# [ *Clarasys* ]

# Carbon Reduction Plan 2025



## [ Foreword ]

At Clarasys, we are purpose-driven in the way that we deliver our consultancy services. For us, this means ***making a lasting difference to the way people work, live and grow***.

We believe that the most impactful way that we can deliver on our purpose in the context of the climate crisis is to leverage our skills and experience to shape our clients' people, organisations, products and services and wider system to ensure the ongoing success of society, the planet and the economy.

We are also committed to ambitious action on climate within our own operations and supply chain. At the start of 2023, we had our net-zero target validated by the Science Based Targets initiative (SBTi), covering scope 1, 2 and 3.

This Carbon Reduction Plan provides an overview of our latest greenhouse gas (GHG) inventory, progress against our targets and our focus for next steps. GHG emissions are measured in tonnes of carbon dioxide equivalent (tCO2e)

# We are *science-based*

## Our near-term commitment

Clarasys commits to reduce scope 1 and scope 2 GHG emissions 42% by **2030** from a 2022 base year, and to measure and reduce its scope 3 emissions.

## Our net-zero commitment

Clarasys commits to reach net-zero by 2040. As part of this, Clarasys commits to reduce scope 1+2+3 emissions 90% by **2040** from a 2022 base year.



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## Our 2025 emissions

An overview of our emissions for the 2025 reporting year (January - December) and breakdown across scope 1-3 and key activities.

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## Emissions reduction and governance

Summary of the governance of our carbon reporting and net zero strategy, as well as the focus areas for emissions reduction.

# 1.

## Our 2025 emissions

An overview of our emissions for the 2025 reporting year (January - December) and breakdown across scope 1-3 and key activities.

## [ Key Takeaways ]

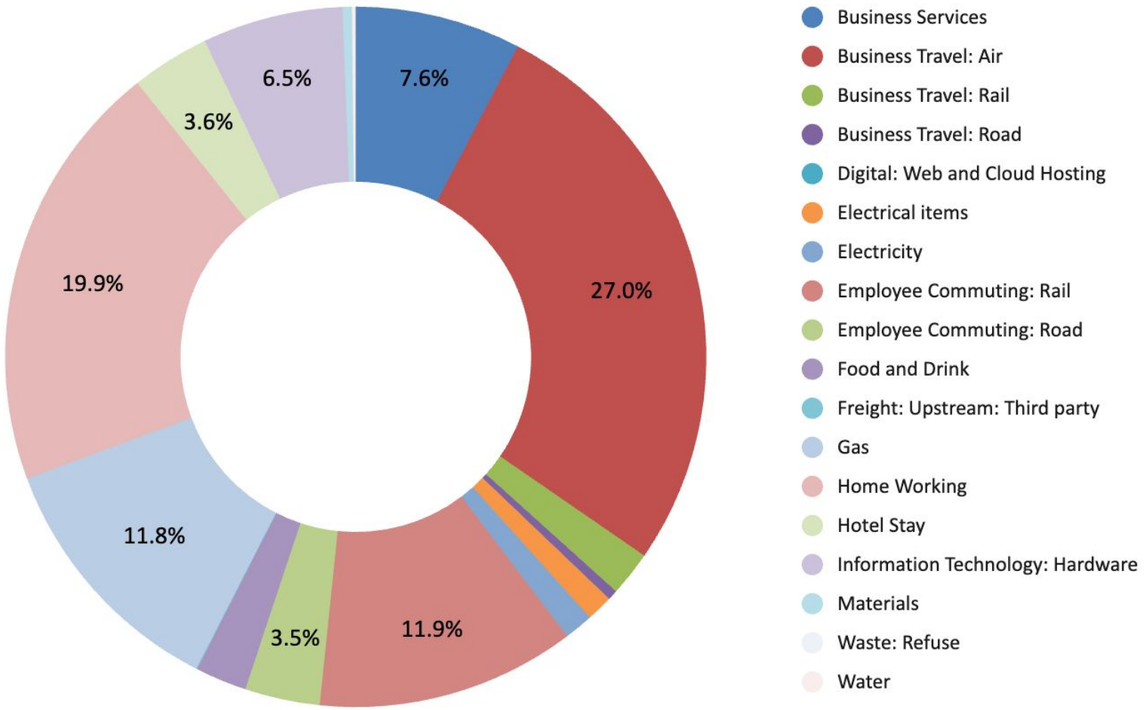
- **The majority of our emissions fall under scope 3 (89.9% of our market-based footprint)**—specifically driven by business travel: air (58.00 $tCO_2e$), home working (42.91 $tCO_2e$), and employee commuting (33.14 $tCO_2e$ across rail and road).
- **Scope 3 emissions decreased by 31.2% between 2024 and 2025**, falling from 281.61 $tCO_2e$ to 193.82 $tCO_2e$ on a market-based basis. This ongoing reduction was primarily driven by lower business air travel alongside a notable drop in purchased goods and services, particularly food and drink and hotel stays, as fewer large catered events were held this year.
- **Scope 2 emissions currently sit at 0 $tCO_2e$ on a market-based basis in the summary table**, while location-based Scope 2 emissions rose from 29.28 $tCO_2e$ to 43.36 $tCO_2e$ (21.06 $tCO_2e$ in London and 22.30 $tCO_2e$ in Boston).
- **Business air travel emissions decreased by approximately 39.7% from 2024 to 2025**, reducing from 96.13 $tCO_2e$ down to 58.00 $tCO_2e$ (-38.13 $tCO_2e$). This significant turnaround was achieved by delivering projects more remotely and maintaining heightened consciousness around travel costs.
- **Our Scope 1 emissions (gas consumption at our offices) decreased from 34.05 $tCO_2e$ to 21.84 $tCO_2e$**, representing an apparent reduction of approximately 35.9%. Building Management has confirmed that this difference stems from historical billing estimates rather than an operational shift: the 2025 figure marks a return to accurate, baseline consumption rather than a dramatic decrease in usage.

