



Carbon Reduction Plan

Ikonic Technology Limited

May 2026

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Carbon Reduction Plan

Supplier name: Ikonic Technology Limited

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Commitment to achieving Net Zero

Ikonic Technology Limited, based in the United Kingdom is committed to achieving Net Zero emissions by 2038.

Our Net Zero target is 12 years ahead of the 2050 target set out in the standard Carbon Reduction Plan requirements.

For more information on our sustainability plan – please visit: www.ikonik.com

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: 2023
Additional Details relating to the Baseline Emissions calculations.
We formulated and started our Net Zero plan in 2021. Part of our Net Zero plan was to monitor our Carbon Emissions on an annual basis. 2021 was the first year we monitored such emissions. However after reviewing four years of emissions data, it became apparent that 2021 was not a true representation of our annual emissions based on the fact both 2021 and 2022 were still impacted by Covid restriction and therefore our employee commuting and business travel was understated compared to previous trading years.
Baseline moved to 2023
It is important that the business has a true reflection of its normal operational trading patterns when choosing a baseline year, and therefore we have now decided to move our baseline year

to 2023 as our employee commuting and business travel resumed to levels in line with our business operations pre Covid.

Our greenhouse gas (GHG) emissions are calculated in line with the GHG Protocol and current Streamlined Energy and Carbon Reporting (SECR) Guidelines.

We have used the conversion factors from the UK Government Conversion Factors for greenhouse gas (GHG) reporting annual publication.

Our Carbon emissions reporting covers the requirements of the CRP as per the Technical standard within PPN 621:

Scope 1 - The emissions directly under your control

Examples include:

- Fuel used in your company vehicles (diesel, petrol, LPG)
- Fuel used to operate Biomass and other fired processes (wood chippings etc)
- Natural Gas to heat your buildings or use in other processes.
- Other fuels to operate machinery or processes (coal, burning oil, gas oil, fuel oil)

Scope 2 - Emissions resulting from electricity, heat and steam

Examples include:

- Electricity used within your buildings and premises or by company owned EV vehicles.
- Heat and steam if it purchased and delivered from offsite.

Scope 3 - Other emissions which are not under your direct control

There are 15 categories for Scope 3 – we have included the following for our CRP:

4. Upstream transportation and distribution
5. Waste generated from operations
6. Business Travel
7. Employee commuting
9. Downstream transportation and distribution

Baseline year emissions: 2023

EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	2.484	
Scope 2	49.39	
Scope 3 (Included Sources)	365.766	CO ₂ e (tn)
	Scope 3 emissions (measured)	
	4. Upstream transportation and distribution	212.799
	5. Waste generated from operations	9.572

	6. Business Travel	29.435
	7. Employee commuting	113.96
	9. Downstream transportation and distribution	0.00
Total Emissions	417.64	

Current Emissions Reporting

Reporting Year: 2025		
EMISSIONS	TOTAL (tCO₂e)	
Scope 1	0.648	
Scope 2	43.833	
Scope 3 (Included Sources)	311.448	CO₂e (tn)
	Scope 3 emissions (measured)	
	4. Upstream transportation and distribution	161.49
	5. Waste generated from operations	0.81
	6. Business Travel	18.775
	7. Employee commuting	130.373
	9. Downstream transportation and distribution	0.00
Total Emissions	355.929	

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to **222.74** tCO₂e by 2030. This is a decrease of **46.67%** compared to our 2023 baseline.

Our key performance indicators for carbon reduction

Alongside our overall reduction targets, our key performance indicator on our emissions progress over the next 5 years will be our carbon emissions per employee.

We feel using our annual full time employee numbers as our intensity ratio provides a more predictable mechanism on an annual basis to compare against our annual emissions. We feel it is important to track our emissions versus full time employee numbers to give a balanced performance of our actual carbon reduction plan initiatives.

Carbon per employee 2023 (baseline year) 4.306 tCO₂e

Carbon per employee 2025 (current reporting year) 3.524 tCO₂e (18.16% decrease)

Annual carbon emissions performance

Our original target for 2025 was **361.96** tCO₂e, however with our actual emissions for 2025 being **355.929** tCO₂e, this puts us **1.67%** ahead of our Net Zero run rate target in 2025.

We made positive progress on reducing our waste emissions by **91.54%**, reducing electricity emissions by **11.25%** and reducing logistics emissions by **24.11%** compared to our baseline year of 2023.

The emissions from employees commuting to work in 2025 was **130.373** tCO₂e, which was a **14.4%** emission increase compared to 2023. As this was the only scope category increase compared to our 2023 baseline, reducing our employee commuting emissions in 2026 will be a key driver for us.

Our overall emissions in 2025 have reduced by **61.71** tCO₂e compared to our 2023 baseline, which is an overall reduction of **14.78%**.

Rebalancing the emissions we have already created

We have paid for and rebalanced our total annual carbon emissions as detailed within our carbon reduction plan for reporting years 2021, 2022, 2023, 2024, and 2025 (1899.542 tCO₂e) with Play It Green.

