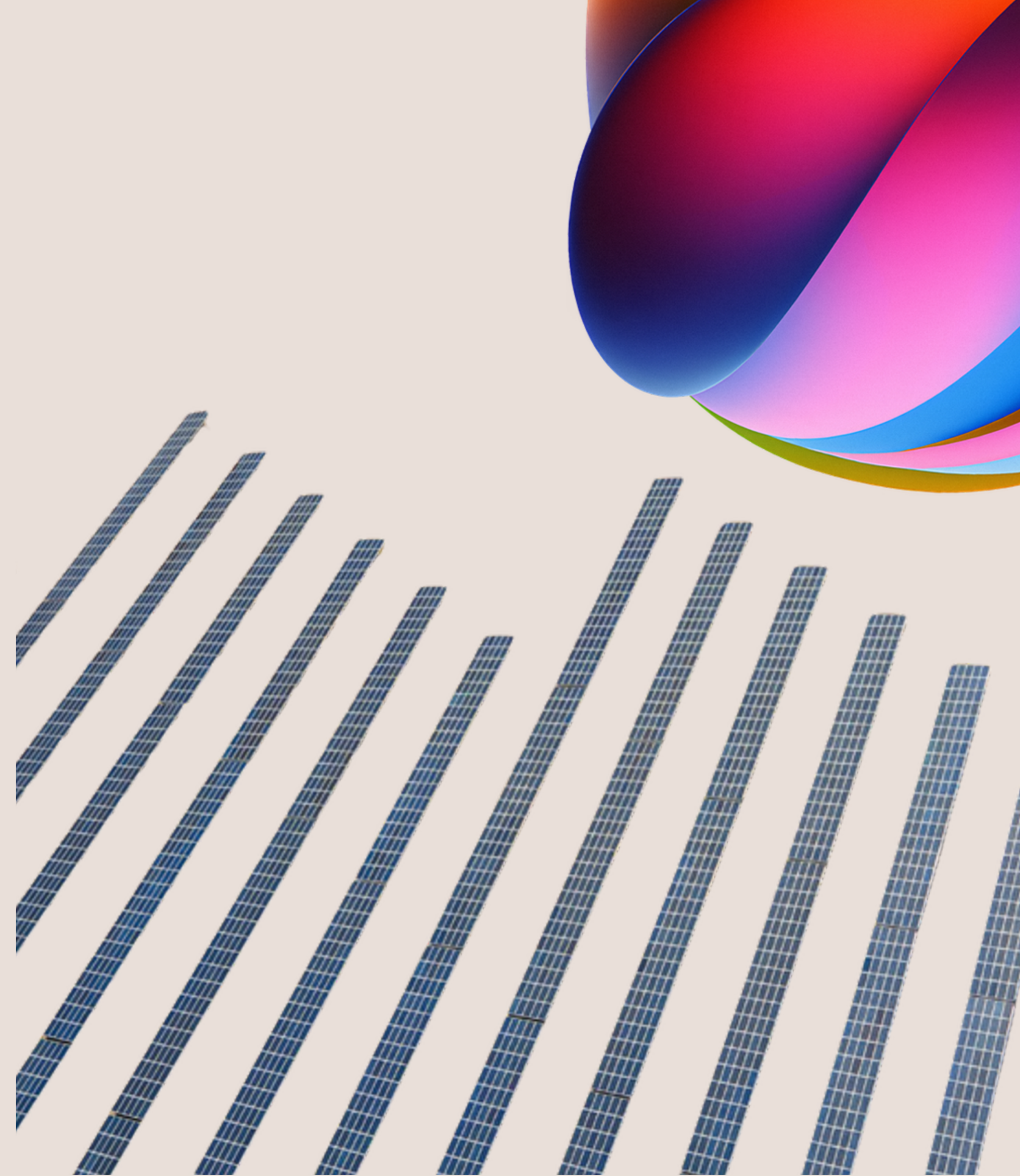


Carbon Reduction Plan

May 2026



OUR COMMITMENT TO ACHIEVING NET ZERO

Waracle is committed
to achieving Net Zero
emissions, by 2050.



BASELINE EMISSIONS FOOTPRINT

Baseline Year: **2025**

(Re-baselined from 2024).

Following significant organisational growth and infrastructure changes, we have updated our baseline to 2025 to provide a more accurate representation of our current footprint.

2025 now serves as our new starting point for our 5 year reduction strategy, superseding previous initial 2024 reporting.



CURRENT EMISSIONS REPORTING

Reporting Year: 2025. This section details our current emissions for the reporting year 2025, which serves as our baseline for future comparisons and tracking of our reduction targets. This is our first comprehensive assessment of our carbon footprint, including Scope 3 emissions as required by PPN 06/21.

