

ONNEC GROUP CARBON REDUCTION PLAN

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Our Commitment

Onnec Group is committed to achieving net zero greenhouse gas emissions by 2050 at the latest. This supports the goals of the Paris Agreement and the UK's legally binding net zero target under the Climate Change Act 2008, as amended in 2019.

We will get there by cutting our own emissions and those in our supply chain as far as we can. Any residual emissions that remain in 2050 will be neutralised with permanent carbon removals. We do not count carbon offsets as reductions.

This plan applies to every Onnec Group entity, including Onnec Group UK Limited, and to any Onnec entity that bids for or delivers a public sector contract. The environmental management measures in this plan are available to each of those entities when performing a contract.

Scope and Boundary

This plan covers Onnec Group: all of our legal entities across the 21 jurisdictions in which we operate. We account for emissions using the operational control approach. Our footprint is calculated in line with the GHG Protocol Corporate Standard and BS EN ISO 14064-1, using UK Government greenhouse gas conversion factors and IPCC Sixth Assessment Report global warming potentials.

We report Scope 1, Scope 2 and the Scope 3 categories required by PPN 006. We also report purchased goods and services (Scope 3 Category 1), because it is our largest source of emissions.

Boundary note. Our measured footprint currently covers our UK operations: our UK head office and warehouse, our UK vehicle fleet, business travel, employee commuting and homeworking, waste, freight and our main material purchases. Emissions from Onnec entities outside the UK have not yet been measured and are not included in the figures below. We have not estimated them, because a reliable estimate needs local energy, travel and procurement data. We will extend measurement to every Group entity and recalculate our baseline when we do. Within the UK boundary:

- Purchased goods and services covers our seven main material categories and water supply. It does not yet include purchased services, such as subcontracted labour.
- Employee commuting is based on survey data and is our least certain estimate.
- Downstream transportation and distribution was assessed as out of scope in our FY2024 materiality assessment, as were capital goods, fuel- and energy-related activities and the remaining Scope 3 categories.

Baseline Emissions

Baseline year: FY2024 (1 January to 31 December 2024). Baseline emissions are the reference point against which we measure our reductions. FY2024 is our first full-year inventory covering all of the PPN 006 Scope 3 categories relevant to our business.

Emissions	FY2024 total (tCO ₂ e)
Scope 1	165.3
Scope 2 (location-based)	19.0
Scope 3 (included sources)	1,739.0
– Category 1: Purchased goods and services	1,149.2
– Category 4: Upstream transportation and distribution	7.6
– Category 5: Waste generated in operations	6.9
– Category 6: Business travel	108.4
– Category 7: Employee commuting and homeworking	466.8
– Category 9: Downstream transportation and distribution	Out of scope (see boundary note)
Total emissions	1,923.3

Business travel includes 77.1 tCO₂e from employees' own vehicles used for business, reported in Scope 3 in line with the GHG Protocol. Category values do not sum exactly to the Scope 3 total because of rounding in the source assessment.

Scope 2 is reported on a location basis. We will add a market-based Scope 2 figure once our electricity supply contract data has been confirmed.

Current Emissions

Our FY2024 inventory is our most recent complete footprint, so the baseline table is also our latest full-year position. Our FY2025 inventory is in progress and this plan will be updated when it is complete.

Our emissions intensity in FY2024 was **4.71 tCO₂e per UK employee** (1,923.3 tCO₂e across 408 employees).

Our emissions reported under the UK's Streamlined Energy and Carbon Reporting (SECR) regime cover company vehicles, electricity and business travel in employee-owned vehicles. In FY2025 they were 187 tCO₂e: 19% lower than FY2024 and 2% below our 2020 SECR base year, after peaking at 263 tCO₂e in FY2023. FY2025 figures are provisional: part-year electricity data was pro-rated to a full year, and mileage data is being refined. SECR uses a narrower, statutory boundary, so these figures are not directly comparable with the full inventory above. We have not attributed the recent fall to specific measures.

