

Carbon Reduction Plan

September 2025

Re-issued March 2026



Carbon Reduction Plan

Supplier Name

Telent Technology Services Ltd (“Telent”)

Commitment to achieving Net Zero

Telent is committed to achieving Net Zero emissions by 2050.

Data Reporting Periods

Telent uses the financial reporting period for the tracking of progress against agreed carbon reduction targets, which runs April to March.

Carbon Reduction Planning

At the end of each financial year, Telent undertakes the calculation and verification of its carbon emissions, assessing performance against published targets. Verified results are formally reviewed, and any additional carbon reduction measures are approved through this process. The updated Carbon Reduction Plan is then prepared and published by the end of September each year.

Baseline Emissions Footprint

Baseline emissions represent the greenhouse gases produced prior to the implementation of emission reduction strategies. They provide the reference point against which all future reductions are measured. The current baseline year is April 2019 to March 2020 (FY20).

Baseline Year: FY20 (Financial Year Apr 2019 – Mar 2020)

Additional Details relating to the Baseline Emissions calculations

The baseline year was calculated and independently verified as part of the organisation’s science-based target setting. It includes only the mandatory Scope 3 categories required under the Public Procurement Notice (PPN 006). Emissions from optional Scope 3 categories were not included.

Baseline year emissions

Emissions	Total (tCO ₂ e)
Scope 1	6,761
Scope 2 (Location based)	2,161
Scope 3 Emissions (included sources only) Category 4: Upstream transportation and distribution (1,627); Category 5: Waste generated in operations (20); Category 6: Business travel (949); Category 7: Employee commuting (1,553); Category 9: Downstream transportation and distribution (0)	4,149
Total Emissions Scope 1, 2 & 3	13,071

Current Emissions Reporting: FY25 (Financial Year Apr 2024 – Mar 2025)	
Emissions	Total (tCO ₂ e)
Scope 1	4,341
Scope 2 (Location based)	980
Scope 3 Emissions (included sources only) Category 4: Upstream transportation and distribution (807); Category 5: Waste generated in operations (7); Category 6: Business travel (969); Category 7: Employee commuting (2,094); Category 9: Downstream transportation and distribution (0)	3,877
Total Emissions Scope 1, 2 & 3	9,198

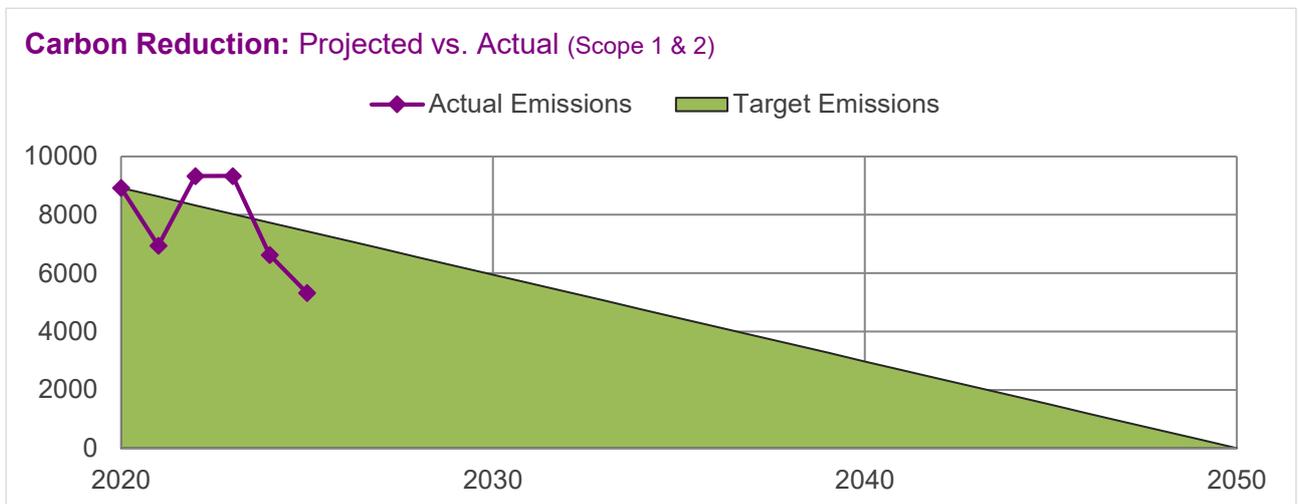
For consistency, the Scope 3 emission figures presented reflect only the ‘included sources’ required under PPN 006 and are reported in line with the GHG Protocol Corporate Value Chain (Scope 3) Standard. Category 9 (Downstream transportation and distribution) is not applicable to Telent’s business model and is therefore excluded. As a result, figures may differ from those disclosed in Telent’s wider organisational reporting aligned to our Science Based Targets.

Emissions Reduction Targets

We have set Science Based Targets for reduction, aligned with limiting global warming to 1.5°C, using FY20 as our baseline year.

Scope	Reduction Target	Type	Baseline	Progress (FY25)
Scope 1 & 2	46.2%	Absolute vs baseline	FY20	40%

Progress for our absolute Scope 1 and 2 emissions can be seen in the graph below:



Telent also measures carbon performance using intensity metrics as an additional indicator of carbon efficiency. The intensity measures for scope 1 and 2 over the past six years are presented below.

Measure	FY25	FY24	FY23	FY22	FY21	FY20
tCO ₂ e per million pounds turnover	11.2	15.7	20	20.7	14.8	17.7
tCO ₂ e per head per year	2.1	2.9	3.6	3.9	2.9	4.4

While this Carbon Reduction Plan reports only mandatory Scope 3 categories, Telent has adopted more ambitious commitments, including Science Based intensity reduction for our full applicable Scope 3 inventory, ensuring we reduce emissions across the wider value chain in line with our net zero strategy. These are reported separately to maintain accuracy and transparency, with purchased goods and services and other non-mandatory categories tracked through intensity measures to demonstrate progress beyond the CRP requirements.

