Kubus

CARBON REDUCTION PLAN

Supplier name: **Kubus Group Limited**
Publication date: **21st August 2026**

Commitment to achieving net zero

Kubus Group Limited ("KGL") recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment across the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e. to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

Baseline and Current 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 reductions can be measured.

Baseline year: 2022
Current year: 2025

Additional details relating to the emissions calculations:

- This report has been prepared using the Operational Control Approach.
- Also included in the scope of this report are KGL's 100% owned subsidiary, Hcom IT solutions Limited, and KGL's immediate and ultimate parent undertakings, IT and Cloud Solutions Limited, Kubus Holdings Limited and Project Orchid Topco Limited respectively (together designated as "Kubus").
- Emissions from Scope 1 & 2 have been measured along with certain Scope 3 emissions. The Scope 3 emissions that have been included are those that have been practical to measure with available data and are outlined in the table below.

Calculated emissions for the baseline, prior year and current year are as follows:

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EMISSIONS (tCO2e)		Current emissions 2025	Prior emissions 2024	Baseline emissions 2022
Scope 1		3	4	5
Scope 2		22	22	31
Scope 3	Purchased goods and services	6	6	10
	Fuel and energy related activities	6	7	8
	Upstream transportation and distribution	4	3	16
	Waste generated in operations	0	0	0
	Business travel	54	58	42
	Employee commuting	13	14	54
	Downstream transportation and distribution	46	86	80
Total Emissions (Gross)		**154**	**200**	**246**
Offsetting initiatives		(44)	(40)	(18)
Total Emissions (Net)		**110**	**160**	**228**

Basis of carbon reporting:

Emission	Description	Data Source
Scope 1		
Stationary combustion	Burning fuels in stationary combustion facilities (factories, appliances)	Generator fuel purchased
Mobile combustion	Burning fuels in company owned or operated vehicles	Fuel used for the company van
Fugitive emissions	Emissions from cooling equipment	Conversion factors applied for the following equipment: - Van air conditioning - Office air conditioning units - Office fridges
Scope 2		
Purchased electricity	Emissions during the generation processes of electricity purchased	Office electricity usage based on meter readings
Scope 3		
Purchased goods and services	Emissions caused by goods being produced and services provided	Conversion factors applied to cloud data spend
Fuel and energy related activities	Emissions related to the production, transmission and distribution of fuel and energy purchased and consumed	Same data as scope 1 and 2
Upstream transportation and distribution	Emissions arising from the transport of materials and products from suppliers to our operations in vehicles not owned or operated by us	Conversion factors applied to delivery in costs from suppliers

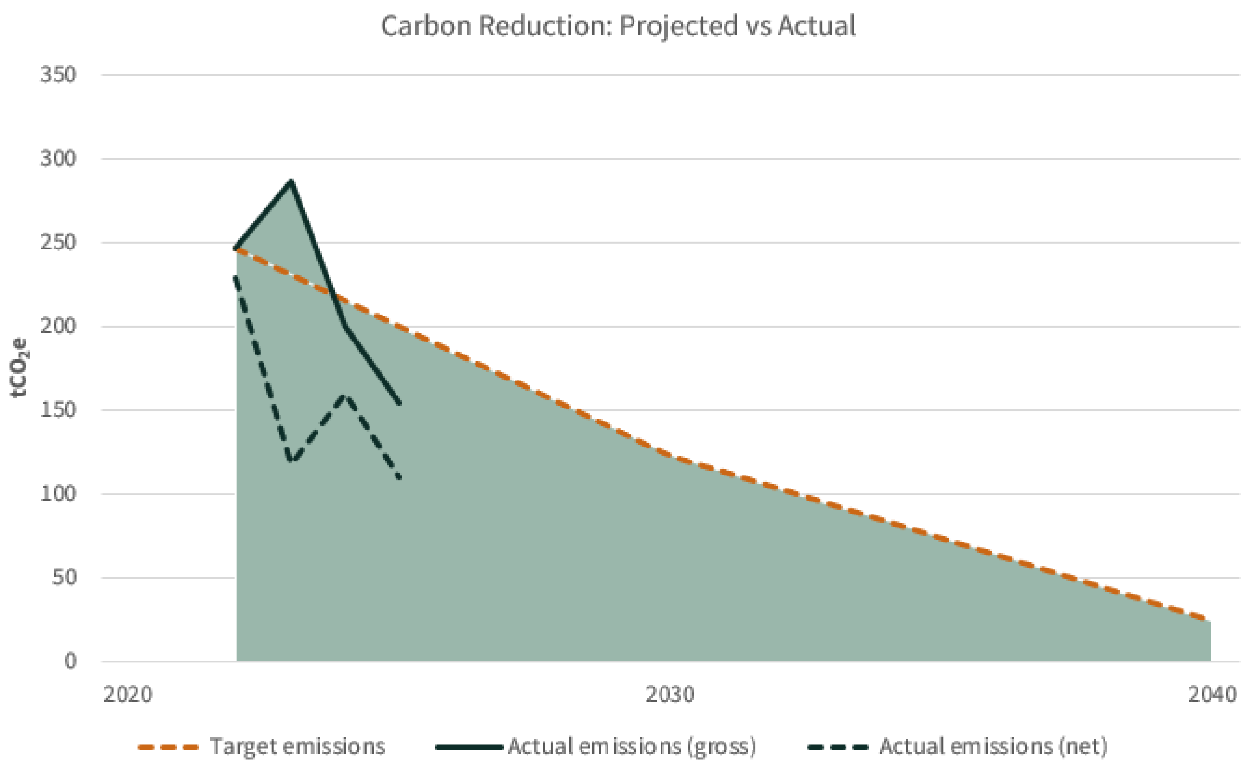
Waste generated in operations	Emissions from the way the waste is treated by third parties	Data from our waste provider on the split of office waste from bin collections
Business travel	Emissions arising from the transportation of employees for business-related activities in vehicles owned by third parties (accommodation is optional per GHG protocol)	Data provided by our booking platform on emissions for flights and trains. Calculations for emissions of taxis and car fuel
Employee commute	Emissions relating to journeys to and from work as well as emissions associated with working from home	Conversion factors applied to average number of employees commuting each day and average working from home days
Downstream transportation and distribution	Emissions associated with the transportation and distribution of goods and products to their final destinations	Data from our freight suppliers on emissions

