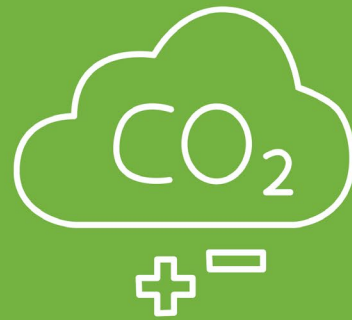


CLIMATE ACTION

Carbon Reduction Plan (PPN06/21)

April 2026



SYSTRA

CARBON REDUCTION PLAN



PPN 06/21 - 2025 REPORT

IDENTIFICATION TABLE	
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This Carbon Reduction Plan is published to demonstrate SYSTRA Limited compliance with the supplier requirements of UK Government’s Public Procurement Notice (PPN) 06/21. It is structured as below:

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1. COMMITMENT TO ACHIEVING NET ZERO

SYSTRA Limited is committed to achieving carbon net-zero emissions by 2050.

Previously, our goal was 2035, but this was only in relation to the mandatory reporting categories in PPN06/21. Our new target applies to all scope 1, 2 and 3 greenhouse gases emission sources.

2. 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.

Historically, the company's baseline year has been 2020, however to align with our science-based targets we are now restating this to 2022. Between 2020 and 2022 emissions from the scopes and categories reported under PPN 06/21 reduced by 4%.

BASELINE EMISSIONS (RE-STATED)

Baseline year: 2022 (1st Jan 2022 – 31st Dec 2022)

Additional details relating to the baseline emissions calculations

Baseline emissions have been calculated in accordance with the Greenhouse Gas Protocol Corporate Standard¹ and Science-based target initiative, with reporting boundaries defined by the operational consolidation (control) approach. Business, Energy and Industrial Strategy (BEIS) conversion factors² have been applied for all emissions other than non-UK electricity (Ireland only), where local country conversion factors have been used.

Scope 1 emissions are those arising from business travel in company leased vehicles. Scope 2 emissions are those arising from electricity used in our offices. Reported emissions use the market-based method. Location-based emissions for 2022 were 132 tCO₂e.

Scope 3 emissions have been included/excluded as follows:

- Category 4 (upstream transportation & distribution) emissions were excluded due to limited data availability and its expected insignificant contribution to total emissions – as an engineering design and consultancy company product purchases are limited (e.g. IT equipment, stationery, refreshments etc.).
- Category 5 (waste generated in operations) = 26 tCO₂e.
- Category 6 (business travel) = 339 tCO₂e.
- Category 7 (commuting travel) = 331 tCO₂e.
- Category 9 (downstream transportation & distribution) emissions were excluded because they are not applicable. SYSTRA provides a professional service that involves no transportation or distribution.

Re-stated baseline year emissions (2022):

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	80.6
Scope 2	25.3
Scope 3	695.8
Total emissions	801.7

¹ [Greenhouse Gas Protocol Corporate Standard](#)

3. 2025 EMISSIONS FOOTPRINT

2025 EMISSIONS

Current reporting year:	2025 (1 st Jan 2025 – 31 st Dec 2025)
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Additional details relating to the current emissions calculations

Measurement categories, methodology and assumptions are the same as for the re-stated baseline.

However, we have introduced a Supply Chain Scope 3 Carbon Emissions Survey and asked our top suppliers to complete the following questions (15 responded):

1. Scope 1 emissions within the reporting period.
2. Scope 2 location based emissions within the reporting period.
3. Scope 3 market based emissions within the reporting period.
4. The suppliers annual revenue.
5. Do they have Scope 1, 2 and 3 reduction targets for your corporate carbon emissions?
6. If so, please describe these.
7. Is the target validated by the SBTi.

Baseline emissions have been calculated in accordance with the Greenhouse Gas Protocol Corporate Standard² and Science-based target initiative, with reporting boundaries defined by the operational consolidation (control) approach. BEIS 2024 conversion factors³ have been applied for all emissions other than non-UK electricity (Ireland only), where local country conversion factors have been used.

Scope 1 emissions are those arising from business travel in company leased vehicles. Scope 2 emissions are those arising from electricity used in our offices. Reported emissions use the market-based method. Location-based emissions for 2025 were 122 tCO₂e.

