



EQUINITI

# Carbon Reduction Plan

PUBLICATION DATE: JUNE 2026

REPORTING YEAR: 2025

# Commitment to achieving Net Zero

Equiniti Group commits to reach net-zero greenhouse gas emissions across the value chain by 2040.

## BASELINE EMISSIONS FOOTPRINT

### Baseline Year: 2019

#### Details relating to the Baseline Emissions calculations.

In April 2025, EQ acquired Notified and the group boundary was updated accordingly. During the reporting year, we have included Notified emissions from May 2025 onwards.

Notified emissions for 2025 totalled 1,021.42 tCO<sub>2</sub>e, comprising:

- 411.8 tCO<sub>2</sub>e from properties (Scope 1, Scope 2, and Scope 3 – water, fuel and energy-related activities); and
- 601.23 tCO<sub>2</sub>e from Scope 3 (Business Travel and Purchased Goods & Services).

These emissions represent 11% of total group emissions in 2025 and represent 14% of total group emissions on a 2024 comparative basis and are therefore considered material.

During the current reporting year, we completed a recalculation of our 2019 base year to reflect the inclusion of the Notified entities, in line with our base year recalculation policy.

The impact of this base year recalculation is summarised below

- Scope 1: 684.64 tCO<sub>2</sub>e
- Scope 2: 2567.85 tCO<sub>2</sub>e
- Scope 3: 20.151 tCO<sub>2</sub>e (Purchased Goods & Services and Air Travel)

### Baseline year emissions: 2019

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	1368.90
Scope 2	5339.17
Scope 3	7,772.54
<b>Total Emissions</b>	<b>14480.61</b>

## CURRENT EMISSIONS REPORTING

### Reporting Year: 2025

EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	1,203
Scope 2	950
Scope 3	6,513
<b>Total Emissions</b>	<b>8,666</b>

The five categories of Scope 3 required to be included in our Carbon Reduction Plan are detailed below:

SCOPE 3 CATEGORY	2025 – tCO <sub>2</sub> e	COMMENTARY
Upstream transportation and distribution	–	Data unavailable
Waste generated in operations	94	
Business travel	1,824	
Employee commuting	2,686	
Downstream transportation and distribution	–	Not considered relevant to our services

## EMISSIONS REDUCTION TARGETS

We have adopted carbon reduction targets in line with the Paris Agreement. This means a commitment to reduce absolute scope 1, 2 and 3 GHG emissions 49% by 2029 from a 2019 base year. We understand this is a supportable target to contribute towards keeping global temperatures below 1.5c, compared to pre-industrial levels.

We have also committed to reach net-zero greenhouse gas emissions across the value chain by 2040.

Progress against our 2029 target can be seen in the graph below:



In comparison to our base year 2019, by the end of 2025 we have:

- reduced absolute emissions per £1m revenue by 34%, and
- reduced absolute emissions per employee by 43%.

	2019 (Base year)	2025
tCO <sub>2</sub> e per £1m revenue	14.51	9.57
tCO <sub>2</sub> e per employee	1.95	1.12

Overall, our employee numbers and revenue have each grown proportionately by more than our overall carbon emissions.

We have made progress in reducing our carbon emissions since our Base Year. Nevertheless, we do not underestimate the degree of practical change required within the business to achieve sustainable carbon reductions on the path to net zero.

## CARBON REDUCTION PROJECTS

The primary energy efficiency actions undertaken in the reporting year were:

- Property rationalisation of the portfolio completed resulting in a decrease of 37,609 square feet across the Group.
- Digitisation (ongoing) of services e.g. EQ Boost – a fully digital solution for shareholder dividends.
- Ongoing LED transformation in our largest group offices.
- UK office printer paper sourced from eucalyptus trees.
- Eco Pledge (Eco Network) – a voluntary pledge by over 4,000 colleagues.
- UK EV Car Leasing Scheme for colleagues.

### For Notified (cloud based operations)

- LED lighting in all our offices
- Energy Star equipment (e.g. printers)
- Revegetation (greening) of parking spaces (Nagercoil) and / or offices to improve the atmosphere and naturally cooling the external environment
- Paper recycling circuits in place
- Use of green energy from the power grids (e.g. Nuremberg)
- Installation of faucet aerators and double flushers for WC (e.g. Nagercoil, Nuremberg, London, Paris, Vilnius)

### Future Projects to Reduce Carbon Emissions

We continue to seek and evaluate opportunities to improve energy and resource use in our organisation. Looking ahead, EQ is committed to sustainable growth and our plans to reduce emissions include:

- Further consolidation of the number of buildings we occupy and where new properties are added to our portfolio, ensure environmental considerations are taken into account.
- Working with the owners of the buildings where we do not own the energy contract to encourage switching over to renewable power, where possible.
- A comprehensive enhancement of our digital infrastructure embracing sustainable technologies including the ongoing transition of our UK and US workloads to a high-efficiency computing platform, a move that marks a significant improvement over the traditional workload hosting method.
- We are working with internal and external stakeholders with the aim of reducing carbon within our supply chain where possible.
- Helping our clients to reduce their carbon footprints through digitisation.
- Encouraging and supporting our staff to work and commute in the lowest carbon-intensive way.

## 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 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 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 .

This Carbon Reduction Plan has been reviewed and signed off by the board of directors on 03/06/2026.

### Signed on behalf of Equiniti:



**Ronald Bates**

Chief Risk Officer, Equiniti Group

**Date: 03/06/2026**

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

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

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



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