SECR emissions (tCO ₂ e)	2020 (base)	2021	2022	2023	2024	2025 (provisional)
Scope 1: company vehicles	99	118	140	164	139	128
Scope 2: electricity (location-based)	18	16	17	17	17	9
Scope 3: business travel in employee-owned vehicles	74	68	97	82	76	50
Total	191	202	254	263	231	187

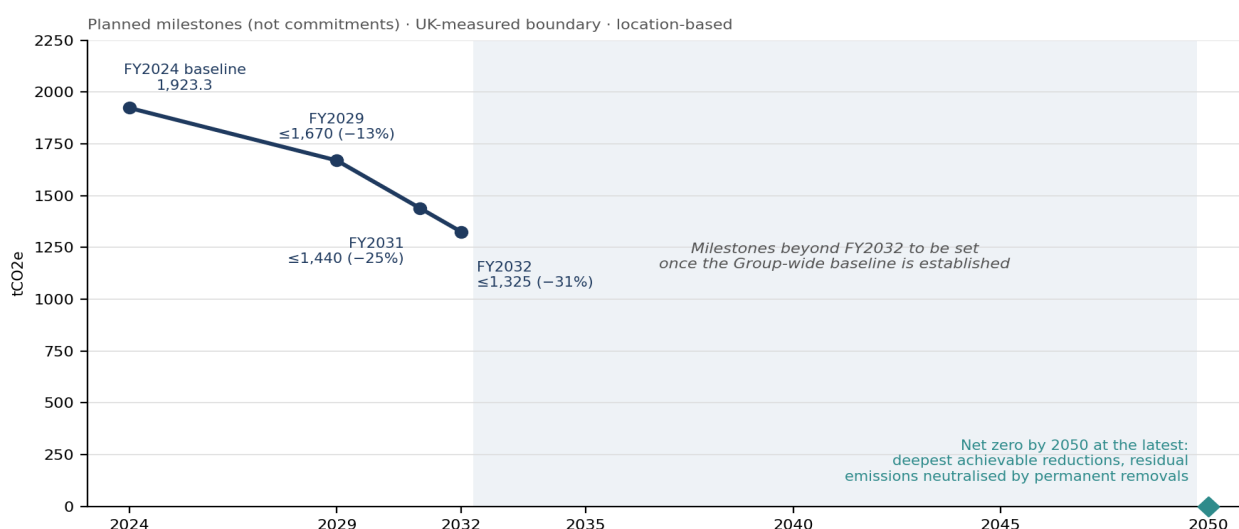
Figures for 2020–2024 are as reported in our FY2024 SECR report; 2025 is from our FY2025 SECR report. The 2024 components do not sum exactly to the total because of rounding.

Reduction Targets and Milestones

We separate **commitments**, which are owned, dated and managed as objectives in our ISO 14001 environmental management system, from **planned milestones**, which reflect the initiatives we have identified but have not yet fully resourced. Planned milestones apply to our measured UK boundary and will be confirmed or revised when our Group-wide baseline is set.

By	Type	Target (against FY2024 baseline unless stated)
Every year, including FY2027	Commitment	At least 5% reduction in UK operational emissions (SECR scope) compared with the previous year. FY2025: 19% reduction (provisional).
31 December 2029 (end FY2029)	Planned milestone	13% reduction in total emissions, to no more than 1,670 tCO ₂ e
31 December 2031 (end FY2031)	Planned milestone	25% reduction, to no more than 1,440 tCO ₂ e
31 December 2032 (end FY2032)	Planned milestone	31% reduction, to no more than 1,325 tCO ₂ e
2050 at the latest	Commitment	Net zero: deepest achievable reductions, with residual emissions neutralised by permanent carbon removals

The planned milestones assume activity levels similar to FY2024. Because purchased materials are currently measured on a spend basis, changes in project volumes will move our absolute emissions, so we will also report emissions per employee.



Planned emissions pathway against the FY2024 baseline (UK-measured boundary, tCO₂e)

Our Plan by Horizon

12-month plan: FY2027 (1 January to 31 December 2027)

This horizon includes actions already under way in the final quarter of FY2026.

In place or under way:

- Renewing our UK ISO 14001 certification and extending it to Ireland, Sweden, Norway, Denmark and Finland, with certification audits in the second half of 2026.
- A carbon reduction programme covering emissions monitoring against activity, switch-off awareness, LED lighting at our UK warehouse and reduced travel through virtual meetings.
- Better recording of business mileage and card expenses, to improve the accuracy of our business travel data.
- Waste segregation and recycling to keep UK operational waste out of landfill.