Scope	Reduction Target	Type	Baseline	Progress (FY25)
Scope 3	55%	Intensity (GEVA – emissions per £m revenue) vs base year	FY20	50%

The target covers over 80% of our Scope 3 footprint within the organisational boundary and applies to Purchased Goods & Services and Capital Goods.

Other applicable Scope 3 categories measured and reported are: Fuel- and energy-related activities; Use of sold products; and End-of-life treatment of sold products. The target meets Science Based Target initiative (SBTi) criteria and supports a 1.5°C trajectory across the covered categories. We use a hybrid calculation method with supplier-specific or activity data where available, supplemented by spend-based estimates and recognised emission factors.

Carbon Reduction Projects

Telent is delivering a range of carbon reduction initiatives aligned with our Science Based Targets and Net Zero Roadmap. Since our baseline to date, these have reduced our absolute Scope 1 & 2 Emissions by 40% and the intensity of Scope 3 Emissions by 50%.

Carbon Reduction Initiatives

Initiative	Description
Renewable electricity	Switched 90% of electricity to REGO-backed renewable tariffs
Low-carbon heating	Replaced gas boilers with electric and low-carbon alternatives, reducing gas use by 89% since FY20

Energy efficiency upgrades	LED lighting refits, HVAC improvements, insulation and smart server scheduling to cut energy use and emissions
Estate improvements	Refurbishment of Warwick HQ to Category A environmental performance, alongside site rationalisation to reduce energy demand
Fleet decarbonisation	Expanded electrical vehicle (EV) rollout to 10% of fleet, installed charging points and introduced incentives for personal EV/ULEV adoption
Digital solutions	Increased use of remote technologies to reduce avoidable travel and developed smart tech to reduce engineer site visits
Sustainable plant & equipment	Identifying alternatives such as solar and battery powered equipment to replace diesel/petrol units
Circular economy & waste	99.7% waste diversion from landfill and 92.9% recycled, removal of single-use plastic cups, and donation of 1,000+ devices for reuse
Sustainable procurement	37% of spend with climate-aligned suppliers (up from 5% at baseline), 61 supplier emissions profiles developed (up from 30 in FY24), supplier-specific emissions data covers 21% of reported Scope 3 emissions, enhanced procurement policies and supplier engagement on climate change, new Design Carbon Appraisal Tool (DCAT) deployed to calculate emissions and sustainability impacts of key products and services
Supplier assurance	Over 98 environmental audits conducted developed
Governance & targets	ISO14001 certified Environmental Management System, Science-based targets approved (Scopes 1, 2 & 3), Net Zero roadmap in place, and PAS 2080 verification achieved in Highways Business Unit
Recognition	Secured place on CDP A List for Supplier Engagement and Scope 3 Management.

All carbon reduction calculations and reporting are prepared in line with the Greenhouse Gas (GHG) Protocol and our approved Science Based Targets, with disclosure through CDP. Data is supported by supplier-specific information where available and undergoes third-party verification in accordance with ISO 14064 to ensure accuracy, transparency and alignment with recognised international standards. Telent also complies with UK regulatory schemes including Streamlined Energy and Carbon Reporting (SECR) and the Energy Savings Opportunity Scheme (ESOS).

In the period, we also secured our place on the CDP A list for Supplier Engagement and Scope 3 Management. In 2024, CDP assessed over 23,000 companies globally on behalf of investors, customers and regulators. Only around 2% achieved a placed on the SEA A List, placing Telent in the top tier of global organisations taking meaningful climate action beyond their own operations.

Planned carbon reduction initiatives

In FY26, Telent will continue to deliver targeted carbon reduction measures across operations, estates, fleet, and supply chain. Key actions include further fleet electrification, estate rationalisation, energy efficiency upgrades, expansion of digital and low-carbon solutions, and wider adoption of supplier engagement tools. These projects build on our FY25 progress and are designed to support delivery of our Science Based Targets and Net Zero Roadmap.

Initiative	Description
Fleet decarbonisation	Ongoing replacement of commercial vehicles with EVs, targeting 50% by 2030, with 20% by the end of FY26
Digital innovation	Greater use of 3D scanning and remote monitoring to cut travel
Estate rationalisation	Continued optimisation of office and site space to reduce energy demand
Green Solutions	Development of new low-carbon technologies
PAS 2080	Ongoing delivery of actions linked to whole-life carbon management in Highways
Energy efficiency	Lighting upgrades and improved heating/cooling controls at key sites
Renewable energy	Feasibility study into solar PV installation at key sites
Sustainable procurement	Increased spend with climate-aligned suppliers to reduce Scope 3 impact
Design Carbon Appraisal Tool (DCAT)	Rollout of DCAT across projects to embed carbon assessment in design and reduce embodied emissions
ESOS plan	Continued implementation of Energy Savings Opportunity Scheme actions

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 guidance and reporting standards. Emissions have been reported in accordance the GHG Reporting Protocol corporate standard, using 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.

The required subset of Scope 3 emissions has been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard. Scope 1, 2 and 3 emissions for FY25 have been externally verified to ISO 14064 requirements. This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors (or equivalent management body) and is subject to at least annual review and update by end of September each year. This Carbon Reduction Plan was re-issued in March 2026 to confirm zero emissions for Scope 3 Category 9.

Signed on behalf of the Supplier:

Mick Mohan

Mick Mohan (Group Engineering Director)

Date: September 2025