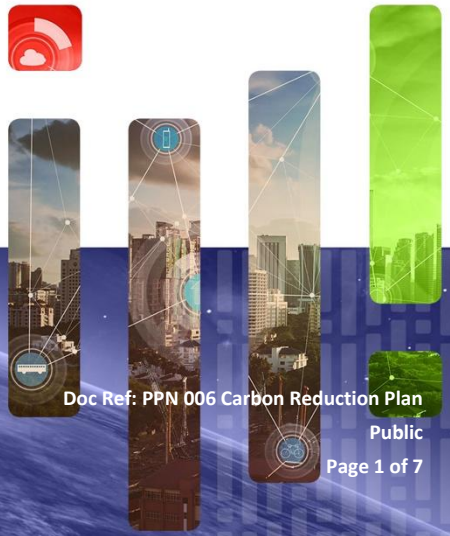
resillion

Assure. Secure. Innovate.

Carbon Reduction Plan

REFERENCE	PPN 006 Carbon Reduction Plan
DOC NUMBER	ESG-008
VERSION	v4.0
DATE	05 November 2026
STATUS	Approved
APPROVED BY	Teresa Cheung
AUTHOR	Teresa Cheung
CLASSIFICATION	Public



©Resillion

Distribution	
Name	Organisation
Any	Any

Revision Record				
Date	Version	Amendment	Author	Review
2024-06-13	1.0	First version	Global Bid Team	Global Bid Team
2025-10-30	2.0	Align with PPN06 template and consolidated baseline year data	Teresa Cheung	Paul Harding
2026-01-12	3.0	Update carbon neutral date to 2045	Teresa Cheung	Paul Harding
2026-11-05	4.0	Update 2025 emissions reporting and revise the 2024 baseline figures to align with the master carbon emissions inventory.	Teresa Cheung	Paul Harding

Contents

1 Commitment to Achieving Net Zero 3
2 Baseline Emissions Footprint 3
3 Current Emissions Reporting 4
4 Emissions Reduction Targets 5
5 Carbon Reduction Projects 5
5.1 Completed Carbon Reduction Initiatives 5
5.2 Future Carbon Reduction Initiatives 6
6 Declaration and Sign Off 7

Table of Figures

No table of contents entries found.

Table of Tables

Table 1: Emission in Baseline Year 2024 3
Table 2: Completed Projects 6
Table 3: Projects Planned 6

Assure. Secure. Innovate.

1 Commitment to Achieving Net Zero

Resillion is committed to achieving net zero emissions by 2045.

2 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: 2024		
Baseline Year Emissions		**Unit (tCO2e)**
	UK	**Global**
Scope 1:	**0.07**	**22.09**
Office Gas Usage		
Scope 2:	**22.12**	**312.87**
Office Electricity Usage		
Scope 3:	**223.60**	**494.50**
Remote Laptop Electricity Usage	0.70	1.59
Business Travel	115.32	*140.63**
Employee Commuting	107.58	352.28
Office Waste	*Unavailable*	*Unavailable*
IT End-of-Life Equipment Waste	*Unavailable*	*Unavailable*
Microsoft Cloud Computing	*Unavailable*	*Unavailable*
Total Emission (approx.)	**246**	**829** *estimate*
**Global Business Travel represents the available UK and Belgium records, not complete worldwide coverage.*		
Additional details relating to the baseline emissions calculations:		

- Gas and electricity emissions are calculated using recorded consumption where available, supplemented by estimates, and documented emission factors.
- Remote laptop electricity usage is calculated based on hours worked by remote users and relevant electricity emission factors.
- Business travel data is supplied by our corporate travel agencies where available.
- Employee commuting is estimated using internal survey data and location-based emission factors.
- Emission factor references: https://ghgprotocol.org/calculation-tools-and-guidance#cross_sector_tools_id

Table 1: Emission in Baseline Year 2024

3 Current Emissions Reporting

Reporting Year: 2025				
Current Year Emissions				**Unit (tCO2e)**
	UK	**YoY%**	**Global**	**YoY%**
Scope 1: Office Gas Usage	**0.03**	-56%	**19.26**	-13%
Scope 2: Office Electricity Usage	**20.57**	-7%	**309.83**	-1%
Scope 3:	**170.58**	-24%	**496.27**	+0.4%
Remote Laptop Electricity Usage	0.69	-2%	1.67	+5%
Business Travel	72.24	-37%	*167.21*	-
Employee Commuting	97.65	-9%	324.93	-8%
Office Waste	*Unavailable*	-	*Unavailable*	-
IT End-of-Life Equipment Waste	*Unavailable*	-	*Unavailable*	-
Microsoft Cloud Computing	*Unavailable*	-	*2.46*	-
Total Emission	**191**	-22%	**825**	-0.5%

Additional details:

