Inspiring people
Creating change

CUBIQUITY

&

RISE

CARBON REDUCTION PLAN

2025 UPDATE

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ABOUT CUBIQUITY

With proven expertise in contractual print procurement and tailored operational marketing technology, Cubiquity offers comprehensive print management solutions encompassing creation, printing, and logistics worldwide. Complementing our services is Bigkid, our fully integrated creative, digital, and experiential agency. We are ISO 14001 accredited and in 2024 achieved the prestigious EcoVadis Platinum rating, placing Cubiquity in the top 1% of assessed businesses globally. We have also signed up to the UN Global Compact (UNGC), reinforcing our commitment to the Ten Principles on human rights, labour, environment, and anti-corruption.

Committed to conducting our business ethically, legally, and responsibly, we strive for fiscal, environmental, and social sustainability while delivering enduring value and robust financial performance.

SCOPE OF THIS REPORT

This report includes the requirements of PPN 06/21 Carbon Reduction Plan as required by the UK public sector. It encompasses a baseline assessment of Cubiquity's current carbon emissions, followed by the delineation of strategies and initiatives to reduce its environmental footprint, including targets, goals, and an implementation plan. Monitoring and reporting mechanisms have been established to track progress transparently.

The report emphasises on continuous improvement, with a commitment to adapt the plan in response to regulatory changes, technological advancements, and stakeholder feedback, reinforcing Cubiquity's dedication to sustainability and responsible corporate partnership.

COMMITMENT TO ACHIEVING NET ZERO

Cubiquity is committed to taking every reasonable action to reduce its impact on the environment and align with the United Nations Sustainable Development Goals (UN SDGs) and Paris Climate Agreement. With an increasing emphasis on growth in sustainable business operations, Cubiquity strives to achieve Carbon Net Zero by 2050 at the latest through the effective implementation of the Environmental Management Systems ISO 14001:2015.

This plan covers the operations of Cubiquity Limited, including our headquarters in Surrey and Wolverhampton. Cubiquity is committed to a comprehensive approach to environmental sustainability, emphasising compliance with all legal and relevant environmental requirements. We actively pursue waste reduction across our production processes, advocating for the use of recycled materials to mitigate pollution. Our dedication extends to providing clients with eco-friendly alternatives and ensuring that both our staff and associates are well-versed in minimising their environmental footprint. Additionally, we maintain open communication with our key suppliers and subcontractors, fostering a culture of shared responsibility for environmental stewardship. Continuously setting and monitoring targets for improvement, we implement practices that champion environmental conservation.

BASELINE EMISSIONS FOOTPRINT

Our emissions are calculated in tonnes of carbon dioxide equivalent (tCO2e) using the appropriate conversion factors published by Greenhouse Gas Protocol. Our emissions data is reported in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Our baseline emissions inventory includes all our measurable scope emissions calculated as part of Cubiquity's offsetting initiatives in conjunction with the World Land Trust and the Woodland Trust, effectively neutralising any emissions we generate. While baseline emissions serve as the reference point for measuring emissions reduction,Cubiquity integrates insights and guidance from previous years' reports to enhance our sustainability strategies.

Our monitoring initiatives have been methodically established to capture key performance indicators and measure the effectiveness of our sustainability measures across all scopes.

The baseline reporting year for establishing the company's greenhouse gas emissions footprint for scopes 1, 2 and 3 was the fiscal year from 01/01/2023 to 31/12/2023. This represents a stable and accurate reference point for our company's operations, including data availability and organisational structure.

The different scopes of emissions are:

- ## SCOPE 1:
  Direct GHG emissions from sources directly owned or controlled by our business, including the use of company facilities and company vehicles in our Surrey and Wolverhampton offices.

- ## SCOPE 2:
  Indirect GHG emissions resulting from the off-site generation of electricity, heating, and water usage.

- ## SCOPE 3:
  Indirect GHG emissions from sources not owned or directly controlled by our business, encompassing essential activities such as upstream and downstream indirect activities, waste generation, extraction, production, and transportation of goods and services purchased or acquired.

