Carbon Reduction Plan

Supplier name: Zaizi Ltd
Publication date: October 2026

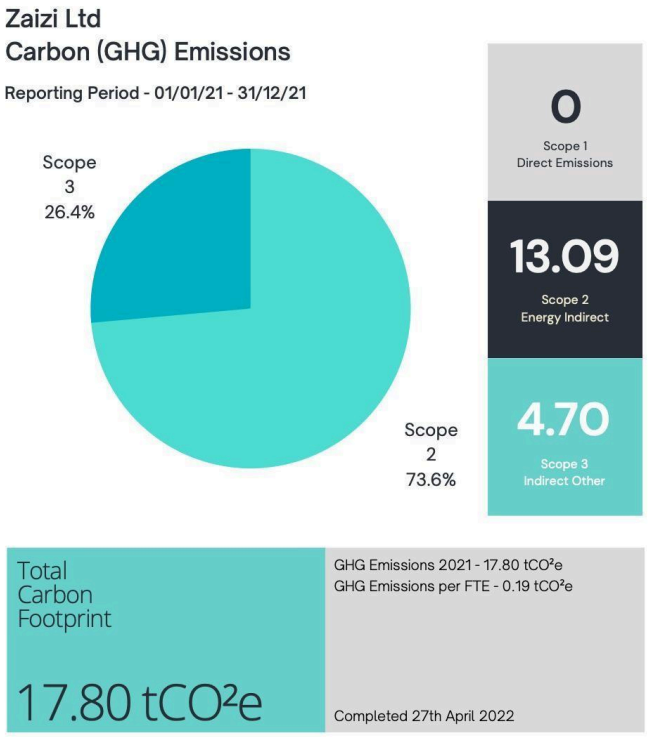
Commitment to achieving Net Zero

Zaizi is committed to achieving Net Zero emissions by 2050.

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: 2021
Additional Details relating to the Baseline Emissions calculations:
Our baseline year (January 2021 – December 2021) emissions: 17.80 tCO2e 2021 is our initial baseline year and first year of reporting.



Assumptions:

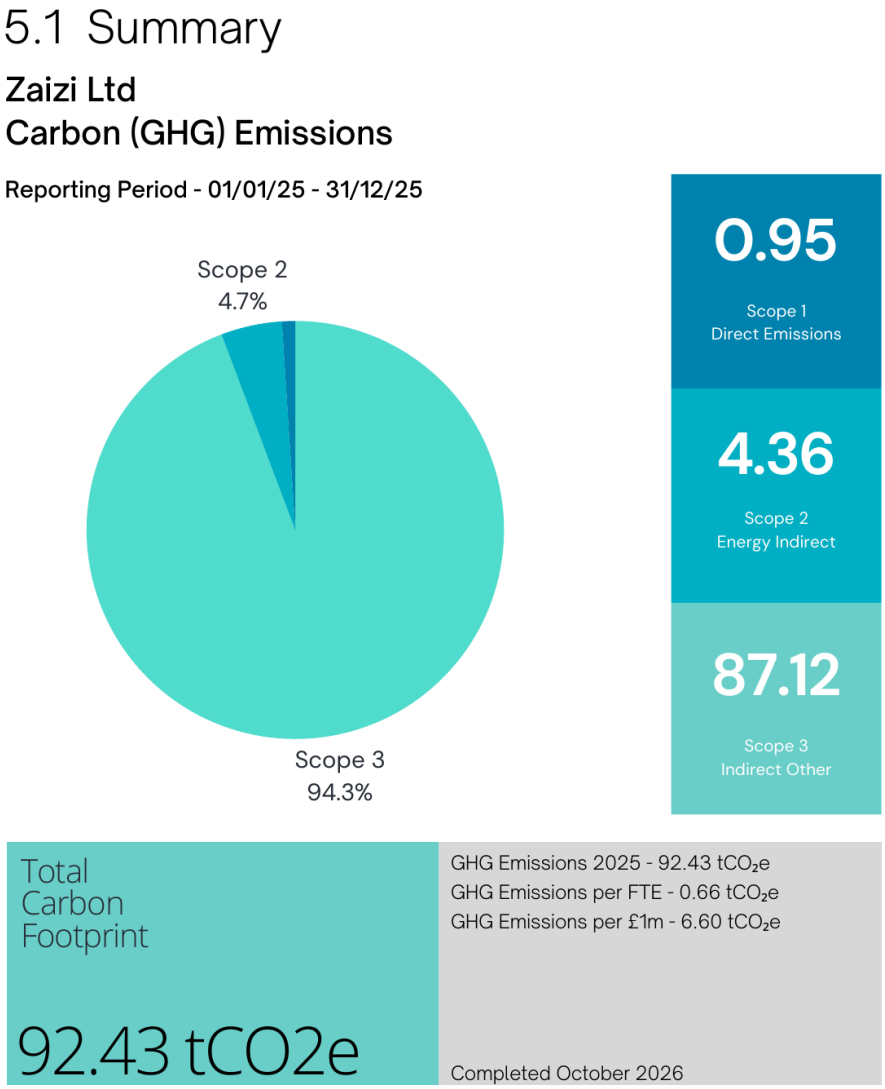
• Vehicle emissions were calculated using Defra vehicle categories and HM Government Emission Factors (2021)
• Office energy emissions were calculated based on the estimated floorspace, and EPC emission figures of the building.
• Throughout the reporting period, staff worked remotely from home. Due to the unknown primary energy data from staff at home, the scope 2 energy usage was estimated based on market data figures for additional energy usage from home, 8 hours per day.
• Waste data was estimated based on the staff days within the organisation, with a 50/50 landfill to recycling split.
• Some business travel data was based on data taken directly from our travel management system.
• Commuting data was estimated based on the staff days within the organisation, using industry averages.
• Scope 3 inbound and outbound delivery emissions were calculated using estimated weight and distance, using UK DEFRA freight emission factors for the predominant delivery type.
• Water data was estimated for 3 months of the year, based on a pro-rata figure for the remaining 9 months of the year.
• Any incidental emissions less than 1% of the total organisation's carbon footprint were not included within this report.

