

Carbon Reduction Plan

Supplier name: Eckoh Limited (formerly Eckoh Limited (formerly Eckoh plc), which includes Eckoh UK Ltd)

Publication date: August 2025

Commitment to achieving Net Zero

Eckoh Limited (formerly Eckoh Limited (formerly Eckoh plc)) is committed to achieving Net Zero emissions by 2045.

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.

2022 was the first year Eckoh Limited (formerly Eckoh Limited (formerly Eckoh plc), which includes Eckoh UK Ltd) reported its emissions and it covers the 12-month period from 1st April 2021 to 31st March 2022. During the baseline year, in December 2021, the Company acquired Syntec Holdings Limited, which has been included in the baseline year from the point of acquisition.

Baseline Year: 2022
Additional Details relating to the Baseline Emissions calculations.
Eckoh Limited (formerly Eckoh Limited (formerly Eckoh plc)) and its subsidiaries and affiliates is a technology company providing Customer Engagement Data Security Solutions. Historically these solutions have been delivered to clients in the UK via our own managed service private cloud platform and in the US either directly on-site via the client's data centres or via a public cloud environment. There are two data centres in the UK, two data centres in the US and a third UK data centre from the acquired Syntec Holdings Limited (included in the base year from acquisition Dec 2021) together with a cloud solution provided to clients through Amazon Web Services and Microsoft Azure. Since 2020, and the on-set of the pandemic, the majority of new US deployments have been via the cloud environment, and we expect this trend to continue. Eckoh Limited (formerly Eckoh Limited (formerly Eckoh plc)) owns its main UK office and has a lease on a second UK office following the acquisition of Syntec Holdings Limited in December 2021. Eckoh US has a small office that is leased, with two-thirds of US employees working permanently from home locations. There is gas heating in both UK employee offices. For the UK leased office, the landlord is responsible for the heating management and the gas utilisation has been estimated based on the square footage of the space and the actual utilisation of the owned UK Office. The gas heating in the UK and US offices account for Scope 1 emissions.

The Company has no Company vehicles.

Included in Scope 2 emissions is the electricity purchased for the employee offices and data centres. Eckoh Limited (formerly Eckoh plc) does not have control of the purchasing of the electricity in the data centres.

Eckoh Limited (formerly Eckoh plc) ensures electricity for its UK owned office is from renewable energy sources, the tCO₂ for this office has been included in the base year, whilst we determine from the electricity provider whether it is zero carbon impact. Eckoh encourages the building management of the two leased offices to adopt low carbon practises.

Scope 3 emissions include waste generated in the offices and employee travel either for business travel or commuting. Eckoh adopts a hybrid working model across its operations in the UK and US and encourages employees to walk and cycle to work where feasible. During the base year we do not have firm data on how employees were travelling to the offices and during the base year the offices were closed for specific periods or remained open with hybrid working arrangements. We have estimated the number of weeks the office was open, the number of days employees were in the office during this period, accounting for holiday and then calculated for different groups of employees based on their home postcode their average commuting mileage. It is accepted that this does not include travel to offices by train or other forms of transport.

During the base year there have been a number of visits to US client's premises, however, as clients migrate our solution from their on-site data centres to a cloud environment this need for on-site visits will be reduced and in time eliminated fully. The Company has no Company vehicles and so this travel to client's premises has been included in Scope 3 emissions.

During the base year where employees have claimed business travel expenses for travel by car, train or air, the tCO₂ of the individual trips has been calculated.

General domestic waste is kept to a minimum through a company-wide digitalisation project, the waste tCO₂ included in the baseline year is for the off-site shredding facility.

Baseline year emissions: 2022

EMISSIONS	TOTAL (tCO₂e)
Scope 1 Gas consumption	18.13 tCO₂e
Scope 2 Electricity consumption	335.09 tCO₂e
Scope 3 Including: Upstream Transportation and Distribution Waste Generated in Operations Business Travel Employee Commuting	59.12 tCO₂e

Downstream Transportation and Distribution	
Total Emissions	412.35 tCO2

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	TOTAL (tCO₂e)
Scope 1 Gas consumption	19.45 tCO₂e
Scope 2 Electricity consumption	297.04 tCO₂e
Scope 3 Including: Upstream Transportation and Distribution Waste Generated in Operations Business Travel Employee Commuting Downstream Transportation and Distribution	87.33 tCO₂e
Total Emissions	403.81 tCO₂

Emissions reduction targets

Scope 1 emissions will be eliminated by 2030, through the consolidation of office space and the sourcing of office space more suitable to a hybrid working model with no scope 1 emissions.

Scope 2 emissions will reduce through a number of initiatives as follows:

- All new client deployments either in the UK or US are deployed on the core security product that was enhanced in the financial year to 31 March 2023. This has delivered a significant improvement in the density of the core platform on which the product operates. All new clients have also been deployed in the cloud which improves the Companies carbon footprint.
- For our existing clients, through an upgrade and roll-out plan over a three-to-five year period, our existing clients will benefit from the improved product and Eckoh’s carbon

footprint will be improved. During the financial year ended 31 March 202, we have continued to see clients migrate from on-site client deployments to the cloud environments.

- In the period from the base year to 2045 all four remaining data centres (US operations has 2 and UK operations is in the process of consolidating to 2) will be migrated to the cloud.
- The consolidation of the UK offices and a move to a new office location and set-up that is more suited to hybrid working will reduce electricity consumption, along with Smarter Working, through to being net zero by 2045.

Scope 3

- Employees are encouraged to work smarter and to think before they travel. Where feasible meetings will be held remotely.
- Continued focus on digitalisation across the business.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

- Development of the main platform component to improve density, and reduce the carbon footprint. This was ready to roll-out for new clients from March 2023 and will then be included in a replacement/upgrade plan for existing clients over a 3-5 year plan.
- Continued development of solutions and product in the cloud environment. Clients are being deployed more frequently in the US market on the cloud than on-site and an upgrade path for existing clients from on-site solutions to the cloud is in place to migrate clients to the more carbon efficient solution and deployment.
- During the financial year ended 31 March 2024, one of the three UK data centres has been closed and services have been migrated to the cloud or to one of the other of the UK datacentres.
- During the financial year ended 31 March 2025, one of the US data centres completed a digitalisation project, this reduced the space utilisation and carbon footprint initially and was the first step to moving to the cloud.
- The office working environment is a hybrid model, with focus across the business on digitalisation and smarter working practices. This is an on-going focus.

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 standard¹


¹ <https://ghgprotocol.org/corporate-standard>

and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

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Date:6 August 2025.....

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>