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CARBON REDUCTION PLAN

Elite Dynamics UK Limited

December 2025

CARBON REDUCTION PLAN TEMPLATE

Supplier name: Elite Dynamics UK Limited

Publication date: 31/12/2025

Commitment to achieving Net Zero

Elite Dynamics UK Limited, based in the United Kingdom is committed to achieving Net Zero emissions by 2040.

Our Net Zero target is 10 years ahead of the 2050 target set out in the standard Carbon Reduction Plan requirements.

For more information on our sustainability plan – please visit: www.elitedynamics.co.uk

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: 2023
Additional Details relating to the Baseline Emissions calculations.
We formulated and started our Net Zero plan in 2023. Part of our Net Zero plan was to monitor our Carbon Emissions on an annual basis. 2023 was the first year we monitored such emissions. Our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol and current Streamlined Energy and Carbon Reporting (SECR) Guidelines. We have used the conversion factors from the UK Government Conversion Factors for greenhouse gas (GHG) reporting annual publication. Our Carbon emissions reporting covers the requirements of the CRP as per the Technical standard within PPN 621: **Scope 1 - The emissions directly under your control** Examples include: • Fuel used in your company vehicles (diesel, petrol, LPG) • Fuel used to operate Biomass and other fired processes (wood chippings etc) • Natural Gas to heat your buildings or use in other processes along with home working. • Other fuels to operate machinery or processes (coal, burning oil, gas oil, fuel oil) **Scope 2 - Emissions resulting from electricity, heat and steam**

Examples include:

- Electricity used within your buildings and premises along with home working.
- Heat and steam if it purchased and delivered from offsite.

Scope 3 - Other emissions which are not under your direct control

There are 15 categories for Scope 3 – we have included the following for our CRP:

4. Upstream transportation and distribution
5. Waste generated from operations
6. Business Travel
7. Employee commuting
9. Downstream transportation and distribution

Baseline year emissions: 2023

EMISSIONS	TOTAL (tCO_2e)	
Scope 1	**0.00**	
Scope 2	**11.773**	
Scope 3 (Included Sources)	**26.807**	
	Scope 3 emissions (measured)	**CO2e (tn)**
	4. Upstream transportation and distribution	0.00
	5. Waste generated from operations	0.00
	6. Business Travel	13.313
	7. Employee commuting	13.494
	9. Downstream transportation and distribution	0.00
Total Emissions	**38.581**	

Current Emissions Reporting

Reporting Year: 2024	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**0.00**
Scope 2	**6.963**
Scope 3 **(Included Sources)**	**48.185** **Scope 3 emissions (measured)** — **CO2e (tn)** 4. Upstream transportation and distribution — 0.00 5. Waste generated from operations — 0.00 6. Business Travel — 32.157 7. Employee commuting — 16.028 9. Downstream transportation and distribution — 0.00
Total Emissions	**55.147**

Emissions reduction targets

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

We project that carbon emissions will decrease over the next five years to **26.52** tCO2e by **2029**. This is a decrease of **31.26**% compared to our 2023 baseline.

Annual carbon emissions performance

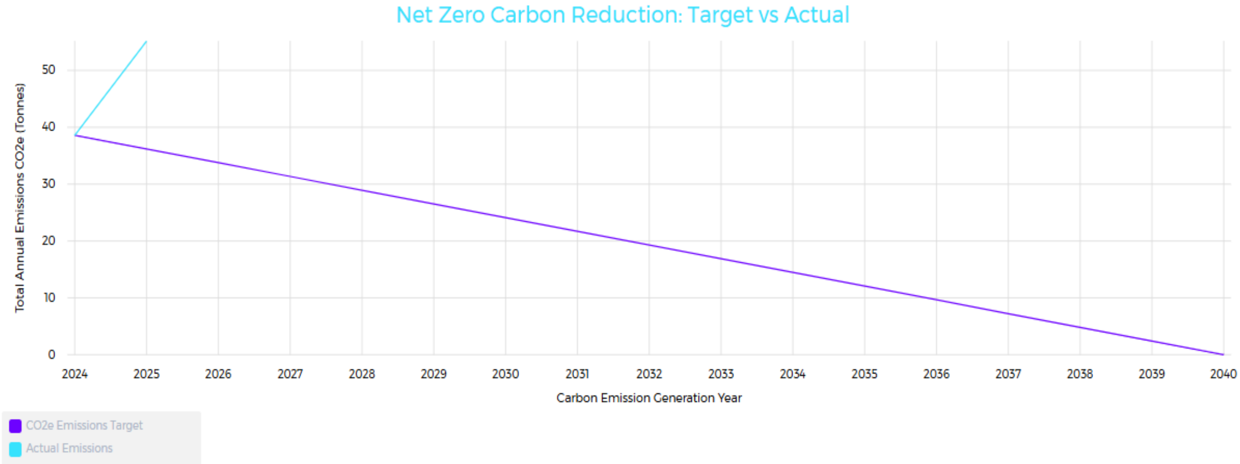
Through our carbon reduction plan initiatives, we have targeted the emissions generated from hosting our clients ERP applications in managed data centres.

We have managed to reduce our electricity emissions (Scope 2) **by over 40%** since our 2023 baseline by migrating our clients applications onto their own Microsoft tenant which is directly under their control. This is an area we will continue to focus on with a goal of removing 100% of our Scope 2 emissions from hosting clients applications within the next 5 years.

Short term increase in business travel emissions

Due to our expansion into new markets and international territories, our business travel emissions will increase in the short term.

We will continue to manage all business travel activity as per our carbon reduction plan initiatives to reduce any emissions we can where practical.
Our progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes had an impact on our initial 2023 baseline and the measures will be in effect when performing the contract.

Our completed carbon reduction initiatives include:

1. Encouraged the use of virtual meeting technology to reduce our companies annual emissions created from onsite internal and supplier meetings.

2. Achieved business objective of becoming a paperless office.
3. Continued to work in partnership with clients to work towards our own and their environmental objectives.
4. Enrolled all employees in a Climate Positive Workforce scheme which provides weekly sustainability tips to help them reduce their carbon emissions and environmental impact both in their working and personal life.
5. Committed to Scope 1 and 2 reports with elements of Scope 3 reporting, on an annual basis.
6. Interrogated the data from Scope reports to confirm or realign our business objectives in relation to environmental issues, on an annual basis.
7. Moving customers to their own dedicated hosting environment to reduce the company's electricity consumption.

Future Carbon Reduction Initiatives

1. Committed to raise awareness of environmental issues and sustainability through regular attendance at relevant seminars and workshops with time devoted to knowledge sharing within the wider team.
2. As far as possible, worked with regional clients, in close proximity, to ensure a reduction in carbon emissions as a result of travel.
3. To target the remaining emissions which generally result from our employees working from home by:
4. Putting in place an incentive scheme to encourage all employees who work from home to switch to 100% renewable electricity at home within the next 2 years
5. Putting in place an incentive scheme to encourage all employees to switch to 100% renewable Gas at home when such a product is available within the domestic market
6. Revisit and redefine environmental and sustainability objectives, moving forward to create an environmental strategy.

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 the Supplier:

Signed by:

Phillip Norton

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Philip Norton - Chief Financial Officer

Date: 31/12/2025

[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