

Carbon Reduction Plan

Supplier name: PeopleCert Wisdom Ltd

Publication date: 30 June 2026

Commitment to achieving Net Zero

PeopleCert Wisdom Ltd is committed to achieving Net Zero emissions by **2050**.

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.

Baseline Year: 01 January 2025 – 31 December 2025

Additional Details relating to the Baseline Emissions calculations.

PeopleCert Wisdom Ltd (hereinafter “PeopleCert” or the “Company”) has chosen 2024 as its baseline year as it better reflects the current structure of the Company and is the first year that the organization calculates the Scope 3 emission categories specified in PPN 06/21. In line with the recommendations and requirements of PPN 06/21, the Company publish its emissions annually and updates the Carbon Reduction Plan accordingly. The Operational Control consolidation approach is used to account for the Company’s emissions within its organizational boundary and also includes its UK facilities. The emissions have been calculated in line with the guidance provided by PPN 06/21, PPN 006 and the GHG Protocol. All values are reported in tonnes of carbon dioxide equivalent (tCO₂e) and having been calculated using conversion factors published by BEIS.

Baseline year emissions:

EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	40.05
Scope 2	381.20
Scope 3 (Included Sources)	2,437.01
Total Emissions	2,858.26

Current Emissions Reporting

Reporting Year: 01 January 2025 – 31 December 2025	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	47.60
Scope 2	302.76
Scope 3 (Included Sources)	2,568.34
Total Emissions	2,918.70

Scope 3 Categories: 01 January 2025 - 31 December 2025		TOTAL (tCO ₂ e)
Category 4	Upstream Transportation and Distribution	31.50
Category 5	Waste Generated in Operations	2.86
Category 6	Business Travel	2,239.08
Category 7	Employee Commuting	223.79
Category 9	Downstream Transportation and Distribution	71.11
Scope 3 Total		2,568.34

Emissions reduction targets

In 2025, PeopleCert recorded a slight increase of 2.1% in its overall carbon footprint. This increase is primarily attributable to the Company's continued growth, including increased hiring, as well as a modest rise in business travel by employees.

PeopleCert considers this increase to be temporary and linked to short-term operational expansion. It does not affect the Company's long-term decarbonisation pathway or its commitment to achieving the emissions reduction targets set out in its Carbon Reduction Plan.

Therefore, the targets set in PeopleCert's first Carbon Reduction Plan remain unchanged:

- By 2035: reduce total emissions by 25%, from 2,858 tCO₂e to 2,144 tCO₂e (a reduction of 714 tCO₂e).
- By 2045: reduce total emissions by 90%, from 2,858 tCO₂e to 286 tCO₂e (a reduction of 2,572 tCO₂e).
- By 2050: achieve Net Zero emissions.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

PeopleCert is committed to sustainable development and has been implementing measures to reduce its environmental footprint prior to adopting its first Carbon Reduction Plan. The Company operates an environmental management system certified to ISO 14001:2015, which supports systematic monitoring and continual improvement of environmental performance.

In 2025, PeopleCert completed a targeted renovation of part of its facilities to improve energy efficiency, and in early 2026 the company started renovations on a new floor of its offices. The planned works include upgrades to LED lighting (reducing energy consumption by approximately 50% per light) and the installation of automated lighting controls with presence sensors. Heating and cooling units will be replaced with more energy-efficient systems, supported by centralized controls for air conditioning and VAM (Variable Airflow Management) units. Additional controls and sensors will be implemented to optimize energy use, and all new electronic and electrical equipment to be installed will be selected based on high energy-efficiency specifications.

Moreover in 2025 the company has engaged with its suppliers in an effort to reduce its GHG emissions and enhance data collection. Through this effort, PeopleCert achieved a 12% reduction in the emissions of its upstream and downstream transportation. Additionally, having identified its business travel emissions as a significant part of its overall carbon footprint, PeopleCert's is ensuring its suppliers purchase carbon offsets for their emissions. Specifically in 2025, its suppliers purchased 1,239 tn CO₂e verified carbon offsets meaningfully reducing their overall environmental impact.

In parallel, PeopleCert delivers regular sustainability seminars and training for employees to strengthen the organisation's sustainability culture and reduce environmental impacts through day-to-day behaviours. All of the above measures will be in effect for the performance of the contract.

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

Reducing our Scope 1 Emissions

- Increase the share of low-emission vehicles in PeopleCert's fleet supported by defined replacement criteria and procurement standards for new vehicles.
- Implement a robust refrigerant management programme for heating and cooling equipment, including scheduled leak inspections, timely repairs, the use of lower-GWP refrigerants where refilling is required, and end-of-life recovery and compliant disposal of refrigerants when equipment is replaced (only where operationally necessary)

Reducing our Scope 2 Emissions

- Complete the planned renovations and expand energy efficiency measures across PeopleCert's facilities.
- Implement and utilise renewable energy when feasible.

Reducing our Scope 3 Emissions

- Reduce business travel by prioritising virtual meetings and limiting travel to cases where in-person presence is operationally essential. Where travel is required, mandate economy class as the default option. It should be noted that business travel emissions associated with private aviation are recognised as a material Scope 3 category. Due to operational,

security and scheduling requirements at executive level, there is currently limited scope to reduce these emissions in the short to medium term. The organisation's approach focuses on accurate measurement, transparency, and engagement with aviation providers, while monitoring opportunities for lower-emission alternatives where feasible.

- Continue the integration of sustainability criteria into procurement and supplier selection to reduce value-chain emissions, including requirements and preferences related to lower-carbon logistics, transportation, and distribution.
- Promote lower-carbon commuting choices through employee engagement, guidance and targeted awareness initiatives, including training and internal communications.
- Strengthen waste management practices to maximise recycling and minimise landfill disposal, including consistent waste segregation procedures and appropriate collection arrangements.
- Implement a digital-first approach to reduce paper consumption and associated waste, supported by document management practices and print controls where appropriate.

Governance

- Continue enhancing data collection and aggregation processes to improve the data governance and accuracy of our GHG emissions inventory.
- Continue and expand employee seminars and targeted trainings to strengthen organisational awareness and accountability, and to promote practical actions employees can take to reduce GHG emissions.

Declaration and Sign Off

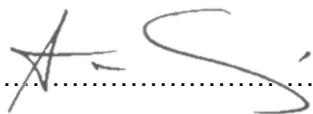
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

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.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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 the Supplier:



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Date: ...July 1, 2026.....

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>