GHG FOOTPRINT

BASELINE YEAR: JANUARY – DECEMBER 2023		
EMISSIONS	TOTAL tCO_2e	
Scope 1	12.127	
Scope 2*	7.099	
Scope 3 (incl. sources)	4,568.746 **Subset Breakdown (tCO2e) reporting** 8 out of 9 relevant **subsets** from total **15.**	
	Subset 1 Purchased Goods and Services (RC)	4,033.094
	Subset 2 Capital Goods (RC)	8.133
	Subset 3 Fuel and Energy Related Activities (RC)	20.626
	Subset 4 Upstream Transportation & Distribution (RC)	206.917
	Subset 5 Waste Generated in Operations (RC)	0.033
	Subset 6 Business Travel (RC)	14.942
	Subset 7a Employee Commuting (RC)	64.145
	Subset 7b Homeworking (RC)	13.939
	Subset 8 Upstream Leased Assets (NR)	
	Subset 9 Downstream Transportation & Distribution (RC)	206.917
	Subset 10 Processing of sold products (NR)	
	Subset 11 Use of sold products (NR)	
	Subset 12 End-of-life treatment of sold products (RNC)	
	Subset 13 Downstream leased assets (NR)	
	Subset 14 Franchises (NR)	
	Subset 15 Investments (NR)	
TOTAL EMISSIONS	4,587.972	

* *Location-Based method used to report electricity emissions*

RC Relevant, Calculated
RNC Relevant, Not Calculated
NR Not Relevant

CURRENT GHG FOOTPRINT

CURRENT YEAR: JANUARY – DECEMBER 2024		
EMISSIONS	**TOTAL tCO_2e**	
Scope 1	15.484	
Scope 2*	7.420	
Scope 3 (incl. sources)	5,506.601 **Subset Breakdown (tCO2e) reporting** 8 out of 9 relevant **subsets** from total **15.**	
	Subset 1 Purchased Goods and Services (RC)	4,908.736
	Subset 2 Capital Goods (RC)	6.150
	Subset 3 Fuel and Energy Related Activities (RC)	21.159
	Subset 4 Upstream Transportation & Distribution (RC)	238.282
	Subset 5 Waste Generated in Operations (RC)	0.010
	Subset 6 Business Travel (RC)	15.942
	Subset 7a Employee Commuting (RC)	64.102
	Subset 7b Homeworking (RC)	13.939
	Subset 8 Upstream Leased Assets (NR)	
	Subset 9 Downstream Transportation & Distribution (RC)	238.282
	Subset 10 Processing of sold products (NR)	
	Subset 11 Use of sold products (NR)	
	Subset 12 End-of-life treatment of sold products (RNC)	
	Subset 13 Downstream leased assets (NR)	
	Subset 14 Franchises (NR)	
	Subset 15 Investments (NR)	
TOTAL EMISSIONS	5,529.504	

* *Location-Based method used to report electricity emissions*

RC Relevant, Calculated
RNC Relevant, Not Calculated
NR Not Relevant

CARBON REDUCTION PLAN PROGRESS

During the latest reporting period (2024), Cubiquity continued to expand its operations and customer activity, resulting in a rise in overall emissions compared to the 2023 baseline. Total reported emissions increased from 4,587.97 tCO_2e in 2023 to 5,529.50 tCO_2e in 2024, reflecting both the growth in business activity and the inclusion of more complete Scope 3 data across all relevant categories.

While absolute emissions rose year-on-year, this increase primarily stems from improved measurement coverage and more comprehensive reporting of supply chain impacts, rather than a deterioration in environmental performance. Cubiquity has now progressed to measuring all 15 categories of Scope 3, significantly strengthening transparency and accuracy in its carbon accounting.

To ensure the consistency and comparability of emissions data, Cubiquity has adopted a uniform consolidation methodology across all operations. This involves identifying and categorising all relevant emission sources, applying quantification methods in line with the GHG Protocol, and using the Nero GHG Calculator (developed by Nero Carbon Ltd) to calculate and consolidate emissions. Activity data such as fuel consumption, electricity use, business travel mileage, and procurement spend is captured and processed through this model, ensuring emissions are aggregated accurately across Scopes 1, 2, and 3.

Alongside methodological improvements, Cubiquity has achieved several sustainability milestones:

- Achieved EcoVadis Platinum rating (2024), placing the company in the top 1% globally for sustainability performance.
- Signed up to the United Nations Global Compact (UNGC), reinforcing alignment with the Ten Principles and the UN Sustainable Development Goals.
- Offset 100% of Scope 1 & 2 emissions through projects with the World Land Trust and Woodland Trust, neutralising over 304 tonnes of CO_2e in 2023/24.
- Consolidated customer orders, saving 25,435 road miles in 2024 and reducing distribution-related emissions.
- Expanded the Green Tier supplier initiative, strengthening Scope 3 measurement through supplier disclosure and collaboration.
- Embedded sustainability within the RISE framework, now aligned with a wider set of SDGs including SDG 7 (Clean Energy), SDG 11 (Sustainable Cities), and SDG 15 (Life on Land), in addition to SDGs 8, 9, 12, 13, and 17.

