Carbon Reduction Plan Exsel Design and Integration

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Commitment to achieving Net Zero

Exsel Design and Integration is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions represent greenhouse gas emissions generated by Exsel Design and Integration (the Company) before the implementation of a formal emissions reduction strategy. The Company has established its baseline using a multi-year average covering FY2021 to FY2024, representing the period before the introduction of structured decarbonisation measures. Baseline emissions are the reference point against which emissions reduction can be measured.

This approach has been adopted to ensure the baseline is representative of normal business operations, reflecting a period of significant organisational growth in workforce, operational footprint and business activity. Emissions during this period exhibited year-to-year variability; therefore, a single-year baseline would not provide a robust reference point against which future reductions can be measured.

The FY2021–FY2024 baseline will be used as the reference point for tracking progress against the Company's emissions reduction target of a 20% reduction in total greenhouse gas emissions (Scopes 1, 2 and 3) by FY2030, as part of its long-term ambition to achieve net zero emissions by 2050.

Emissions during the baseline period were calculated in accordance with the GHG Protocol and calculation tool, using the best available activity data and emissions factors at the time of reporting. Our Emissions are calculated in tonnes of carbon dioxide equivalent (CO_2e) using the appropriate conversion factors on the GHG emissions calculator.

Baseline Years: April 2021 to April 2024
Additional Details relating to the Baseline Emissions calculations.

The baseline emissions for the Company are calculated as a multi-year average covering FY2021 to FY2024, across Scopes 1, 2 and 3. This approach was adopted because, before FY2021, emissions data were incomplete and Scope 3 emissions were not systematically tracked. The multi-year baseline also accounts for substantial organisational growth in workforce, operational footprint and business activity during the FY2021–FY2024 period, which led to significant year-on-year variability in absolute emissions.

Using a single-year baseline would not provide a representative reference point for measuring reductions. The selected multi-year baseline ensures that future emissions reductions are measured against a robust and stable reference, consistent with the Company's growth trajectory and the introduction of formal decarbonisation measures. Emissions during the baseline period were calculated in accordance with the GHG Protocol, using the best available activity data and emissions factors at the time of reporting.

Waste emissions were calculated using reported masses for hazardous and special waste and bin volumes for general and recycling waste. Annual tonnage was derived using standard UK waste density conversion factors (general waste 120 kg/m^3; dry mixed recycling 60 kg/m^3). Hazardous and special wastes were assumed to be treated via incineration with energy recovery. Dry mixed recycling was assumed to be processed via a Materials Recovery Facility (MRF).

Upstream and Downstream transportation and distribution emissions (Scope 3 Category 9 and 4) were estimated using a spend-based methodology in line with UK Government GHG Conversion Factors. Due to the absence of consistent shipment weight and distance data, total annual outbound freight expenditure was multiplied by the DEFRA emission factor for freight transport services. The Company recognises this limitation and will prioritise improvements in Scope 3 data quality and coverage over time, including refinement of methodologies and increased use of supplier-specific data where practicable. All emissions were calculated in accordance with the GHG Protocol, using the best available data and emissions factors at the time of reporting.

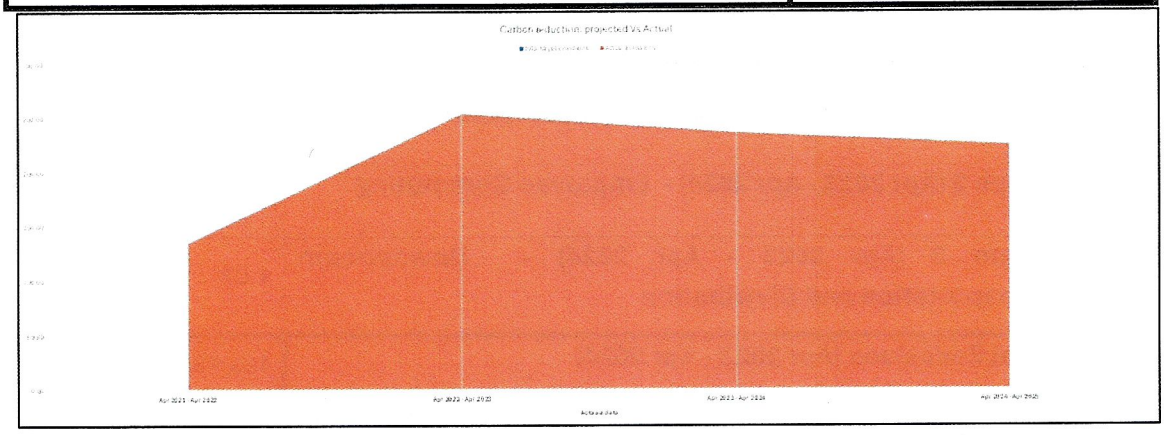
Baseline year emissions: April 2021 to April 2024