## [ Methodology ]

We have calculated our carbon footprint for 2025 in accordance with the Greenhouse Gas (GHG) Protocol Standard for scope 1 and 2 emissions, as well as the Corporate Value Chain (Scope 3) Standard and Scope 3 Calculation Guidance for Scope 3 emissions. We have accounted for emissions within our operational boundary using the Operational Control methodology, as this best reflects Clarasys' actual ability to influence carbon emission reductions.

To calculate our emissions, we have used the CompareYourFootprint (CYF) tool, which adheres to the GHG Protocol and uses the UK Government's latest carbon factors for our UK-based operations and the GHG Protocol average data method for our US-based operations. Emissions are measured in tonnes of carbon dioxide equivalent (tCO2e).

We are tracking progress against out SBTi target using market-based emissions, however we have provided our location and market-based emissions to the right for transparency.




| 2025 emissions | Market-Based | Location-Based |
|---|---|---|
| Scope 1 | 21.838 | 21.838 |
| Scope 2 | 0 | 43.356 |
| Scope 3 | 193.822 | 191.310 |
| **TOTAL** | **215.659** | **256.503** |

# 2.

## Progress against targets

Where we are in relation to our science-based near-term and net-zero targets.

# [ Progress against targets ]

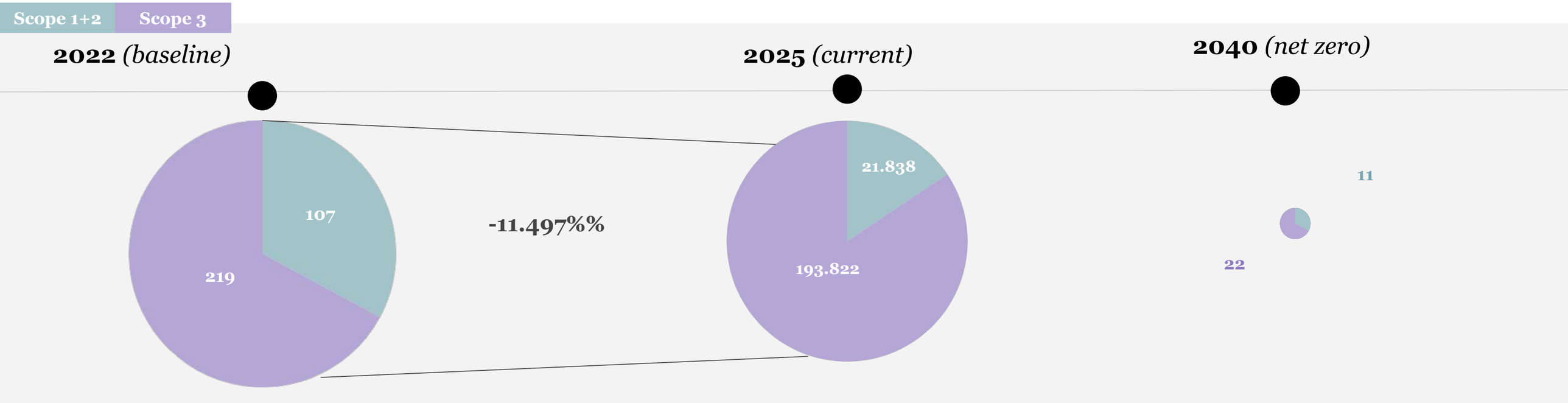
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Clarasys set the following science-based targets in 2023 which is guiding our action:

- **short-term**: to reduce operational (scope 1+2) emissions 42% by 2030 from a 2022 base year.
- **long-term**: to achieve net-zero emissions covering Scope 1, 2 and 3 emissions by 2040 from a 2022 base year.

Between 2022 and 2025, our operational (Scope 1 and 2) emissions fell by 79.59% (an 85.162 tCO2e reduction from 107 tCO2e to 21.838 tCO2e), already surpassing our short-term target of 42% by 2030. Over the same period, our total emissions across Scopes 1, 2, and 3 decreased by 33.85% (a 110.34 tCO2e reduction from 326 tCO2e to 215.66 tCO2e), keeping us on track toward our long-term target of net-zero by 2040.

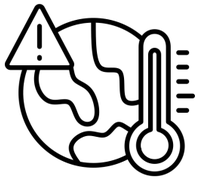
In 2025, employee commuting and purchased goods and services both saw increases in emissions. Business travel remains our largest single source of emissions. Over the coming year, we will prioritise this category as a reduction hotspot to support progress towards our net-zero target.



# 3.

## Emissions reduction and governance

Summary of the governance of our carbon reporting and net zero strategy, as well as the focus areas for emissions reduction.



## [ Emissions reduction priorities ]

We believe that reducing the impact of our own activities to mitigate the effects of the climate crisis is central to being a truly purpose-driven company. To this end, we will continue reviewing and developing our net-zero actions based on increasingly accurate data and insights. As it stands, the priority measures we will be implementing in the future include:

- **Sustainable travel policy**
  We will design and implement a sustainable travel policy that empowers our people with the knowledge, guidance, and tools needed to make lower-impact choices when undertaking business travel.
- **Food and drink**
  We will assess the potential carbon savings of offering vegetarian and/or vegan-only catering options at office events. As part of this, we will identify key “hot spot” events where these options can be piloted.
- **Improving data quality and automation**
  We will continue to align our carbon reporting needs with internal systems to improve data accuracy and reliability. Where possible, we will automate data collection to enhance efficiency and reduce manual intervention.



## [ Governance ]

This Carbon Reduction Plan has been created in accordance with Procurement Policy Note (PPN) 06/21 Technical standard for Completion of Carbon Reduction Plans. As per PPN 06/21, it will be provided when responding to in-scope Central Government procurement (subject to the Public Contracts Regulations 2015 and contracts in excess of £5 million per annum).

Greenhouse gas emissions, reductions of greenhouse gas emissions and removals of greenhouse gas from the atmosphere have been measured in tonnes of carbon dioxide equivalent ($CO_2e$) using the appropriate conversion factors published by the Department for Business Environment and Industrial Strategy (BEIS). A “tonne of carbon dioxide equivalent” means one metric tonne of carbon dioxide or an amount of any other greenhouse gas with an equivalent global warming potential.

The CRP will be reviewed and updated annually, and uploaded to a prominent location on the Clarasys website for public scrutiny. This will be owned by a new operations function in Clarasys with formal accountability to deliver on our targets. The CRP has also been approved by Clarasys’ CEO, Matt Cheung, to demonstrate a clear commitment to emissions reduction at the highest level.