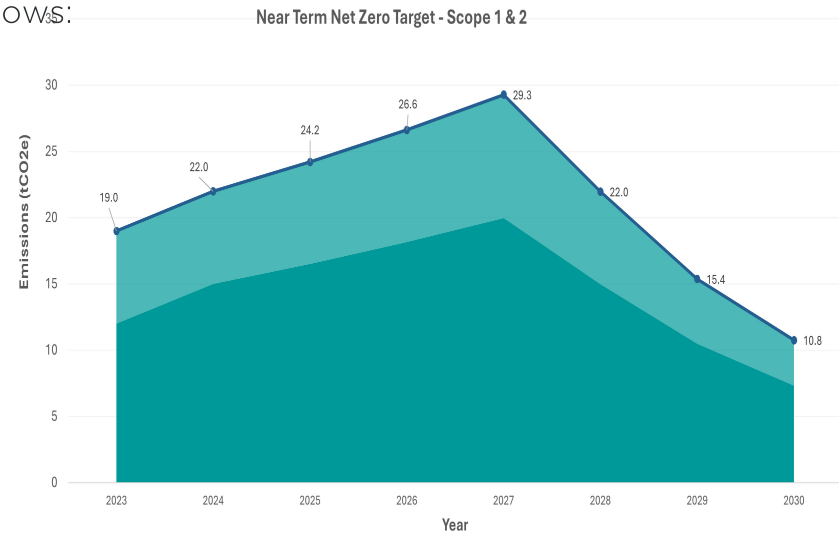
Looking ahead, Cubiquity will continue to prioritise absolute reductions in Scope 1 & 2 emissions in line with SBTi-aligned near-term targets (42% cut by 2030), while enhancing supplier partnerships to address Scope 3. Planned initiatives include expanding renewable energy adoption, transitioning the vehicle fleet to electric/hybrid, and embedding a culture of environmental stewardship through an internal environmental champions programme.

EMISSIONS REDUCTION TARGETS

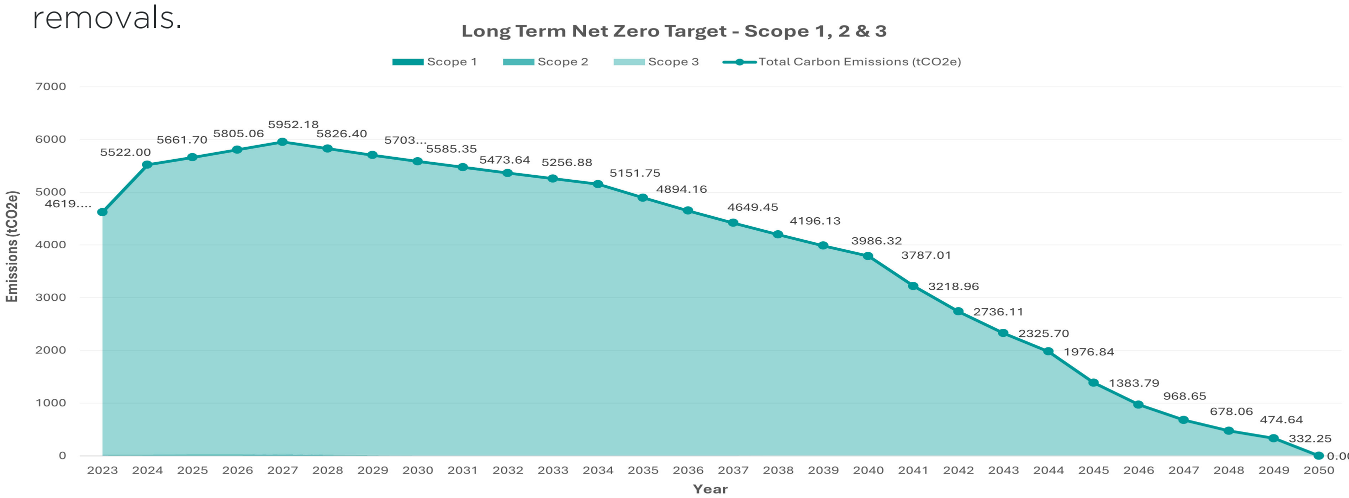
Cubiquity is committed to achieving Carbon Net Zero by 2050 at the latest. To ensure our trajectory is science-based, we have aligned our near-term and long-term targets with the Science Based Targets initiative (SBTi). These targets build on the accurate Scope 1, 2, and 3 baseline established in 2023 and reported using the Nero GHG Calculator in line with the GHG Protocol.

