

AdvT-Group Carbon Reduction Plan

Targeting Net Zero by 2050

1. Executive Summary

The AdvT-Group is committed to understanding and reducing its environmental impact with the ultimate aim to reach carbon neutrality at the earliest opportunity within the decade 2040-2050 and starting with an interim target of 50% reduction by 2030.

2. Introduction

AdvancedAdvT ("AdvT-Group") is a UK-headquartered, listed group delivering mission-critical software and services across its Business Solutions and Human Capital Management divisions. Serving both public and private sector organisations, the Group is pursuing a growth strategy driven by organic expansion and targeted acquisitions.

This Carbon Reduction Plan outlines the actions that the AdvT Group are and intends to undertake in order to achieve Net Zero emissions by 2050.

The plan focusses on reducing Scope 1, 2, and 3 emissions with the bulk of the effort applied to Scope 2 emissions (data centre energy use) and Scope 3 emissions (home working, business travel, and cloud services).

3. Baseline & Targets

The AdvT Group has already established a base line for its emissions (using the financial year 24/25 as its reference year) via a greenhouse gas (GHG) emissions assessment that quantifies all seven Kyoto greenhouse gases and measured in units of carbon dioxide equivalence.

The GHG for the AdvT-Group has been carried out in accordance with the World Business Council for Sustainable Development and World Resources Institute's (WBCSD/WRI) Greenhouse Gas Protocol; a Corporate Accounting and Reporting Standard, including the GHG Protocol Scope 2 Guidance.

This protocol is considered current best practice for corporate or organisational greenhouse gas emissions reporting.

GHG emissions have been reported by the three WBCSD/WRI Scopes.

3.1. Emissions baseline

Baseline Year 24/25 emissions: 3,790 tCO₂e

Scope 1 Emissions	0 tCO ₂ e (*)
Scope 2 Emissions	1.49 tCO ₂ e
Scope 3 Emissions	3,788 tCO ₂ e
Total Emissions (in scope of PPN 06/21)	3,790 tCO ₂ e

(*) Scope 1 emissions are from sources owned or controlled by AdvT. In the baseline year there are no sources which fall within this category.

3.2. Net Zero Timeline

At a high level the AdvT Group commits to the following targets:

2030	100% renewable energy for offices and data centres 50% reduction in total emissions vs. baseline year
2040	Near-zero operational emissions
2050	Net Zero achieved (in the decade 2040-2050)

AdvT are prioritising a reduction in absolute emissions first, with the remainder being offset in order to achieve Net Zero.

4. Reduction Initiatives

The AdvT-Group plans to reduce its carbon footprint through a range of initiatives across offices, home working, IT, travel, and procurement.

In its workplaces, the Group intends to shift to renewable energy contracts, improve energy efficiency, and reduce physical office space where feasible. Employees will also be encouraged to cut home-working emissions by switching to green energy tariffs and using energy-efficient equipment.

In technology, AdvT will prioritise cloud providers with strong renewable-energy commitments and continue optimising server usage through green coding practices and reduced idle compute time.

To reduce travel-related emissions, AdvT will maintain its remote-first meeting policy, favour rail over air for domestic travel, offset unavoidable flight emissions, and support low-carbon commuting options such as cycling, EV charging, and car sharing. Sustainable procurement will be strengthened by choosing suppliers with Net Zero or science-based targets and embedding sustainability criteria into contracts.

Finally, after reducing emissions as much as possible, the Group plans to offset any residual emissions using Verified Carbon Standard (VCS) projects.

5. Governance, Reporting and broader engagement

As AdvT implements these actions, the Group will ensure governance, transparent reporting, and meaningful engagement across the organisation.

5.1. Governance & Reporting

- AdvT will publish an annual carbon report (covering scope 1–3) to track progress to target.
- Every year from year 3 AdvT intends to issue a Science-Based Target aligned with the Net Zero target between 2040-2050.
- If appropriate, the Group may adopt the *ISO 14001 Environmental Management System* to improve focus and for credibility with other organisations (customers & suppliers).

5.2. Employee Engagement

In order to boost adoption and socialise the activities around Carbon Reduction, AdvT intends to:

- Launch green champion programs in the various Group BUs.
- Gamify carbon reduction (leaderboards, rewards).

6. Declaration

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 guidelines, 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.