Electricity under Scope 1 and Scope 2, along with Category 1 Purchased Goods and Services was audited by a third party auditors 'Mazars' on the 4th February 2026. This is an annual audit conducted by SYSTRA Group with high assurance.

2025 CEDA by Watershed Scope 3 emissions have been included/excluded as follows:

- Category 4 (upstream transportation & distribution) emissions were excluded due to limited data availability and its expected insignificant contribution to total emissions – as an engineering design and consultancy company product purchases are limited (e.g. IT equipment, stationery, refreshments etc.).
- Category 5 (waste generated in operations) = 10 tCO₂e.
- Category 6 (business travel) = 412 tCO₂e.
- Category 7 (commuting travel) = 208 tCO₂e.
- Category 9 (downstream transportation & distribution) emissions were excluded because they are not applicable. SYSTRA provides a professional service that involves no transportation or distribution.

Current year emissions (2025):

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	104.8
Scope 2	4.6
Scope 3	630
Total emissions	739

4. EMISSIONS REDUCTION TARGETS

4.1.1 In order to continue our progress to achieving carbon Net Zero, we have adopted the following carbon reduction targets and have been approved by Science-Based Targets initiative (SBTi).

- SYSTRA Ltd commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from FY2022 base year.
- SYSTRA Ltd commits to reduce absolute scope 3 GHG emissions 25% by FY2030 from FY2022 base year.
- SYSTRA Ltd commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.
- SYSTRA Ltd commits to reduce absolute scope 1, 2 and scope 3 GHG emissions 90% by FY2050 from FY2022 base year.

5. 2025 TARGET PROGRESS

- SYSTRA Ltd scope 1 and 2 market based GHG emissions increased by 3% from FY2022 base year due to an air conditioning leak. This results in -7.68% target completion.
- SYSTRA Ltd reduced absolute scope 3 GHG emissions by 44% from FY2022 base year. This is likely due to a significant reduction in Category 1 Purchased Goods and Services and Category 2 Capital Goods. This results in 100% target completion.
- SYSTRA Ltd scope 1, 2 (market based emissions) and 3 emissions, including all relevant scope 3 emission categories, have decreased 43% from FY2022 base year. This results in a 47.97% target completion.

Since the base year SYSTRA Ltd has seen an overall decreasing trend in emissions. SYSTRA Ltd scope 1, 2 and 3 emissions, including all relevant scope 3 emission categories, are forecasted to decrease over the next five years by 74%⁴.

6. CARBON REDUCTION PROJECTS

6.1 Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2022 baseline.

- Formal validation of a science-based target and alignment with industry corporate standards for carbon Net Zero.
- Publicly committed to setting SBTi's.
- Continued to operate in accordance with our ISO 14001 certified management system.
- Opportunities for flexible working and working from home via our hybrid working policy.
- Moved offices onto green tariffs where the opportunity existed.
- Sourcing where possible all electricity from renewable sources and energy tariffs across our estate.
- Implemented the procurement of lower energy consumption computer equipment (lap-tops and screens).
- Relaunch of Sustainability Mission (3 ESGs) and Sustainability Week (November 2025).
- Creation of Sustainability 2025 – 2027 Roadmap.
- Embedding the Carbon Task Force to enrol these mitigation measures.
- Improved carbon awareness through Carbon Literacy training and certification.

³<https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2025>

- Obtained PAS2080 Designer Certification.
- Improved primary data collection in Supplier Scope 3 Carbon Emissions by creating a survey and distributing to this to top suppliers.
- Carrying out the actions in the ESOS Action Plan for office efficiency by 2027.

In the future we hope to implement further measures such as:

- Introducing policies to reduce emissions from car travel.
- Integrating carbon considerations into significant purchasing decisions (e.g. IT hardware, estates strategy and data storage).
- 70% of SYSTRA Ltd employees completing Climate Trajectory e-Learning training (across 4 modules).

⁴Forecast is based on the previous years (2022 to 2025, forecasted until 2029).

7. 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 standard⁵ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁶.

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (SECR) requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for PPN06/21 Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard⁷.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors on 20th April 2026.

Signed by Nick Salt, for and on behalf of SYSTRA Limited:



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Nick Salt, Chief Executive Officer