Our reduction pathway is phased as follows:

- **2025 – 2027 ›** Minor increase in reported emissions anticipated due to more complete Scope 3 measurement and supplier data integration.
- **2028 – 2030** (Near-Term Target) **›** Scope 1 & 2 emissions will fall by at least 42%, from 19 tCO_2e in 2023 to ≤11 tCO_2e by 2030.



- **2031 – 2034 >** Continued steady reductions across all scopes, averaging ~2% annually, supported by low-carbon logistics, supplier engagement, and circular economy initiatives.
- **2035 – 2040 ›** Gradual reductions of ~5% annually, consolidating gains through deeper supply chain collaboration and renewable energy adoption.
- **2041 – 2044 ›** Step-change reductions of ~15% annually, driven by scaling of zero-emission fleets, advanced clean energy technologies, and systemic decarbonisation.
- **2045 – 2049 ›** Accelerated reductions of ~30% annually, preparing for final transition to Net Zero.
- **2050** (Long-Term Target) **›** Achieve a minimum 90% reduction across all scopes, reducing total emissions from 4,588 tCO_2e in 2023 to ≤459 tCO_2e. Residual emissions will be permanently neutralised through nature-based or technological removals.



Our Carbon Net Zero plan sets out a phased pathway consistent with the Science Based Targets initiative (SBTi), balancing business growth with progressive emissions reductions. In the near term, Cubiquity is committed to reducing Scope 1 & 2 emissions by at least 42% by 2030, from a 2023 baseline of 19 tCO_2e, while preparing the foundation for deeper reductions across Scope 3. In the long term, we are targeting a minimum 90% reduction in total emissions (Scope 1, 2 and 3) by 2050, cutting overall emissions from 4,588 tCO_2e to ≤459 tCO_2e, with residuals permanently neutralised through nature-based or technological solutions.

To achieve these objectives, we have already begun implementing measures to reduce Scope 1 & 2 emissions, including lowering electricity and natural gas consumption, transitioning the company vehicle fleet to hybrid and electric models, and optimising business travel and logistics. These actions are embedded in our RISE framework and will be further validated through SBTi by 2025, ensuring our targets remain credible, transparent, and aligned with international climate goals.

Our carbon reduction strategy above outlines a deliberate and phased approach to first establish a solid foundation of emissions reductions, aiming to achieve a sustainable balance before accelerating efforts in the later years to reach the ambitious net zero goal.

WHAT ARE WE MEASURING?

SCOPE 1 & 2 OVERVIEW

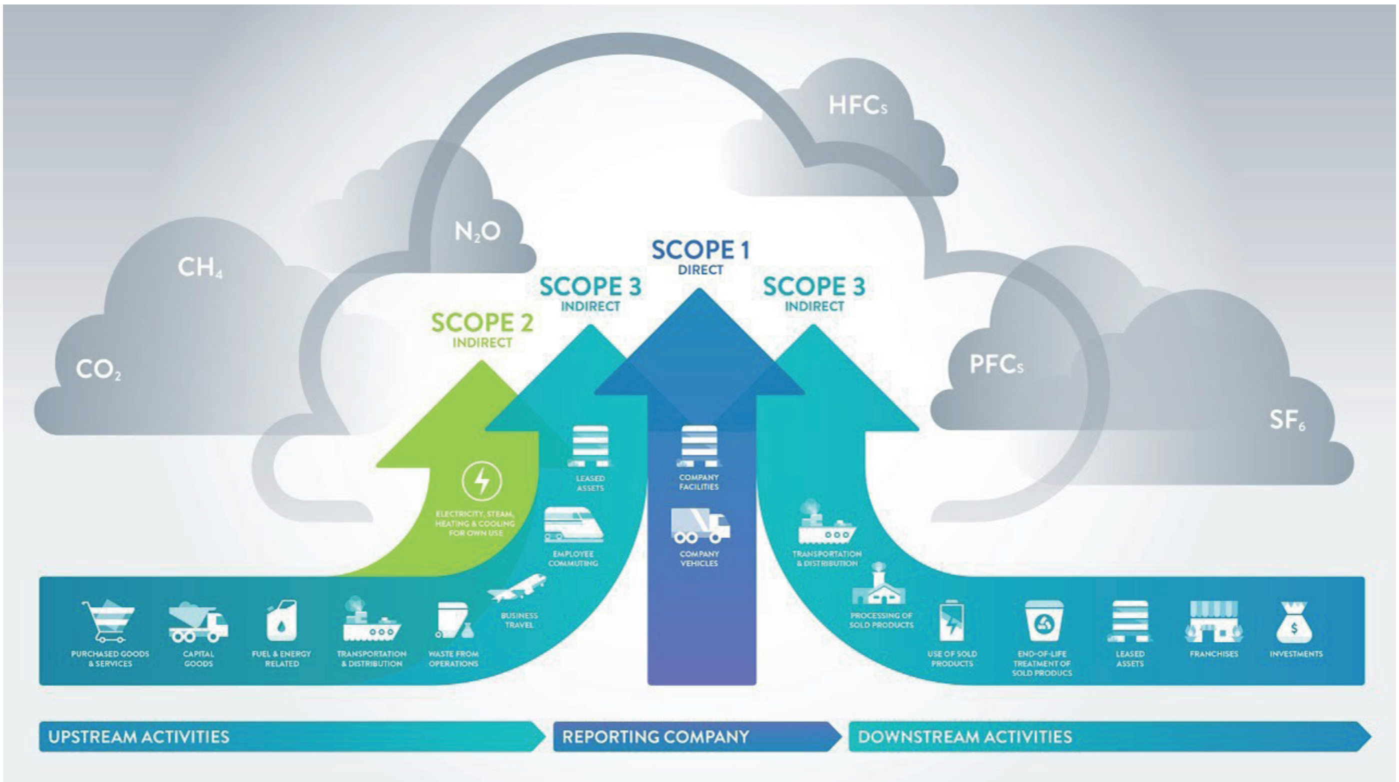
Scope 1 (Direct Emissions) covers sources owned or controlled by Cubiquity, including stationary combustion at company premises (boilers and heaters), mobile combustion from company-owned vehicles (cars, vans, and fleet), and fugitive emissions from refrigeration and air conditioning equipment. These categories are all considered relevant and have been calculated in line with the GHG Protocol.