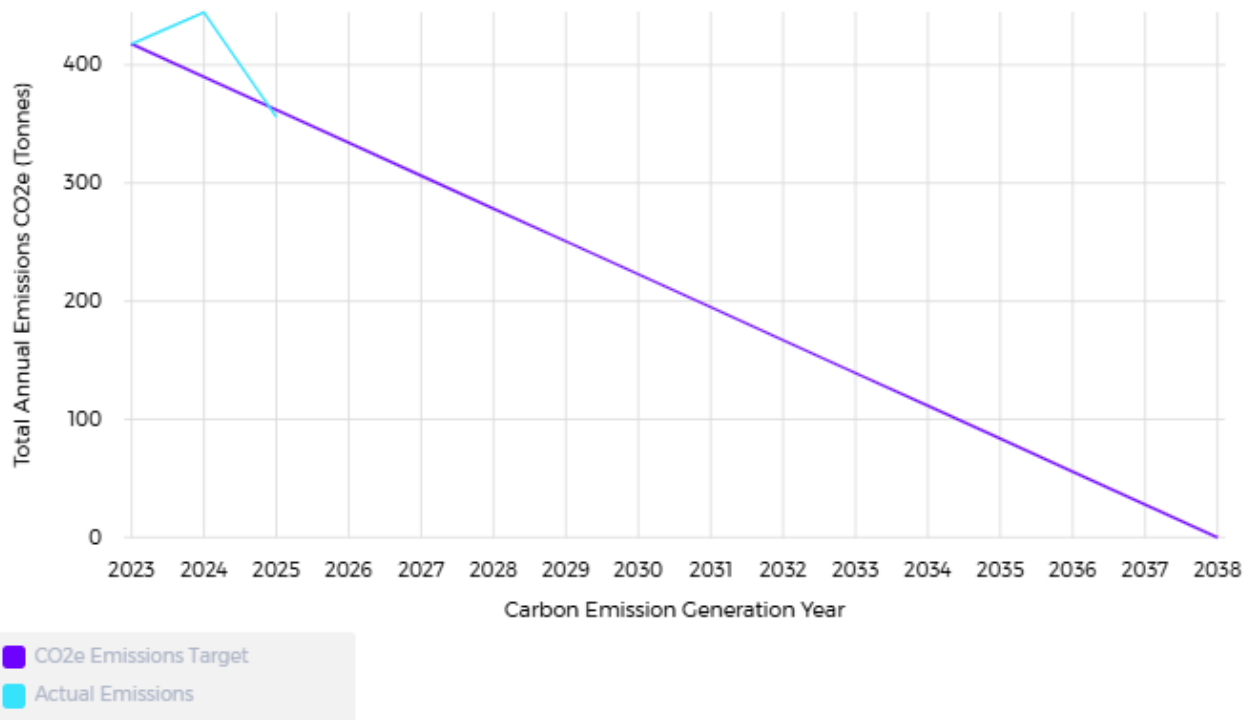
Proof of our emissions rebalancing can be viewed within our company forest garden at app.playitgreen.com/forest-garden/93

The methodology behind our carbon emission rebalancing can be found at playitgreen.com/methodology-behind-the-science/

By rebalancing the carbon emissions we have created, we are by definition a Carbon Neutral Business as certified by Play It Green and EaaS Carbon.

Our progress against these targets can be seen in the graph below:

Net Zero Carbon Reduction: Target vs Actual



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. The carbon emission reduction achieved by these schemes had an impact on our initial 2023 baseline and the measures will be in effect when performing the contract.

Our completed carbon reduction initiatives include:

1. Encourage the use of virtual meeting technology to reduce our companies annual emissions created from onsite internal and supplier meetings.
2. Promoting environmental concerns and objectives with employees.
3. Signed up to Play It Green sustainability employee communications.
4. Implemented regular heating checks, including turning off heating in individual rooms to target electricity emission reduction.
5. Changed to LED lights including,
 - a. master switch for lighting to all be turned off at one central location - avoiding any unnecessary lights on.
 - b. Lighting sensors for each room.

6. Committed to offsetting product carbon emissions for customers purchasing our refurbished range.
7. Implemented server energy reduction plan.
8. Moved to all digital purchase orders - saving 190k of sheets of paper.
9. Introduction of paper recycling.
10. Business premises electricity supplier changed to 100% renewable REGO backed contract.
11. Committing to an annual Carbon Reduction Plan (CRP).

Future Carbon Reduction Initiatives

1. Provide access to homeworking for all employees (when viable for position) to reduce the impact of their emissions created on their commute to our business locations.
2. To target the remaining emissions which generally result from our employees working from home by:
 - a. Putting in place an incentive scheme to encourage all employees who work from home to switch to 100% renewable electricity at home within the next 2 years.
 - b. Putting in place an incentive scheme to encourage all employees to switch to 100% renewable Gas at home when such a product is available within the domestic market
3. Replace office water cooler with an electric alternative to reduce waste from empty water bottles.
4. Achieve business objective of becoming a paperless office.
5. To work in partnership with clients to work towards our own and their environmental objectives.
6. Educate clients through knowledgeable and robust conversations, with an environmental focus, around alternative methods of manufacturing and materials.
7. Bike to work scheme.
8. Source and utilise biogenic and low-carbon materials as far as possible on client schemes.
9. Carry out “Whole Life Carbon assessments” on client schemes.
10. Interrogate the data from Scope reports to confirm or realign our business objectives in relation to environmental issues, on an annual basis.
11. Put in place a “minimum standards” impact policy for all new supply chain procurement.
12. Implementation of a salary sacrifice scheme to influence employee purchasing of EV cars.
13. Install EV Charging points at head office.

14. Invest in energy efficient technology such as solar panels for business premises.
15. Continued investment in regular, bespoke workshops, delivered by an environmental expert.
16. Pilot carbon literacy training with key teams with a view for full roll out if successful.
17. Reduce staff individual carbon emissions by 20% through alternative travel and individual analysis.
18. Build educational tools for our resellers via our Partner Portal (sustainability videos).
19. Introduce “refurb-first” or sustainable-by-default sales messaging.
20. Introduce one paid volunteer day per employee per year to support local community and environmental initiatives.
21. Launch a Green Champions network internally.

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.

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).

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>

Signed on behalf of the Supplier:

C.Perry

Chris Perry - Director

Date: 15/05/2026