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- 2026 – carbon neutral across all scopes.
- 2030 – 50% reduction of gross emissions against baseline year (SBTi near-term goal).
- 2040 – 90% reduction of gross emissions against baseline year (SBTi long-term goal).

Progress against these targets can be seen in the following graph:



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Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since our baseline year, we saw an increase in emissions in 2023 primarily due to an increase in business performance and an increase in business travel following the COVID-19 pandemic. Emissions fell in 2024 to below our target level, reflecting the move of nearly all business travel to our booking platform, TravelPerk, where we have elected to offset 100% of emissions.

In 2025, emissions fell significantly which was primarily due to our gross downstream transportation emissions reducing by 46% between the two years as the number of worldwide deliveries made by air decreased, especially to the USA. There were also fewer business flights taken during 2025 compared to 2024, plus an increase in the amount of business travel emissions offset by TravelPerk.

The following environmental management measures and projects have been completed or implemented since the 2022 baseline:

- Office heating – in late 2022 we replaced our radiators with energy efficient 1kW electric heaters throughout our office.
- LED lighting – we have phased out all halogen bulbs and replaced with energy efficient LED tube lighting. We are also encouraging employees to be mindful about turning lights off when leaving meeting rooms by having signs next to doors.
- EV charging/employee scheme – we have installed 4 electric car chargers at our office for employee/visitor use. We also launched our EV salary sacrifice scheme, with a c. 10% uptake in 2023 and 20% in both 2024 and 2025.
- Offsetting initiatives – We have elected to offset 100% of our business travel emissions purchased through our travel booking platform TravelPerk.
- Sustainability project team – this was established in early 2023 to drive engagement across the business and to set and deliver on our objectives. This team will be rebooted in 2026 with appointed sustainability representatives to embed environmental responsibility throughout the organisation.
- Recycling – we have increased the number of recycling bins in the office and added food waste bins, with signs containing information on what waste needs to go where.
- Framework review – we achieved our ISO 14001 accreditation in 2025, demonstrating our commitment to minimise our environmental footprint, comply with laws, and continually improve sustainability.

Future Carbon Reduction Initiatives

In the next two years we plan to implement further measures which will continue to drive down emissions, these include (but are not limited to) the following:

- Sustainability supply chain review – develop and embed a sustainable procurement policy within the business to make sustainability a key consideration when purchasing products and services.
- Renewable energy – work with our landlord to revert all electricity contracts to renewable energy for our leased offices in Kemble and also review the feasibility of solar panels on our office.
- Business travel – implement a sustainable travel policy to encourage and educate staff to take lower carbon travel options such as public transport or car sharing.

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- Company van – replace our company owned diesel van with a lower emission vehicle (fully electric or hybrid).
- Reduce printing in our warehouse – we have reduced printing by c. 90% across the business over the last few years, and we plan to implement a paperless goods in/out procedure in the warehouse to reduce this even further.
- Office efficiency programme – look to install occupancy sensors and daylight controls for lighting, as well as improving building management system controls and heating schedules.
- Employee engagement – we will continue to educate staff via internal and external training sessions, to inform our staff around Net Zero issues and how they can impact on our carbon emissions.
- Offsetting initiatives – review options for offsetting our downstream transportation emissions to return to the net zero position we had been able to achieve on our DHL shipments in 2023.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

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

Signed on behalf of Kubus Group Limited:

Signed by:
Jordan Selby
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Jordan Selby, Finance Director
21st August 2026

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[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[3] https://ghgprotocol.org/standards/scope-3-standard