Scope 2 (Energy Indirect Emissions) relates to indirect emissions from the generation of purchased electricity consumed by Cubiquity across our offices and facilities. These are also considered relevant and have been calculated to ensure consistency and comparability in reporting.

SCOPE 3 OVERVIEW

Cubiquity is committed to achieving Carbon Net Zero across Scope 3 emissions by 2050, ensuring reductions are measured against our 2023 baseline. Scope 3 remains the largest contributor to our footprint, representing over 99% of total emissions. These emissions are outside our direct operational control but attributable to our activities, particularly through our supply chain, transportation, waste, business travel, commuting, and downstream logistics.

Our approach is built on comprehensive monitoring and reporting, using the Nero GHG Calculator in line with the GHG Protocol. We work with approximately 50 pre-audited Tier-1 suppliers, regularly assessed to ensure consistency and accuracy of data. By expanding data coverage across all 15 Scope 3 categories, Cubiquity has created a more transparent foundation for target-setting and supply chain engagement.



Key material subsets include:

- **Purchased goods and services** (4,909 tCO_2e in 2024) – the largest source, driven primarily by printing, paper, and materials purchased to fulfil customer contracts.
- **Capital goods** (6.2 tCO_2e in 2024) – including IT and office equipment procurement.
- **Fuel- and energy-related activities** (21.2 tCO_2e in 2024) – indirect upstream emissions linked to fuel and purchased electricity.
- **Upstream transportation and distribution** (238.3 tCO_2e in 2024) – emissions from postal, courier, and warehousing services.
- **Waste generated in operations** (minimal in 2024) – tracked through waste transfer notes and provider data.
- **Business travel** (15.9 tCO_2e in 2024) – derived from mileage claims and travel expense records across modes.
- **Employee commuting** (64.1 tCO_2e in 2024) and homeworking (13.9 tCO_2e) – calculated from employee travel patterns and average working arrangements.
- **Downstream transportation and distribution** (238.3 tCO_2e in 2024) – estimated based on upstream transportation impacts, with improved supplier data collection planned for 2025.

Cubiquity's Scope 3 strategy focuses on progressively improving data accuracy, engaging suppliers in carbon disclosure, and embedding low-carbon practices across logistics and procurement. This work is central to our RISE framework and supports our SBTi-aligned long-term target of a 90% reduction in total emissions by 2050.

CUBIQUITY AND CARBON NET ZERO

Since our establishment in 2009, environmental stewardship has been central to Cubiquity's values. Our Environmental, Social, and Governance (ESG) framework, RISE (Respect, Innovation, Sustainability, and Empowerment), underpins our approach and provides the structure to integrate sustainability into every part of our operations. Through our Carbon Net Zero strategy, we are advancing the sustainability element of RISE into its next phase, working closely with customers and suppliers to recognise our shared responsibility in addressing the global climate challenge.