Baseline Year Emissions:

EMISSIONS	TOTAL (tCO2e)
Scope 1	NA
Scope 2	13.09
Scope 3 (Included Sources)	4.70
Total Emissions	**17.80 tCO2e**

Current Emissions Reporting

Reporting Year: 1st January 2025 – 31st December 2025



EMISSIONS	TOTAL (tCO2e)
Scope 1 (Mains Gas)	0.95
Scope 2 (Energy Indirect - On Site)	4.36
Scope 3 (Included Sources)	87.12
Total Emissions	**92.43 tCO2e**

Scope 3 Categories

The above data reflecting emissions within Scope 3 is a total reflecting the following categories:

- Upstream Transportation and Distribution: NA
- Downstream Transportation and Distribution: NA
  (Note: Due to the nature of our business as a digital and software services provider, we do not have upstream or downstream transportation emissions to report as we have no raw physical material or physical freight to deploy.)
- Energy Consumption from Staff Working at Home (WFH): 79,947.27 kg CO2e (79.95 tCO2e)
- Waste generated in operations: 402.95 kg CO2e (0.40 tCO2e)
- Business travel (excluding owned/leased vehicles): 680.03 kg CO2e (0.68 tCO2e)
- Employee commuting (excluding owned/leased vehicles): 2,225.62 kg CO2e (2.23 tCO2e)
- Business hotel or event activities: 1,345.50 kg CO2e (1.35 tCO2e)
- Transmission & Distribution (T&D) losses: 456.89 kg CO2e (0.46 tCO2e)
- Well to Tank (WTT) emissions: 1,997.82 kg CO2e (2.00 tCO2e)
- Organisation Water usage: 64.55 kg CO2e (0.06 tCO2e)

Scope 1 Exceptions

The main Scope 1 emissions occurred from mains gas consumption within the reporting period (0.95 tCO2e / 945.19 kg CO2e). No company-owned or leased vehicles, nor refrigerant gas losses were reported during the period. Gas emissions continue to be reported directly via building maintenance data and will remain within the reporting scope.