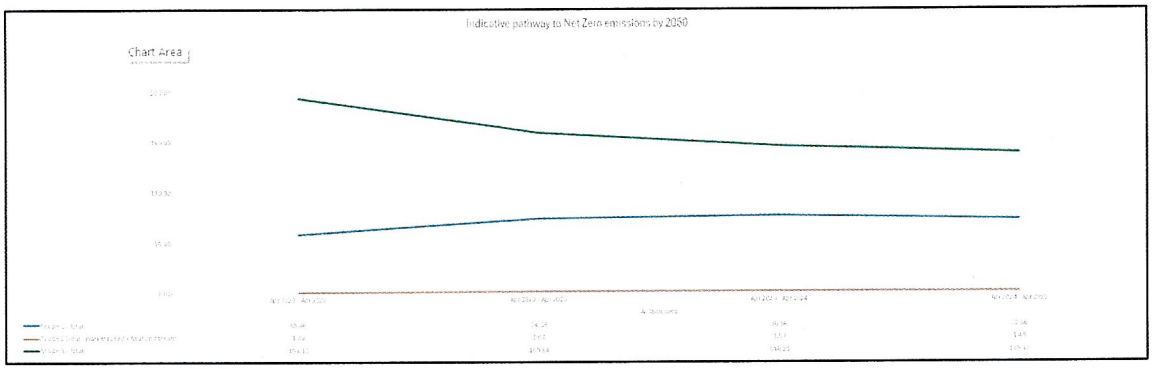
EMISSIONS	TOTAL (tCO_2e)
Scope 1 (Apr 2021 - Apr 2022)	42.69
Scope 2 (Apr 2021 - Apr 2022)	1.65
Scope 3 (Apr 2021 - Apr 2022) - Upstream Transportation and Distribution	0.33
Scope 3 (Apr 2021 - Apr 2022) - Waste generated in operations	0.79
Scope 3 (Apr 2021 - Apr 2022) - Business travel	52.67
Scope 3 (Apr 2021 - Apr 2022) - Employee Commuting	36.85
Scope 3 (Apr 2021 - Apr 2022) - Downstream Transportation and Distribution	0.10

Total Emissions (Apr 2021 - Apr 2022)	135.16
Scope 1 (Apr 2022 - Apr 2023)	58.46
Scope 2 (Apr 2022 - Apr 2023)	1.38
Scope 3 (Apr 2022 - Apr 2023) - Upstream Transportation and Distribution	0.49
Scope 3 (Apr 2022 - Apr 2023) - Waste generated in operations	0.20
Scope 3 (Apr 2022 - Apr 2023) - Business travel	128.15
Scope 3 (Apr 2022 - Apr 2023) - Employee Commuting	48.18
Scope 3 (Apr 2022 - Apr 2023) - Downstream Transportation and Distribution	16.95
Total Emissions (Apr 2022 - Apr 2023)	253.94
Scope 1 (Apr 2023 - Apr 2024)	74.39
Scope 2 (Apr 2023 - Apr 2024	1.61
Scope 3 (Apr 2023 - Apr 2024) - Upstream Transportation and Distribution	0.39
Scope 3 (Apr 2023 - Apr 2024) - Waste generated in operations	0.41
Scope 3 (Apr 2023 - Apr 2024) - Business travel	53.04
Scope 3 (Apr 2023 - Apr 2024) - Employee Commuting	60.14
Scope 3 (Apr 2023 - Apr 2024) - Downstream Transportation and Distribution	1.07
Total Emissions (Apr 2023 - Apr 2024)	193.98