A key milestone in this journey was achieving the EcoVadis Platinum rating in 2024, placing Cubiquity among the top 1% of companies worldwide for sustainability performance. This recognition reflects our robust policies, measurable outcomes, and ongoing efforts to reduce emissions and promote sustainable practices. It validates our progress and motivates us to continuously enhance our environmental impact, ensuring alignment with our Net Zero roadmap.

RISE not only defines our values but also acts as a mechanism for accountability, bringing together key environmental and social partners. To reinforce transparency, we publish a quarterly IMPACT Report for customers engaged with RISE. This report highlights the value they gain through collaboration with us, including:

- Waste and cost savings achieved through process improvements and recommendations.
- Carbon emission reductions and offsetting, for example by using Carbon Balanced Paper or consolidating orders.
- Social contributions supported through partnerships with Zero Gravity and YoungMinds.

Looking ahead, Cubiquity is committed to embedding Net Zero principles more deeply into its commercial strategy. By integrating sustainability into every business decision, we aim not only to meet our SBTi-aligned targets but also to deliver long-term shared value for our clients, communities, and stakeholders.

SUPPORTING OUR CUSTOMERS TO ADDRESS ENVIRONMENTAL CHALLENGES

As a socially conscious organisation we understand the importance of respecting and being responsible for our environmental impact and know our customers are looking to us to ensure their supply chain is as sustainable as possible.

Supporting a transition to digital

Occasionally, our customers express interest in transitioning elements of their communication from print to digital to reduce environmental and carbon impact. Whilst we agree there may be some benefits to digital such as lower costs, our research indicates that reducing environmental impact may not necessarily be one of them. To assist our customers in making informed decisions, we draw upon data from organisations like Two Sides, which conduct in-depth research on this topic.

Innovations for delivery and logistics

Supporting customers in reducing environmental impact extends beyond reviewing media formats. One notable example is our collaboration with easyJet to enhance the ordering process, leasing to consolidated deliveries and a reduction in vehicles required for transportation. This initiative significantly lowered carbon emissions resulting from deliveries.

Circular economy efficiency

Embedded within our ESG framework, RISE, is a constant commitment to advancing circular economy principles. By partnering with esteemed organisations like the World Land Trust and the Woodland Trust, we actively mitigate carbon emissions across our operations and those of our clients through initiatives such as providing FSC and PEFC certified, carbon-balanced paper.

Our circular economy efficiency is continuously evaluated and enhanced by implementing proactive measures to reduce waste generation and optimise packaging. We prioritise sustainability by incorporating reused and recycled materials wherever possible, ensuring cost-effectiveness. Our comprehensive waste management practices include recording and reporting on waste quantities, types, and disposal methods.

Adhering to a zero-landfill policy in our warehouse operations, we recycle materials such as cardboard, plastic, printer plates, and inks, and donate unused items like computers and printers. By using special making papers for larger jobs, analysing usage, and recommending accurate forecasts, we minimise waste and prevent obsolete stocks. We also prioritise recycled products and ensure wastepaper is returned to the paper supply chain.

Our commitment extends to reduce packaging by utilising recycled materials, minimising the use of unnecessary single-use plastics, and ensuring that packaging is appropriately sized and sustainable. Through these initiatives, we not only support the circular economy but also make significant strides in carbon reduction, aligning with best practices and applicable legislation.

ADDRESSING OUR OWN CARBON EMISSIONS

Setting the standard

To solidify our commitment to continually reducing our environmental impact, we have implemented clear processes and policies that have enabled us to achieve ISO14001 accreditation. We undertake regular reviews of our operations and suppliers to identify opportunities to further reduce our environmental impact, while working in partnership with key environmental associations to reduce and offset our carbon emissions.

Innovation in partnership with our distribution network

To ensure the highest quality, service, and value for our customers, we maintain a network of suppliers who are required to meet our environmental standards. These suppliers undergo regular audits to ensure ongoing compliance.

We work closely with our warehouse and distribution network to enhance efficiency in storage, collation, and distribution to minimise waste. Our warehouse partner upholds a zero-landfill policy, ensuring that no waste is sent to landfill and all materials are either recycled or repurposed. We believe in continuous improvement and leverage technological advancements to make even minor changes that can collectively have a significant impact.

Ensuring sustainability of paper

To ensure our paper is both sustainable in terms of its source and the supply chain we continue to participate in a scheme run by an organisation called Carbon Balanced Paper in association with the World Land Trust and the Woodland Trust. Not only do we offset the emissions caused by the paper we purchase and supply, but we also collaborate with suppliers to ensure the paper used is sustainably sourced and, where possible, recycled.