- The 0.4% increase in reported global Scope 3 emissions should be considered alongside improvements in data availability and reporting coverage. In 2025, business travel data was extended to include India and China, in addition to the UK and Belgium, and Microsoft cloud computing emissions were included for the first time. Therefore, the year-on-year figures are not fully comparable, and the reported increase does not necessarily indicate an increase in actual emissions from existing activities.
- Global remote laptop electricity emissions increased by 5%, primarily reflecting workforce growth in India, where estimated emissions increased alongside a 53% increase in FTE worked. Overall estimated remote laptop electricity consumption decreased, but changes in the geographical distribution of remote working resulted in slightly higher reported emissions.
- Gas and electricity emissions are calculated using recorded consumption and documented emission factors.
- Business travel data is obtained from available corporate travel records and internal records. Global reporting remains incomplete, with US data unavailable.
- Employee commuting is estimated using internal survey data and emission factors.
- Microsoft cloud computing emissions are reported at the global level without allocation to individual countries.
- Office waste and IT end-of-life equipment waste emissions remain unavailable and are excluded from the reported totals.
- Emission factor references: https://ghgprotocol.org/calculation-tools-and-guidance#cross_sector_tools_id

4 Emissions Reduction Targets

In order to continue our progress towards achieving net zero by 2045, we have adopted the following carbon reduction targets against the 2024 baseline:

1. Reduce Scope 1 emissions by at least 10% by 2030.
2. Reduce Scope 2 emissions by 20% by 2030.
3. Improve Scope 3 data completeness, with the aim of reporting all applicable activities identified in this Plan by 2027.
4. Reduce Scope 3 emissions by at least 10% by 2030.

Based on these targets and the reported 2024 baseline, achieving the planned reductions would result in approximately 715 tCO2e of global emissions by 2030, representing an overall reduction of approximately 14%. This is an indicative figure based on current reporting coverage and will be reviewed as Scope 3 data completeness improves.

In 2025, reported global emissions were approximately 825 tCO2e, a 0.5% reduction from the 2024 baseline.

- Scope 1 emissions decreased by 13%, exceeding the 2030 reduction target of 10%;
- Scope 2 emissions decreased by 1%;
- Reported Scope 3 emissions increased by 0.4%, partly reflecting improvements in data availability and reporting coverage.

Further reductions in Scope 2 and Scope 3 emissions remain key priorities.

5 Carbon Reduction Projects

5.1 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the establishment of the 2024 baseline, with some activities continuing on an ongoing basis. These measures form part of Resillion's environmental management activities and, where applicable, will continue to be implemented when performing contracts.

The carbon emission reductions attributable to individual projects have not been separately quantified. Their contributions will be assessed through ongoing monitoring and annual emissions reporting, subject to data availability and reporting limitations.

No.	Projects	Status
1	Commit to measuring the carbon footprint of business activities year on year.	Completed in H1 2024; ongoing reporting
2	Have ESG Policy and Carbon Reduction Plan in place.	Completed in H2 2025
3	Review and optimise office sizes and locations in the UK to reduce unnecessary heating and cooling.	Completed in H1 2025
4	Switch 100% gas usage to electricity in our Birmingham UK office.	Completed in H1 2025
5	Introduction of electric car scheme in the UK.	Completed in H1 2025

No.	Projects	Status
6	Promote awareness of ESG topics through internal communications.	Implemented in H1 2025; ongoing
7	Implement ISO 14001 and achieve certification in our Birmingham UK office.	Completed in Q4 2024
8	Review and optimise office sizes and locations outside the UK to reduce unnecessary heating and cooling.	Completed in Q3 2025
9	Establish collection and analysis of Microsoft cloud computing emissions, taking into consideration the environmental impact of AI tooling.	Implemented in Q4 2025; ongoing monitoring and analysis

Table 2: Completed Projects

5.2 Future Carbon Reduction Initiatives

The following initiatives are in progress to further improve environmental performance, reduce emissions and strengthen the completeness of carbon reporting.

No.	Projects	Status
8	Switch gas usage to electricity in offices where Resillion has operational control.	In Progress – Completed across UK offices in H2 2025. Gas usage in Belgium is controlled by the landlord and cannot currently be changed by Resillion.
10	Switch to renewable electricity plans where available and implement market-based (supplier-specific contracts) emissions calculations.	In Progress
11	Promote awareness of environmentally friendly commuting.	Started; ongoing
12	Complete collection and analysis of business travel data at the global level and implement a travel policy focused on carbon reduction.	In Progress – Global reporting coverage improved in 2025, but remains incomplete.
13	Complete collection and analysis of office waste data at the global level and implement awareness training to reduce waste-related emissions.	In Progress – Emissions data not yet available.
14	Complete collection and analysis of IT end-of-life equipment waste data at the global level and establish greener disposal practices, such as refurbishment for donations.	In Progress – Emissions data not yet available.

Table 3: Projects Planned

6 Declaration and Sign Off

This Carbon Reduction Plan has been prepared with reference to PPN 006 and its associated guidance and reporting standard for Carbon Reduction Plans. Emissions have been reported based on available data, with reporting limitations and areas of incomplete coverage identified in the relevant sections.

Scope 1 and Scope 2 emissions have been calculated using available consumption data and documented emission factors. Scope 3 emissions have been reported for activities where data are available, although the required subset of Scope 3 emissions under PPN 006 has not been fully quantified.

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

Signed on behalf of Resillion:

…….

Date: …….