For Scope 3, we have included Category 1 (Purchased Goods and Services), Category 4 (Upstream Transportation and Distribution), Category 5 (Waste Generated in Operations), Category 6 (Business Travel), and Category 7 (Employee Commuting).

- **Category 1:** Category 1 emissions have been calculated using the spend-based method. Expenditure data from our financial records for purchases excluding costs covered by Scopes 1 & 2 and Scope 3 Categories 4, 5, 6, 7, and 9 has been multiplied by relevant emission factors. These factors represent an average emission intensity per pound sterling (£) spent on various goods and service categories, including (but not limited to): Marketing, Business Services, Financial Services, Software, Property Management, Recruitment Services, Training Services, Digital Services, and Telecommunications.
- **Category 4:** Calculated using the spend-based method, broken down into direct costs for postage and delivery plus an estimated proportion of our spend on other purchases where delivery charges are not separately itemised on supplier invoices.
- **Category 5:** Estimated based on the proportion of property service charges attributable to waste disposal as this cost is not separately detailed.
- **Category 5:** Estimated based on the proportion of property service charges attributable to waste disposal as this cost is not separately detailed.
- **Category 6:** Emissions from business travel (Scope 3, Category 6) have been calculated using a distance-based method. Staff provided details on the modes of transport used for business travel and the estimated distances travelled for each mode (e.g., miles by car, train, air). These distances were then multiplied by the relevant emission factors for each mode of transport, considering fuel type as applicable.
- **Category 7:** Emissions from employee commuting (Scope 3, Category 7) have been estimated using a distance-based method based on data collected directly from our staff through a questionnaire. This survey gathered information on the primary modes of transport used for commuting to the office and the estimated distances travelled for each mode. The responses were then multiplied by the relevant emission factors for each mode of transport. In addition, our assessment of Category 7 includes emissions from homeworking. To estimate these emissions, the staff questionnaire also collected data on the number of days worked from home. For the energy use associated with homeworking (specifically heating), an activity-based method was utilised, applying relevant emission factors to estimated energy consumption based on typical usage patterns and the number of homeworking days.
- **Category 9:** Determined to be not applicable to our business model due to our primarily professional services in software development activities and the absence of physical product distribution to end customers.

All emissions factors sourced from the UK Government GHG Conversion Factors for Company Reporting.

Emissions

Scope 1		4.0		295.4
Scope 2		12.7		
Scope 3	Category 1	174.2	278.8	
	Category 4	1.3		
	Category 5	6.95		
	Category 6	33.3		
	Category 7	9.7		

