



NEC

Carbon Reduction Plan

...a Greener Future

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Supplier: NEC Software Solutions UK Limited

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Carbon Reduction Plan

Commitment to achieving Net Zero 2030

NEC has committed to Net Zero by 2030 and will continue to monitor and review Greenhouse Gas data directly related to our operations under our control and indirect emissions generated due to NEC activities but not controlled or owned by NEC.

NEC is ISO 1400:2015 certified, which ensures there is a suitable framework in place to meet reduction targets.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and are the reference point against which NEC emissions reduction can be measured.

Baseline Reporting Year: 1 April 2019 – 31 March 2020 Additional Details relating to initial calculations.

The 2019 to 2020 reporting period data set the NEC baseline for future comparisons to be made. For the baseline period all Scope 1 and Scope 2 emissions have been recorded and only the below Scope 3.

- Scope 3 - Transmission and Distribution (Location Based)
- Scope 3 - Transport (Staff Business Mileage)

It is important to note that due to the Coronavirus pandemic, results are unlikely to be representative of normal business periods due to office closures, reduced travel, and reduced energy consumption.

However, although this will likely result in a likely carbon increase once business returns to normal, this should still be in line with the trajectory of the carbon reduction commitment of Net Zero by 2030 due to initiatives implemented.

Emissions Reporting

Base Line Reporting - 1 April 2019 to 31 March 2020

Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	65.13
Scope 2	592.477
Scope 3 (Included Sources)	703.982 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage)
Total Emissions	1,361.589

Year 1 Reporting - April 2020 to March 2021

Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO.e)
Scope 1	61.907
Scope 2	346.080
Scope 3 (Included Sources)	104.375 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage)
Total Emissions	512.362
Reduction from initial reporting %	62%

Year 2 Reporting - April 2021 to March 2022

Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO.e)
Scope 1	103.402
Scope 2	227.866
Scope 3 (Included Sources)	156.603 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage)
Total Emissions	487.871
Reduction from initial reporting %	64%

Year 3 Reporting - April 2022 to March 2023

Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO.e)
Scope 1	63.014
Scope 2	221.702
Scope 3 (Included Sources)	264.478 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage)
Total Emissions	594.14
Reduction from initial reporting %	60%

Year 4 Reporting - April 2023 to March 2024

Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	27.53
Scope 2	161.722
Scope 3 (Included Sources)	301.936 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage)
Total Emissions	491.19
Reduction from initial reporting %	64%

Year 5 Reporting - April 2024 to March 2025

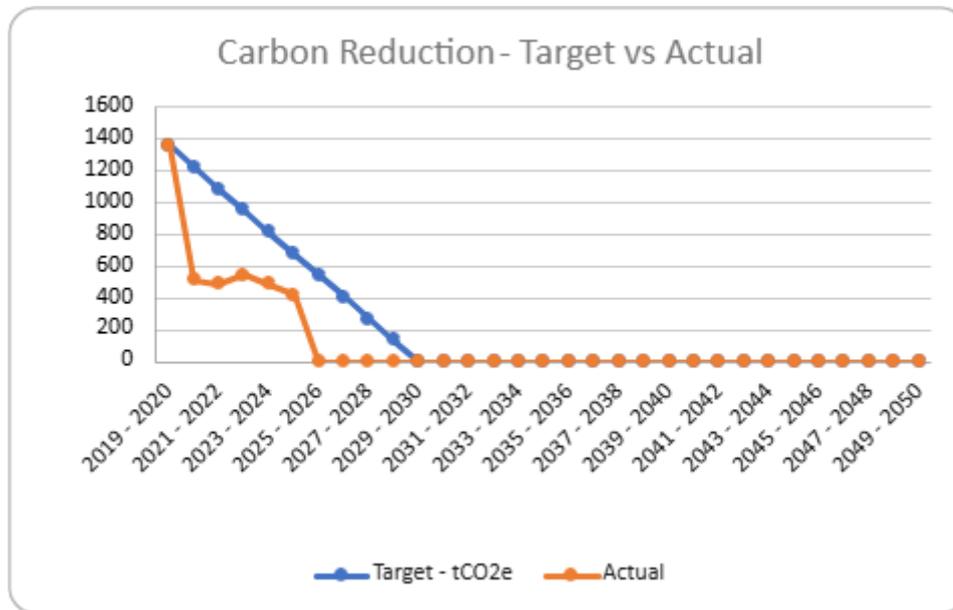
Baseline Reporting 1 April 2019 to 31 March 2020 emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	8.048
Scope 2	133.634
Scope 3 (Included Sources)	278.423 Scope 3 - Transmission and Distribution (Location Based) Scope 3 - Transport (Staff Business Mileage) Calculations On the categories below are being undertaken and emissions will be updated to reflect this. Scope 3 - Upstream transportation and distribution Scope 3 - Waste Generated in operations. Scope 3 - Business travel - flights, trains, taxis, etc. Scope 3 - Employee commuting Scope 3 - Downstream transportation and distribution See Appendix A
Total Emissions	420.10
Reduction from initial reporting %	69%

