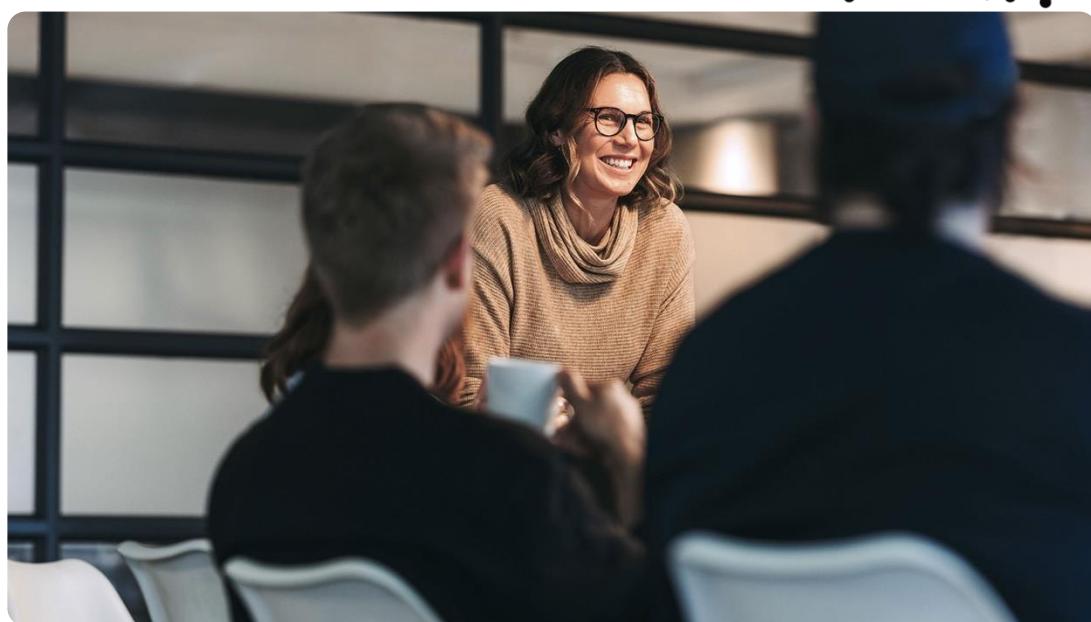


Carbon Reduction Plan

Conscia Group UK Limited



Document control

Document title Carbon Reduction Plan

Version 3.0

Date 01/02/2026

Author

Name	Position
Natascha Kenyon	Communication and ESG Manager

Contributors

Name	Position
Phil Marlow	Director of Business Operations
Giulia Modolo	Head of Group ESG
Nikki Bailey	Director People & Culture

Revision history

Version	Description of change	Modified by	Date of issue
2.0	Updated to reflect Conscia UK	Natascha Kenyon	30/10/2025
3.0	Updated with new Conscia UK baseline and plan	Natascha Kenyon	31/01/2026

Contents

Commitment to achieving Net Zero	4
Baseline emissions footprint	4
Current emissions reporting	5
Emissions reduction targets	5
Carbon reduction projects.....	5
Declaration and sign off.....	6

Commitment to achieving Net Zero

Conscia Group UK 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: October 2024 to September 2025	
Additional details relating to the baseline emissions calculations.	
<p>Conscia Group UK was formed on 1st October 2025 after merging ITGL and ISN. ITGL has been publishing carbon emissions data since 2022. In February 2024, ITGL was acquired by Conscia, a European provider of mission-critical IT infrastructure within networking, cyber security, and cloud. Consequently, ITGL has undergone substantial organisational change and restructuring. We have updated our baseline to reflect this change.</p> <p>Some of our calculations are estimated, but all have been completed according to industry best practice, using the best and latest data available, and adhere to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.</p>	
Baseline year emissions:	
Emissions	Total (tCO ₂ e)
Scope 1	7
Scope 2	34.5
Scope 3 (included sources)	<p>12,895</p> <p>The following categories account for our Scope 3 emission figures:</p> <ul style="list-style-type: none">• Category 1 - Purchased goods and services• Category 3 - Fuel & energy related activities not included in Scope 1 or Scope 2• Category 4 - Upstream transportation and distribution• Category 5 - Waste generated in operations• Category 6 - Business travel• Category 7 - Employee commuting• Category 9 - Downstream transport and distribution
Total Emissions	12,936.5

Current emissions reporting

Reporting year: October 2024 to September 2025

Our current emissions reporting is the same as our baseline year above which is 2024/2025.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following short term carbon reduction targets to be achieved by 2030.

Scope 1: 50% carbon reduction to 3.5 t

Scope 2: 50% carbon reduction to 17.25 t

Scope 3: 15% carbon reduction to 10960.75 t

Carbon reduction projects

The following environmental management measures and projects have been completed, implemented, or are ongoing, demonstrating our continued commitment to the reduction of emissions. These measures will continue to be in effect until our next reporting period.

Scope 1:

- Transition to 100% EV by 2030.
- The fleet consists of 4 cars that will be upgraded to EV when the lease term is up (recommended) or will be retired as we transition to a mobility policy which does not foresee the use of cars.

Scope 2:

- 100% renewable energy tariffs in place at our office premises by 2030.
- Increase use of renewable energy.
- In case of office relocation, include environmental criteria (minimum energy efficiency, close to public transport, etc) in the choice of new office.

Scope 3:

- Hybrid working policies for all employees, reducing commuting and company travel.
- We encourage employees to choose the most carbon-efficient means of travel for their journey – cycling or walking are best of all, public transport is better than cars, trains are better than planes, and so on. For private business mileage, rental cars, taxis, and car services, try and make use of electric vehicles wherever possible.
- Commitment to the WEEE directive for recycling and waste disposal.
- 100% reuse or recycling of all cardboard packaging through our warehouse by the end of 2026.

- Adherence to ISO14001 including employee engagement through regular newsletter updates to the company to raise awareness of carbon reduction and other sustainable initiatives.
- Quarterly meetings of the sustainability focus group to drive carbon reduction initiatives with regular recording/reporting of activities above and beyond mandatory annual reporting.
- Changing company merchandise to sustainably produced options, such as recycled and recyclable stationery. Over the last 12 months, we have sourced more environmentally friendly company clothing, working with a supplier that holds both EcoVadis Gold Certification and ISO 14001 Environmental Management System Certification. In terms of merchandise, we have also reduced the quantity purchased during this period.
- A commitment to continually widen our Scope 3 analysis as more data becomes available to us, increasing the accuracy of our reporting.

To reinforce our commitment to ESG priorities, in 2024/25, we entered into a sustainability-linked loan agreement with our lenders, tying financial incentives to three Sustainability Performance Targets (SPTs). The outcome of the 2024/25 SPT assessment was positive, with 3 of 3 SPTs delivered on target.

Declaration and sign off

This carbon reduction plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for carbon reduction plans.

Emissions have been reported and recorded in accordance with the published reporting standard for carbon reduction plans and the GHG reporting protocol corporate standard, and uses the appropriate government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for carbon reduction plans and the Corporate Value Chain (Scope 3) Standard.

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:



Nikki Bailey, Director of People & Culture

Date: 30th January 2026