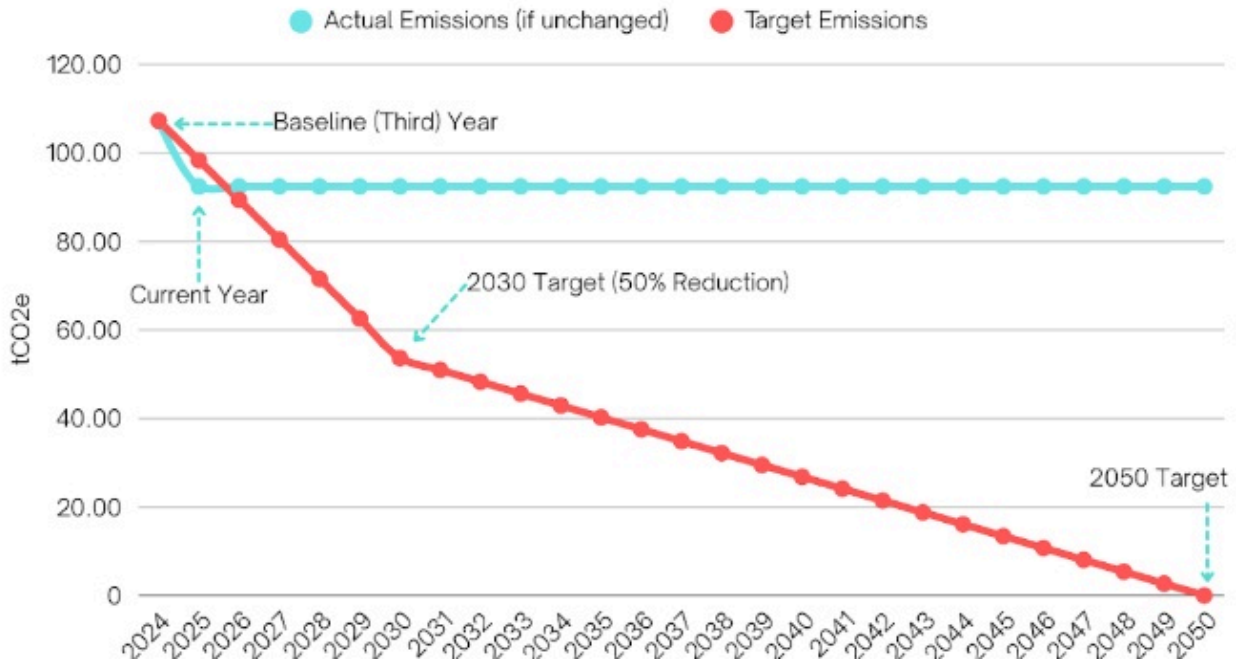
Emissions Reduction Targets

Meaningful and accurate comparisons of year-on-year emissions data require a rebaselining to the reporting period where the operational scope and measurement boundary reflect current business activities. In line with relevant guidance, Zaizi Ltd has taken a baseline-reset approach, updating its baseline to its third year of measurement (2024 assessment at 107.28 tCO2e) due to changes in operational scope and the comprehensive inclusion of homeworking data.

In order to achieve a 50% reduction in emissions by 2030, Zaizi Ltd is required to reduce its emissions by 53.64 tCO2e from the rebaselined assessment by 2030. This will require an annual reduction of 8.33% (8.94 tCO2e) per year. A further reduction of 2.50% (2.68 tCO2e) each year is then required in order to achieve Net Zero by 2050.

Progress against target: Following the baseline reset, Zaizi Ltd achieved a 14% reduction in overall emissions in 2025, falling from 107.28 tCO2e down to 92.43 tCO2e. This performance tracks comfortably ahead of the required target trajectory line for 2025 (target: 98.34 tCO2e). On an intensity basis, emissions stood at 0.66 tCO2e per FTE and 6.60 tCO2e per £1m turnover.

Reduction Target Plan



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented. The carbon emission reduction achieved in 2025 equates to 14.85 tCO2e, a 13.8% reduction against the 2024 baseline, and the measures will be in effect when performing the contract:

• Certified Carbon Neutral Business: In October 2026, Zaizi Ltd offset 100% of its measured carbon footprint (92.43 tCO2e) through Carbon Neutral Britain via internationally certified offsetting projects (VCS, Gold Standard, and UN CER), including:
  - Project 3029: Wind Power in Maharashtra, India
  - Project 2154: Blue Carbon Mangrove Restoration, Pakistan
  - Project 3859: Orinoco River Basin Conservation & Reforestation, Colombia
  - Project 3889: Community Forest Programmes and Education, Tanzania
• On-Site Energy Efficiency Upgrades: On-site electricity emissions dropped by 47% from 8.18 tCO2e down to 4.36 tCO2e through targeted energy management and hybrid premises optimization.
• Adherence to Environmental Policy: Continued corporate adherence and certification under ISO 14001.
• Company Travel & Paperless First: Strict commitment to avoiding unnecessary corporate travel via remote-first client delivery, alongside an organisation-wide paperless policy.

Future Carbon Reduction Measures

In the future we hope to implement further measures such as:
• Commuting Initiatives: Encouraging low-carbon commuting by supporting ridesharing, walking, cycling (Cycle to Work schemes), and electric vehicle allowances.
• Business Travel & Accommodations: Replacing discretionary flights with virtual meetings, choosing

direct routes in economy class when air travel is necessary, selecting eco-certified hotel chains, and leveraging digital tools to consolidate client trips.
• Premises & Energy Management: Adopting smart energy management systems to track real-time consumption and continuing hybrid working arrangements to lower site energy demands.

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

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.

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:

James Pennington

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Name / Title: James Pennington, CFO, Director
Date: 4th November 2026

Audit trail

Details

FILE NAME	Carbon Reduction Plan - Zaizi 2026.docx - 04/11/2026, 14:12
STATUS	Signed
STATUS TIMESTAMP	2026/11/04 14:13:46 UTC

Activity

SENT	jpennington@zaizi.com **sent** a signature request to: • James Pennington (jpennington@zaizi.com)	2026/11/04 14:13:01 UTC
SIGNED	**Signed** by James Pennington (jpennington@zaizi.com)	2026/11/04 14:13:46 UTC
COMPLETED	This document has been signed by all signers and is **complete**	2026/11/04 14:13:46 UTC

The email address indicated above for each signer may be associated with a Google account, and may either be the primary email address or secondary email address associated with that account.