We take our commitment a step further than just the sourcing, production and recycling of paper and work with our customers at the design stage too. Helping to create solutions which ensure products can be fully recycled, for example, by removing binding and lamination from stationery.

Partnering with environmental organisations

We collaborate with leading organisations like the World Land Trust, the Woodland Trust, Denmaur and Carbon Footprint who are dedicated to environmental conservation and carbon reduction efforts. Through initiatives with these organisations, we support and contribute to biodiversity preservation, native woodland restoration, sustainable paper sourcing, and carbon offsetting.

Reducing the impact of our facilities and fleet

We use bulk delivery and fleet vehicles certified to the latest Euro standards, ensuring they are serviced and maintained according to schedules. Regular printed stationery deliveries are consolidated to minimise transportation miles and environmental impact. Our warehousing management systems facilitate the consolidation of multiple orders, further reducing environmental footprint. Whilst we continuously strive to reduce our carbon emissions, we closely monitor our operational activities, such as office facilities and fleet that have carbon impact. To address this, we annually report and offset our emissions, including business travel, commute, and fuel usage.

'GREEN TIER' OF SUPPLIERS

Cubiquity's Green Tier suppliers are partners who align with our Carbon Net Zero targets and demonstrate transparency in reporting the carbon emissions linked to their customer contracts. This initiative not only gives suppliers enhanced opportunities with our customers but also provides clients with the information they need to support their own Carbon Net Zero reporting and sustainability objectives. By fostering accountability, the Green Tier incentivises suppliers to actively reduce their environmental impact and contributes to the collective effort to combat climate change.

The programme is overseen by a dedicated steering committee to ensure requirements are practical and achievable, while our procurement team plays a central role in engaging suppliers, collecting emissions data, and monitoring CO_2e levels on behalf of both Cubiquity and our customers. In this way, the Green Tier extends our sustainability commitment beyond internal operations to strategic supply chain partnerships, driving transparency, alignment with Carbon Net Zero goals, and meaningful progress toward a more sustainable and resilient future.

EMBRACING SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In our pursuit of Carbon Net Zero, Cubiquity aligns its strategy with the United Nations Sustainable Development Goals (SDGs). Our core environmental commitments are embedded across our operations, supply chain, and partnerships, directly supporting Affordable and Clean Energy (SDG 7), Responsible Consumption and Production (SDG 12), Climate Action (SDG 13), Life on Land (SDG 15), Decent Work and Economic Growth (SDG 8), Industry, Innovation and Infrastructure (SDG 9), and Partnerships for the Goals (SDG 17). These SDGs form the foundation of our Carbon Net Zero roadmap, reflecting our work on renewable energy, circular economy, biodiversity, low-carbon technologies, and global collaboration through initiatives such as the UN Global Compact.

Beyond our environmental focus, Cubiquity's partnerships and community initiatives extend our impact to other critical SDGs. Through YoungMinds, we support Good Health and Well-Being (SDG 3), while our collaboration with Zero Gravity advances Quality Education (SDG 4) and Reduced Inequalities (SDG 10). We also contribute to Sustainable Cities and Communities (SDG 11) by enabling customers to adopt low-carbon communication and logistics solutions, and uphold Peace, Justice and Strong Institutions (SDG 16) through ISO-accredited governance and ethical supply chain practices. Together, these efforts demonstrate our holistic approach — combining climate action with social impact to build a sustainable, inclusive, and resilient future.

CARBON REDUCTION PROJECTS SUMMARY

In 2023/24, Cubiquity advanced a broad programme of initiatives to reduce our environmental impact and deliver against our commitment to achieving Carbon Net Zero. A major milestone was attaining the EcoVadis Platinum rating, placing us in the top 1% of companies globally for sustainability, alongside maintaining our ISO 14001 accreditation. These external validations reinforce the strength of our policies, processes, and measurable progress. Our efforts are aligned with the RISE framework and the United Nations Sustainable Development Goals (SDGs), ensuring that environmental stewardship is embedded in both our operations and supply chain.