Planned:

- Complete our FY2025 inventory and publish an updated plan.
- Begin measuring emissions for our entities outside the UK, starting with those joining our ISO 14001 certification.
- Reduce electricity use at our UK sites and review a move to a renewable electricity supply.
- Run a new employee commuting survey to improve our least certain data.
- Review whether capital goods and fuel- and energy-related activities should be added to our inventory.

Expected contribution: at least a 5% year-on-year reduction in operational emissions (commitment).

Other actions in this horizon mainly improve the accuracy and coverage of our data.

Supply chain engagement:

- Repeat our supplier sustainability survey annually, with clearer questions based on supplier feedback.
- Ask suppliers of copper cable, fibre cable and network items, which together accounted for 53% of our FY2024 footprint, for product-level carbon data.
- Extend engagement beyond materials to service providers, including subcontracted labour and deliveries.

3-year plan: to 31 December 2029

Planned:

- Transition our company vehicles, other than our lorry, to electric vehicles. Expected reduction: up to 138.7 tCO₂e a year (7% of baseline), before accounting for the electricity used to charge them.
- Move our UK sites to a certified renewable electricity supply. This would reduce our market-based Scope 2 emissions by up to 19.0 tCO₂e a year; it does not change our location-based figures.
- Begin sourcing lower-carbon materials, such as cabling with recycled content, planned at a 10% reduction in purchased-materials emissions each year from FY2029 (114.9 tCO₂e a year at FY2024 spend levels).
- Set a Group-wide baseline and restate our milestones.

Supply chain engagement: replace spend-based estimates with supplier-specific data for our highest-emitting suppliers, present our findings to suppliers and agree reduction expectations with them.

Planned milestone: 13% reduction by the end of FY2029.

5-year plan: to 31 December 2031

Planned:

- Continue lower-carbon material sourcing, bringing the cumulative expected reduction from materials to 344.7 tCO₂e a year by FY2031.
- Report progress against the Group-wide baseline across all entities.

Supply chain engagement: set reduction expectations for suppliers according to their spend and emissions profile, focusing first on high-spend, high-emission suppliers.

Planned milestone: 25% reduction by the end of FY2031.

Pathway to Net Zero by 2050

Our identified initiatives take us to a planned 31% reduction by the end of FY2032. Beyond 2032 we will set further milestones once we have a Group-wide baseline and supplier-specific data for our largest emission sources, which will allow us to plan deeper reductions in purchased materials and commuting.

By 2050 at the latest we will have reduced our emissions as far as practicable and will neutralise any residual emissions with permanent carbon removals. We will not use offsets in place of reductions.

Emissions Reduction Initiatives Already Delivered

- **Carbon footprints for FY2023 and FY2024**, prepared by an external consultant to BS EN ISO 14064-1, alongside annual SECR reporting against a 2020 base year.
- **Supplier Engagement Programme launched in 2025**. We mapped supply chain emissions hotspots across our seven main material categories and surveyed our 15 largest material suppliers. Nine responded (60%). Respondents reported that seven have carried out a greenhouse gas assessment, eight hold ISO 14001 certification, all have a formal sustainability policy, three use 100% renewable electricity, and six audit their own supply chains.
- **Zero waste to landfill** from our UK operations against our 2025/26 objective, evidenced by waste transfer records.
- **An ISO 14001-certified environmental management system** in the UK.
- **Environmental management foundations in 2024**: the appointment of an environment, health and safety manager, an environmental log, a monitoring and measurement matrix, and consideration of building environmental performance when tendering for our new UK warehouse.

We have not yet quantified savings from individual measures. Where we can evidence savings in future, we will report them here.

Governance and Declaration

This plan is owned by our environmental and health and safety function and approved by our Chief Executive Officer. Our commitments are managed as objectives within our ISO 14001 environmental management system, each with an owner, measure, due date and review. Progress is reviewed at management review. We review this plan annually and update it within six months of our financial year-end.

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 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 (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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) on 24.09.2026.

Signed on behalf of Onnec Group:

Philippe Huinck, Chief Executive Officer

Date: 24.09.2026