Emissions reduction targets

The target of 10% reduction from the baseline of 1316.2 TOTAL (tCO₂e) equates to a reduction required of 136.16 tCO₂e each year up to 2030.

It was projected that carbon emissions over the next 5 years would reduce to 635.4 TOTAL (tCO₂e). Making this a reduction of 50% from baseline emissions.

This target has been exceeded by 19%.



Carbon Reduction Projects

NEC has implemented and achieved certification to ISO 14001:2015.

The organisations significant environmental impacts have been identified and suitable environmental objectives and targets have been set and execution aligned with our Net Zero goal by 2030.

We have reduced our carbon footprint so far by:

- Installation LED lighting across office locations
- Downsizing of office locations
- Green energy procurement at all office locations in our control
- Reduction of business travel through the utilisation of technology; Video Conferencing, document sharing etc.
- Installation of continuous bin liners across all NEC locations
- Hybrid working
- Recycling and repurposing of furniture
- Recycling of IT equipment
- Approval controls put in place for commercial flights
- Promotion of cycle to work scheme
- EV Salary Sacrifice Scheme introduced
- Installation of electric vehicle chargers at NEC locations

- Gas boiler decommissioned at one of our larger locations
- Toolbox talks and awareness through environmental campaigns

Future carbon reduction measures have also been identified in our environmental objectives and targets; these include:

- Installation of solar panels where feasible
- Continuing with the purchase of green energy
- Swapping out gas boilers for other green technologies
- Use of LED lighting only
- Increasing awareness regarding minimising energy use
- Premises selection based on green building characteristics and making it a fundamental part of the business decision for premises selection
- Engagement and benchmarking of suppliers
- Engagement with the business with a focus on innovative products and services
- Hybrid and EV options explored.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standards 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 and/or will be 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 CFO who has ultimate responsibility for Environmental Management.

Chief Finance Officer:

Stefan Maynard

Date: 25 November 2025

Appendix A - Scope 3 Category Descriptions

Scope 3 Category	Category description	Minimum boundary
4. Upstream transportation and distribution	<p>Transportation and distribution of products purchased by the NEC in the reporting year between a company's tier 1 suppliers and its own operations (in vehicles, and facilities not owned or controlled by NEC)</p> <p>Transportation and distribution services purchased by NEC in the reporting year, including inbound logistics, outbound logistics (e.g., of sold products), and transportation and distribution between a company's own facilities (in vehicles and facilities not owned or controlled by NEC)</p>	<p>The scope 1 and scope 2 emissions of transportation and distribution providers that occur during use of vehicles and facilities (e.g., from energy use)</p> <p><i>Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure</i></p>
5. Waste generated in operations	<p>Disposal and treatment of waste generated in NEC's operations in the reporting year (in facilities not owned or controlled by the reporting company)</p>	<p>The scope 1 and scope 2 emissions of waste management suppliers that occur during disposal or treatment</p> <p><i>Optional: Emissions from transportation of waste</i></p>
6. Business travel	<p>Transportation of employees for business- related activities during the reporting year (in vehicles not owned or operated by NEC)</p>	<p>The scope 1 and scope 2 emissions of transportation carriers that occur during use of vehicles (e.g., from energy use)</p> <p><i>Optional: The life cycle emissions associated with manufacturing vehicles or infrastructure</i></p>

<p>7. Employee commuting</p>	<p>Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by NEC)</p>	<p>The scope 1 and scope 2 emissions of employees and transportation providers that occur during use of vehicles (e.g., from energy use)</p> <p><i>Optional: Emissions from employee teleworking</i></p>
<p>9. Downstream transportation and distribution</p>	<p>Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer (if not paid for by the reporting company), including retail and storage (in vehicles and facilities not owned or controlled by the reporting company)</p>	<p>The scope 1 and scope 2 emissions of transportation providers, distributors, and retailers that occur during use of vehicles and facilities (e.g., from energy use)</p> <p><i>Optional: The life cycle emissions associated with manufacturing vehicles, facilities, or infrastructure</i></p>