Summary of key initiatives:

- Offsetting 100% of Scope 1 & 2 emissions (304.3 tCO_2e) through projects with the World Land Trust and Woodland Trust.
- Installation of solar panels at our Surrey headquarters, cutting reliance on non-renewable energy.
- Transition of our fleet to hybrid and electric vehicles and introduction of a sustainable travel policy.
- 25,435 miles saved through customer order consolidation, reducing distribution-related emissions.
- 246,627 kg of carbon-balanced paper processed, contributing to customer CO_2 reductions.
- 16% reduction in paper waste and 36% reduction in plastic use through product re-engineering and packaging redesign.
- £285,527 of cost savings delivered to customers via smarter stock management, consolidation, and waste reduction.
- A net zero landfill policy in head office and warehouse functions, supported by energy-efficient office lighting and waste separation systems.
- Adoption of plastic-free and fully recyclable packaging, plus extensive use of FSC- and PEFC-certified paper and water-based inks.
- Engagement with a Green Tier of suppliers, ensuring ISO 14001 compliance, transparency in car reporting, and investment in low-impact, energy-efficient technologies.
- Achievement of a SEDEX Management Control score of 4/5 (Advanced) and certification through Achilles Silver LinkUp and Gold Building Confidence CAS, reinforcing responsible procurement and supply chain governance.

Looking ahead, we are committed to further reducing our carbon footprint and accelerating progress towards our net zero goal. Proposed initiatives for the future include evaluating circular economy efficiency across all operations, enhancing staff awareness of environmental impact, transitioning to renewable energy sources like solar thermal, and promoting sustainable travel policies to reduce business travel emissions.

Summary of planned initiatives:

Looking ahead, Cubiquity will continue to strengthen its Carbon Net Zero strategy by embedding sustainability across every stage of our operations and supply chain. Key priorities include:

- Ongoing evaluation of circular economy efficiency, addressing carbon hotspots before use, in use,and at end of life.
- Building staff awareness of the environmental impact of day-to-day decisions through training and engagement.
- Reducing business travel emissions across air, rail, and road through effective measurement and the implementation of a sustainable travel policy.
- Transitioning 100% of the company car fleet to electric or hybrid vehicles.
- Collaborating with office management to identify new opportunities to achieve Net Zero across shared facilities.
- Reviewing policies and education to further reduce operational waste, ensuring unavoidable waste is recyclable with only essential exceptions.
- Eliminating waste throughout the production process and prioritising recycled materials to prevent pollution.
- Providing clients with environmentally friendly product and service alternatives.
- Ensuring that staff and contractors are equipped to minimise their environmental impact.
- Requiring suppliers and subcontractors to align with Cubiquity's environmental policy and practices, encouraging them to adopt similar high standards.
- Setting and monitoring targets to drive continuous improvement in performance, with working practices that actively favour environmental outcomes.

In addition, Cubiquity will validate its Net Zero roadmap through Science Based Targets (SBTi) by 2025, maintain ISO 14001 accreditation, and continue to uphold its EcoVadis Platinum rating. To embed these commitments, we will launch an internal environmental champions group tasked with driving carbon reduction initiatives and sharing best practice. Together, these actions underscore our commitment to environmental stewardship, ensuring measurable progress toward a greener and more sustainable future.

WORKING TOGETHER FOR A SUSTAINABLE FUTURE

We are continuously looking for new ways to help our customers and suppliers achieve their environmental and social objectives. To drive this forward further we will soon be launching a programme designed to give our customers more opportunities to reduce their carbon emissions and providing them with reports highlighting the direct positive impact they have achieved by working with Cubiquity and our trusted supply chain.

CONCLUSION

Achieving Carbon Net Zero is a shared responsibility that requires commitment from every part of our organisation, supply chain, and community. At Cubiquity, we are committed to full transparency and accountability, openly sharing our progress and learnings to drive continuous improvement. In 2024, we strengthened our governance with a dedicated steering committee to oversee our Carbon Net Zero journey, monitor progress across all three scopes, and identify new opportunities to minimise emissions.

Looking ahead, our priorities include validating our pathway through the Science Based Targets initiative (SBTi), maintaining our EcoVadis Platinum rating, and embedding sustainability deeper into procurement, operations, and customer partnerships. Through initiatives such as our Green Tier suppliers, quarterly IMPACT reporting, and community partnerships with Zero Gravity and YoungMinds, we extend the impact of our strategy beyond carbon reduction to deliver broader social and environmental value.

By fostering collaboration, engaging our workforce, and building stronger partnerships across our supply chain, we aim not only to meet our Net Zero targets but to contribute to the wider global effort to address climate change. Our resolve remains clear: to create a greener, fairer, and more sustainable future for our customers, our communities, and the generations to come.

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 standard[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

Signed on behalf of Cubiquity Limited:

Nick Burden, Operations Director - Cubiquity

Date: 3rd July 2025

[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

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UKAS MANAGEMENT SYSTEMS 4718

ISO 14001

UN GLOBAL COMPACT Network UK