

# Carbon Reduction Plan

September 2025



# 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 <sub>2</sub> e) |
| Scope 1   | 6,761                      |
| Scope 2 (Location based)  | 2,161                      |
| <b>Scope 3 Emissions (included sources only)</b><br>Category 4: Upstream transportation and distribution; Category 5: Waste generated in operations; Category 6: Business travel (excluding hotel stays); Category 7: Employee commuting  | 4,149                      |
| <b>Total Emissions Scope 1, 2 &amp; 3</b>   | <b>13,071</b>              |

Current Emissions Reporting: FY25 (Financial Year Apr 2024 – Mar 2025)

| Emissions  | Total (tCO <sub>2</sub> e) |
|--|----------------------------|
| Scope 1  | 4,341                      |
| Scope 2 (Location based)   | 980                        |
| Scope 3 Emissions (included sources only)<br><small>Category 4: Upstream transportation and distribution; Category 5: Waste generated in operations; Category 6: Business travel (excluding hotel stays); Category 7: Employee commuting</small> | 3,877                      |
| Total Emissions Scope 1, 2 & 3   | 9,198                      |

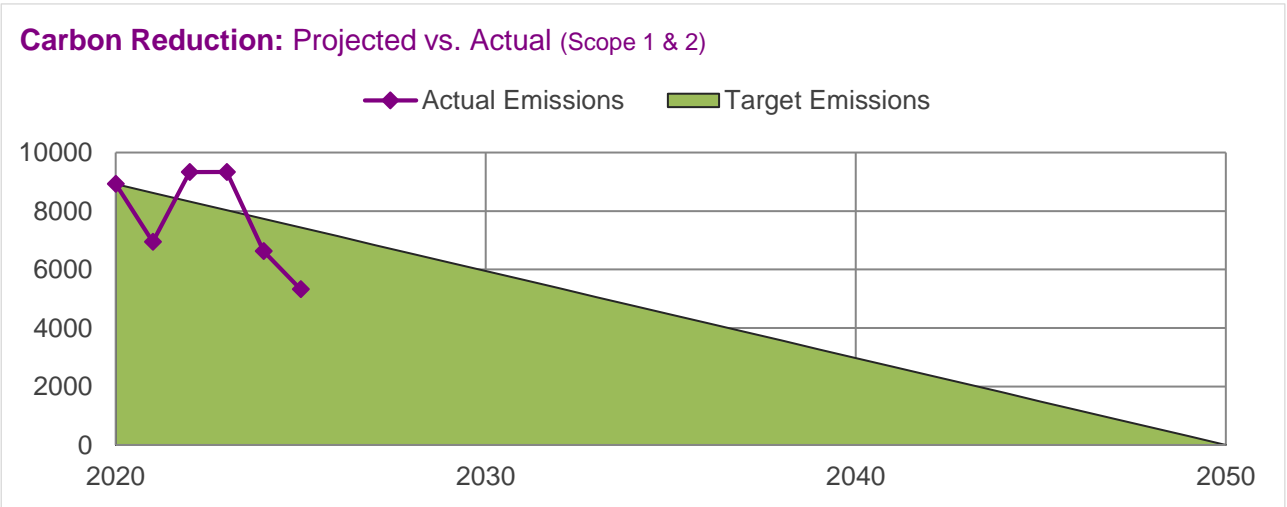
For consistency, the Scope 3 emission figures presented in the tables above reflect only the ‘included sources’ required under PPN 006. Telent’s organisational reporting covers a wider range of Scope 3 categories and measures in line with our approved Science Based Targets. Accordingly, the figures in this Carbon Reduction Plan may differ from those disclosed in Telent’s broader company reports.

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   | FY20 | FY21 | FY22 | FY23 | FY24 | FY25 |
|---|------|------|------|------|------|------|
| Tonnes of CO <sub>2</sub> e per million pounds turnover | 17.7 | 14.8 | 20.7 | 20   | 15.7 | 11.2 |
| Tonnes of CO <sub>2</sub> e per head per year           | 4.4  | 2.9  | 3.9  | 3.6  | 2.9  | 2.1  |

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 SEAA 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 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. Scope 1, 2 and 3 emissions for FY25 have been externally verified. 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.

Signed on behalf of the Supplier:

Signed by:



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Mick Mohan (Group Engineering Director)

Date: September 2025