Current Emissions Reporting

Reporting Year: Apr 2024 to Apr 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1 (Apr 2024 - Apr 2025)	76.86
Scope 2 (Apr 2024 - Apr 2025)	1.57
Scope 3 (Apr 2024 - Apr 2025) - Upstream Transportation and Distribution	0.54
Scope 3 (Apr 2024 - Apr 2025) - Waste generated in operations	3.97
Scope 3 (Apr 2024 - Apr 2025) - Business travel	66.32
Scope 3 (Apr 2024 - Apr 2025) - Employee Commuting	77.02
Scope 3 (Apr 2024 - Apr 2025) - Downstream Transportation and Distribution	9.05
Total Emissions	235.33



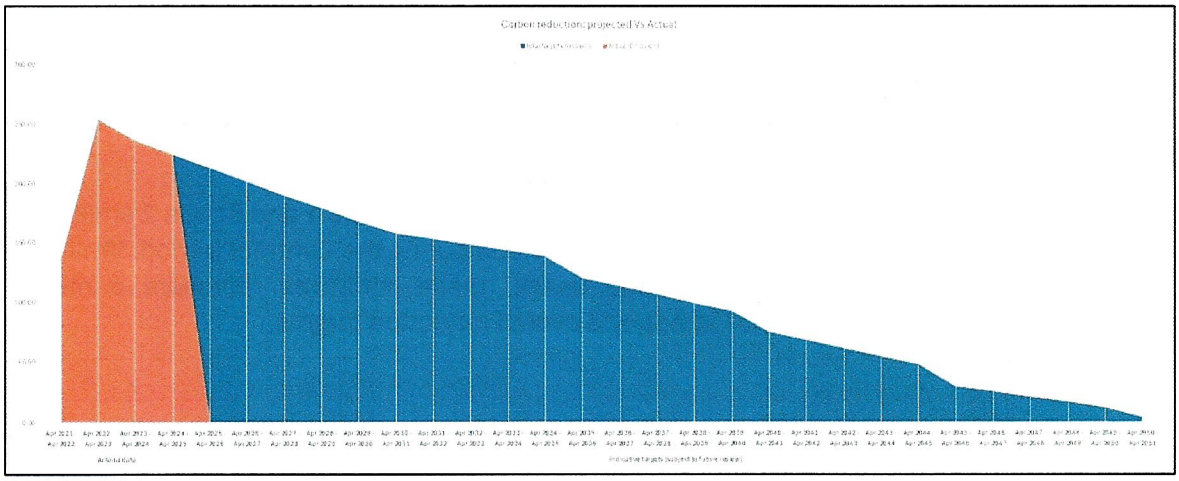


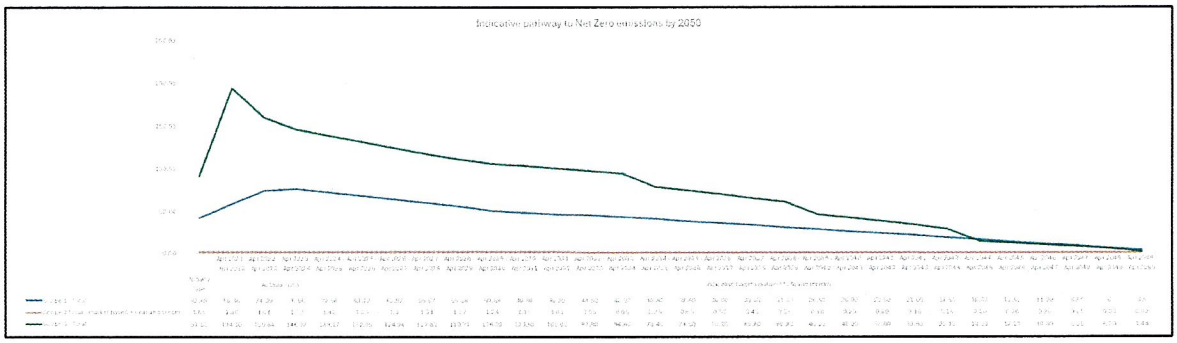
Emissions reduction targets

The Company has established its greenhouse gas emissions baseline using a multi-year average covering FY2021 to FY2024 across Scopes 1, 2 and 3. This approach provides a representative and stable reference point, reflecting the current scale and operational profile of the business. During the FY2021–FY2024 period, the Company experienced significant growth in workforce, operational footprint and business activity, resulting in year-on-year variability in absolute emissions. A single-year baseline would therefore risk being unrepresentative of normal operations and could distort the measurement of future reductions. By adopting a multi-year baseline, the Company ensures that its emissions reduction targets are robust, comparable, and aligned with its growth trajectory, while maintaining consistency with recognised greenhouse gas accounting practices.