Total (tCO2e): 295.4



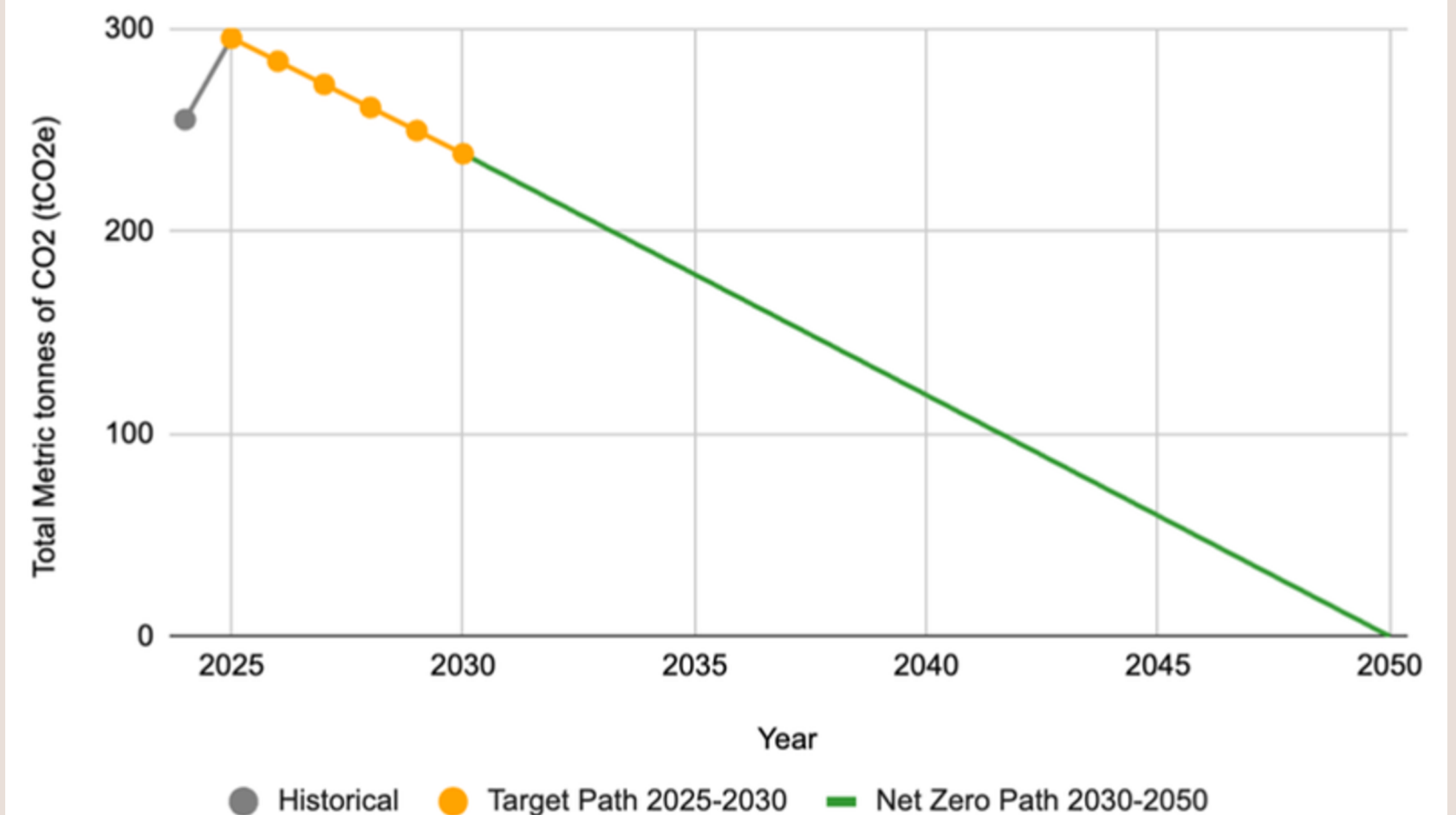
TARGETS

Emission Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted feasible carbon reduction targets. Utilising the Science-based Target Initiative Framework (SBTi) that recommends SMEs achieve a 4.2% year on year reduction to align with 1.50C climate goals, we are projecting a total decrease of 19.4% (compounded).

We project that our carbon emissions will decrease over the next five years to 238.3 tCO₂e by 2030, based on our new 2025 baseline of 295.4 tCO₂e. We will establish interim targets and regularly review our progress to align with a Net Zero trajectory by 2050. Progress against these targets can be seen in the graph below.

Total Metric tonnes of CO₂ (tCO₂e) vs Year



PROGRESS

Carbon Reduction Progress

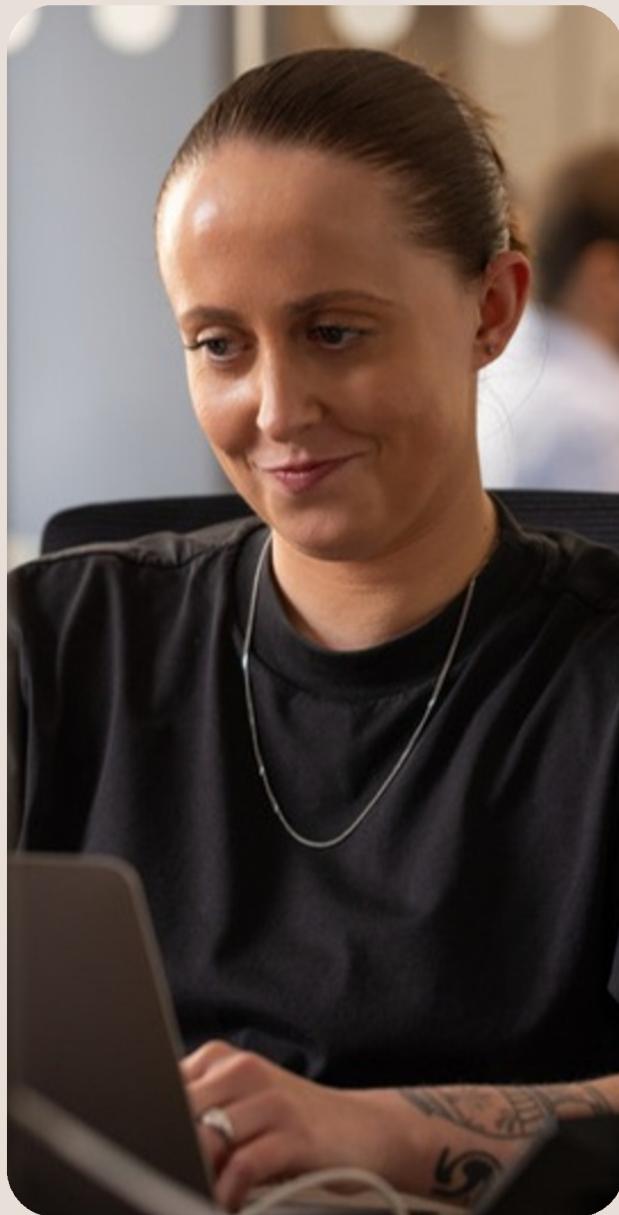
Waracle has seen significant growth in 2025, moving up to 200 personnel which is an increase of 32% as well as a new larger office in Edinburgh. However, reductions in the size of our Glasgow office have shown a reduction in energy use. From year 2024 to 2025 we have seen a rise from 255.2 tCO₂e to 295.4 tCO₂e which is an increase of 15.75%.

