

Environmental Policy

1. Policy Statement

Elite Dynamics Ltd is committed to conducting its business in a manner that minimises environmental impact and supports the transition to a low-carbon economy. As a technology-led organisation, we recognise our responsibility to reduce greenhouse gas emissions, manage environmental risks, and contribute positively to climate change mitigation through responsible operations and sustainable business practices.

This policy supports Elite Dynamics' wider Environmental, Social and Governance (ESG) framework and reflects our commitment to transparency, continual improvement, and long-term value creation for our stakeholders.

2. Scope

This policy applies to all Elite Dynamics operations, employees, contractors, and business activities within the United Kingdom. It covers direct and indirect environmental impacts associated with our offices, remote working model, business travel, data hosting activities, and supply-chain interactions.

3. Our Environmental Commitments

Elite Dynamics commits to:

Climate Change & Carbon Management

- Measure and report greenhouse gas (GHG) emissions annually in line with the **GHG Protocol** and **Streamlined Energy and Carbon Reporting (SECR)** guidelines
- Maintain verified carbon accounting supported by **Catalyst Commercial Services Limited**
- Offset verified emissions using **nature-based solutions** delivered through **Play It Green**, including mangrove restoration, agroforestry, and sea kelp restoration projects
- Maintain carbon neutrality certification for reported emissions scopes

Net Zero

- Achieve **Net Zero emissions by 2040**, ten years ahead of the UK Government's 2050 target

- Use 2023 as our baseline year for emissions tracking and reduction planning
- Reduce total emissions by at least **31% by 2029** against the 2023 baseline

Energy & Digital Infrastructure

- Reduce Scope 2 emissions by migrating client applications to customer-controlled Microsoft tenant environments
- Target the removal of **100% of Scope 2 hosting emissions** within five years
- Promote efficient use of cloud and digital infrastructure

Business Travel & Remote Working

- Encourage virtual collaboration as the default to reduce travel-related emissions
- Manage unavoidable business travel responsibly and in line with carbon-reduction objectives
- Address emissions arising from homeworking through awareness and incentive-based initiatives

Employee Engagement

- Enrol employees in climate-positive initiatives that provide practical guidance to reduce environmental impact both at work and at home
- Promote sustainable behaviours through education, engagement, and leadership accountability

4. Environmental Management & Controls

Elite Dynamics will:

- Review environmental performance annually using verified emissions data
- Monitor progress against carbon-reduction targets
- Integrate environmental risks into business continuity and operational planning
- Review this policy at least annually to ensure continued relevance and effectiveness

5. Governance & Accountability

Responsibility for environmental performance sits with senior management, with Board-level oversight through the ESG governance framework. Environmental

objectives, progress, and risks are reviewed regularly and reported transparently to investors and stakeholders.

6. Continuous Improvement

We recognise that environmental management is an evolving area. Elite Dynamics is committed to continually improving its environmental performance by refining targets, expanding emissions coverage where practical, and aligning with best practice as standards and expectations develop.

Approved by:

Phil Norton, CFO

Review Cycle: Annual

Last Review: December 2025