Using the FY2021–FY2024 baseline, the Company has set a target to achieve a 20% reduction in absolute greenhouse gas emissions (Scopes 1, 2 and 3) by FY2030, as an interim milestone towards achieving net zero emissions by 2050. The FY2030 target represents a critical transition point, marking the shift from growth-related emissions increases to a sustained decarbonisation pathway aligned with the Company's long-term climate ambitions.

The target is expressed in absolute emissions, rather than intensity-based metrics, to ensure transparency and demonstrate a clear commitment to reducing overall climate impact, notwithstanding continued business growth. We project that total greenhouse gas emissions will decrease over the next five years to 158.21 tCO_2e by FY2030, a 20% reduction relative to the FY2021–FY2024 average baseline of 212.471 tCO_2e. Progress against this target is illustrated 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 2021-2024 baseline. The carbon emission reduction achieved by these schemes equates to ~ 2.0-4.0tCO_2e, a 1.0-2.0%ge reduction against the 2021-2024 average baseline of 212.42 tCO_2e. These measures will continue to be in effect when performing the contract and contribute to emissions reductions. These measures include:

- **LED lighting retrofit:** all office and site lighting replaced with energy-efficient LED fixtures.
- **Transition to green energy:** procurement of electricity from certified renewable sources.
- **Air conditioning upgrade:** more efficient units installed to reduce energy consumption.
- **Electrification of company vehicles:** replacement of diesel vans with electric vehicles has commenced.
- **Signed up to SME Climate Hub on 16 Nov 2021**

These measures have contributed to reductions in Scope 1 and Scope 2 emissions and are expected to continue reducing emissions during the contract period. While precise carbon savings vary by site and usage, these initiatives represent a meaningful contribution towards the Company's overall reduction targets.

Future carbon reduction initiatives

The Company is planning to implement further measures to accelerate emissions reductions and improve sustainability, including:

- **Water heating upgrades** to improve energy efficiency.
- **BEEP heating evaluation** to optimise heating systems.
- **Completion of the company vehicle electrification** programme.
- **Review of flexible working arrangements** to reduce office energy use.
- **Assessment of wasted energy**, including energy use during closed periods.
- **Supplier evaluation** to reduce Scope 3 emissions and encourage lower-carbon practices.
- **Business travel review** to minimise emissions from flights and road travel.
- **Offsetting review** to ensure residual emissions are appropriately neutralised.
- **Operational waste review** to identify and reduce unnecessary energy or material consumption.
- **Creation of an environmental garden** to enhance biodiversity and environmental awareness at company sites.

These planned initiatives are indicative and may evolve as technologies, operational requirements, and business priorities develop. Implementation of these projects will support the Company in achieving its FY2030 reduction target and long-term Net Zero by 2050 ambition.

It is important to note that the post-2030 emissions values, including scope-level breakdown, is indicatives and intended to demonstrate the Company's long-term direction of travel towards Net Zero. Actual emissions reduction targets beyond FY2030do not constitute committed targets and will be subject to periodic reviews and refinement as the Company's decarbonisation strategy, data quality and external guidance evolve, since they could be impacted by future operational decisions, technological developments, additional supplier engagement and regulatory requirements.

Declaration and Sign Off

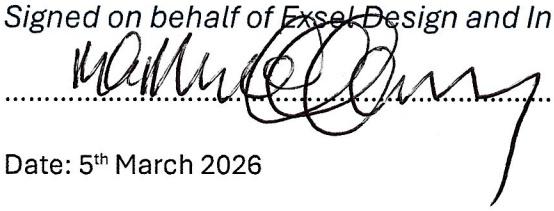
This Carbon Reduction Plan has been completed in accordance with PPN 006 and the associated guidance and reporting standard for Carbon Reduction Plans.

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 has 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 Exsel Design and Integration:



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Date: 5th March 2026

[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