Whilst an overall increase in total tCO₂e is recorded, compared to the relative increase in company footprint (both infrastructure and headcount) Waracle has shown a positive trend in our Carbon Emissions.

Specifically, our carbon efficiency (tCO₂e per employee) improved from 1.69 tCO₂e per employee in 2024 to 1.48 tCO₂e per employee in 2025, which represents a 12.4% improvement in efficiency.



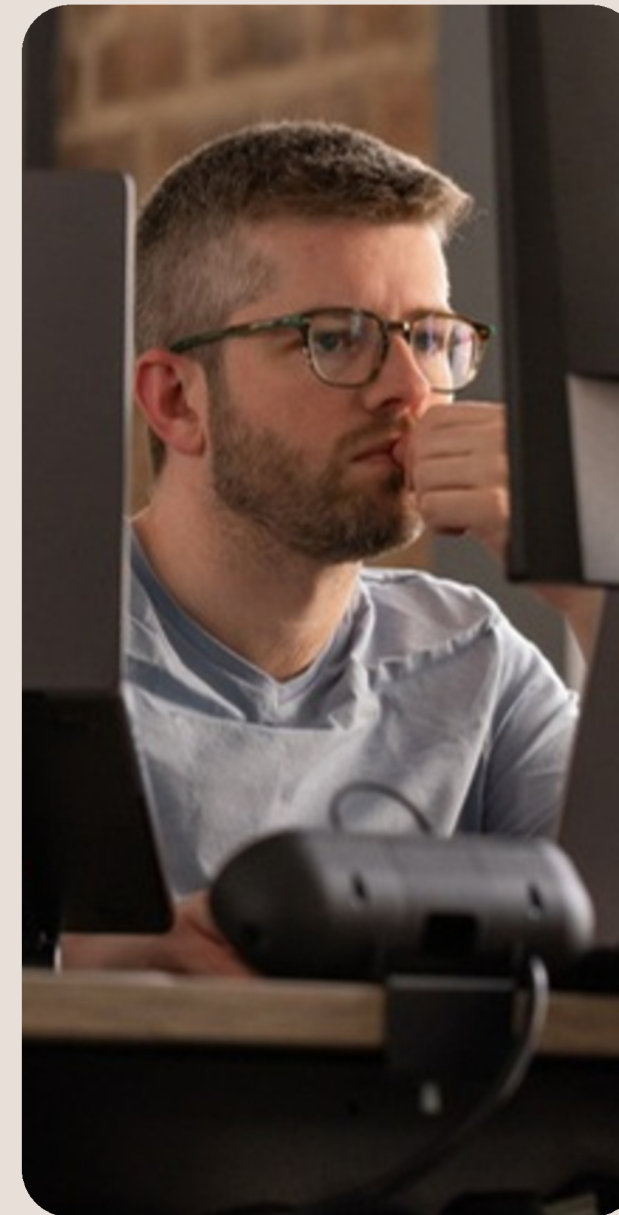
Carbon Reduction Projects



Completed carbon reduction initiatives

We continue to maintain core policies that to emissions reduction, such as:

- We adopt a Hybrid Working policy that fully enables remote working for all functions of the business in order to limit the requirement for travel and greater office footprints
- We routinely offer the cycle-to-work scheme as a benefit to its employees.
- We operate paperless processes. We no longer provide printing services in our offices and strive to be completely digital first, to reduce on demand and disposal/recycling costs



Future carbon reduction initiatives

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

- In 2026 we are actively working towards ISO14001 certification.
- Prioritising suppliers taking active steps to reduce their carbon emissions with Published environmental declarations and those with ISO:14001 certification. (Scope 3 Category 1)
- Moving to a modern office in Glasgow with lower emissions.
- Implementing virtual meeting justifications for all short-haul flights
- Utilising majority Mac hardware across the business to reduce our hardware lifecycle emissions
- Prioritising locally-sourced products for use in our offices.

DECLARATION & SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 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.

Signed on behalf of Waracle:

Sharon Dickie

SHARON DICKIE

Chief Operating Officer

22/05/2026



Carbon Reduction Plan

May 2026

