

Carbon Reduction Plan

Publication date: June 2026

As part of Convergent UK's ongoing commitment to sustainability and responsible business operations, this Carbon Reduction Plan outlines our strategic approach to managing and reducing greenhouse gas (GHG) emissions across our UK operations. Aligned with our global Environmental, Social, and Governance (ESG) framework, this plan reflects our dedication to environmental accountability, operational transparency, and long-term climate resilience.

This Carbon Reduction Plan serves not only as a disclosure of our current emissions but also as a forward-looking roadmap for decarbonisation. Through measurable actions, continuous performance monitoring, and the integration of sustainable practices into our core operations, Convergent UK is committed to driving meaningful progress toward a lower-carbon future, both within our organisation and across the communities we serve. We are pleased to report a **22.6% reduction in Tonnes of CO₂e in 2025 compared to 2024**, and a **15.6% reduction in Tonnes of CO₂e per employee** in the same period. Highlighting a substantial improvement in our emissions intensity. This achievement further reflects both operational efficiencies and targeted decarbonisation initiatives, demonstrating our ability to make meaningful progress while continuing to grow as a business.

The data and methodologies used in this plan are consistent with the GHG Protocol Corporate Accounting and Reporting Standard, encompassing Scope 1 and Scope emissions, along with selected categories of Scope 3 emissions where relevant. This provides a robust foundation for understanding our current carbon footprint and informs the targets and initiatives we have set to support the UK Government's Net Zero 2050 objective.



Convergent Technologies UK Ltd's market-based carbon footprint comparison and percentage change

Element	2020	2021	2022	2023	2024	2025	Change on baseline year (2020) (%)	Change on previous year (%)
Vehicle fuel usage	-	-	-	-	355.01	316.53	n/a	-10.8% ▼
Flights	95.06	16.10	77.33	170.02	242.78	131.07	37.9% ▲	-46.0% ▼
Well-to-Tank (Market-based)	64.27	67.58	80.11	137.98	232.16	139.49	117.7% ▲	-39.9% ▼
Company car travel (Market-based)	204.62	205.93	212.05	277.02	170.08	*	n/a	n/a
Van travel and distribution (Outsourced) (Market-based)	-	-	-	-	97.94	-	n/a	-100.0% ▼
Hire cars (Market-based)	-	-	-	-	56.40	0.26	n/a	-99.5% ▼
Employee-owned car travel (grey fleet) (Market-based)	-	24.65	39.64	79.53	33.33	75.45	n/a	126.4% ▲
Hotel stays	0.00	3.37	15.48	103.70	24.64	30.74	n/a	24.8% ▲
Commuting	-	-	-	-	20.49	19.96	n/a	-2.6% ▼
Site electricity (Market-based)	2.21	3.97	4.62	0.00	18.94	29.65	1,238.6% ▲	56.6% ▲
Homeworking (Market-based)	3.84	3.18	2.55	26.65	18.87	68.01	1,671.1% ▲	260.3% ▲
Owned Vans (Market-based)	-	-	-	66.26	13.69	*	n/a	n/a
Rail travel	1.29	0.85	1.21	11.07	13.67	7.03	445.7% ▲	-48.6% ▼
Computing	-	-	-	20.70	8.93	-	n/a	n/a
Site gas	2.83	3.64	7.70	9.01	8.88	10.44	268.9% ▲	17.5% ▲
Paper	-	0.00	0.06	0.15	0.34	0.14	n/a	-59.5% ▼
Waste	0.23	0.20	0.74	0.20	0.27	0.14	-39.3% ▼	-47.2% ▼
Water (and wastewater)	0.18	0.03	0.08	0.19	0.11	0.09	-48.2% ▼	-10.1% ▼
Taxi travel	-	0.04	0.09	0.08	-	-	n/a	n/a
Supply Chain Screening	-	-	-	1,687.07	-	-	n/a	n/a
Mobile Operator (Market-based)	-	-	-	-	8.93	-	n/a	n/a
Total Tonnes of CO₂e (Market-based)	374.54	329.53	441.67	2,589.63	1,316.09	829.00	121.3% ▲	-22.6% ▼
Tonnes of CO₂e per employee	3.53	2.53	2.08	10.79	5.48	3.77	6.6% ▲	-15.6% ▼
Tonnes of CO₂e per £ M turnover	9.73	7.84	14.29	43.16	20.44	22.41	130.2% ▲	34.7% ▲

Baseline year emissions: 2020

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	207.45
Scope 2	2.04
Scope 3 (Included Sources)	163.91
Total Emissions	373.39



<u>Current year emissions: 2025</u>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	326.97
Scope 2	28.22
Scope 3 (Included Sources)	473.81
Total Emissions	829.00

Emissions reduction target

To reduce GHG emissions, we are doing the following:

- Convergent Technology will set targets based on per employee and/or per £M turnover, which will account for business growth. The target is:
 - A 50% reduction in emissions per £M turnover/employee by 2030
 - A 90% reduction in emissions per £M turnover/employee by 2045
 - **Achieve SBTi-verified Net Zero emissions by 2050.**

Carbon Reduction Projects - Carbon Reduction Initiatives (ongoing)

- Awareness and Training on reduce, reuse, and recycle
 - This is now part of our mandatory Global Environmental e-learning
- More recycling initiatives
 - Also included in our e-learning and workshops
- Cut back on all non-essential flights. When air travel is required, economy class tickets will be purchased as this causes about a third of the emissions compared to business class. When booking unavoidable flights, Convergent will consider selecting a specific airline based on their sustainability credentials and how modern their aircraft fleet is. Convergent will consider switching short-haul flights to rail transport where possible (e.g., London to Paris, Amsterdam, or Brussels) (e.g. London to Edinburgh or Glasgow)
 - This is reflected in the table above, where most travel-related categories have reduced in emissions in comparison to the previous year



- Looking into purchasing more electric vehicles and hybrid vehicles
 - Our fleet has increased, but our fuel usage has decreased, this is due to our hybridisation and electrification of our fleet
- Switch to a renewable energy tariff to reduce emissions associated with electricity use
 - We have now closed our Crowborough site, main driver of emissions, and moved into a smaller office in London Victoria, this site is 100% renewable, and results derived from this move will be reflected in the next report

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

Convergent Technology Ltd has assessed its carbon footprint and has achieved a successful assessment of its 2025 GHG emissions alongside a reduction in emissions per employee against the previous assessment.

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 Convergent Technologies Ltd

Yaruba Tate

Signed by:
A handwritten signature in black ink that reads "Yaruba Tate".
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