Environmental Policy

perk

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Introduction

This Environmental Policy sets out Perk's approach to measuring, managing and reducing the environmental impact of its own operations.

This policy is scoped to environmental matters only. Social and governance commitments — including modern slavery, labour standards, business ethics and supplier conduct — are addressed in separate policies.

Within this scope, the policy outlines our commitments to address all Perk's material environmental impacts. These commitments guide our approach to minimising environmental harm, supporting the transition to a low-carbon society, and working towards compliance with applicable local and national environmental legislation.

Ultimately, this policy underpins our ongoing commitment to continuous improvement in environmental performance and ensures our actions remain consistent, responsible, and aligned with recognised sustainability frameworks, such as the GHG Protocol.

1. Purpose

The purpose of this policy is to state clearly what Perk measures, what it commits to, and how it manages its greenhouse gas (GHG) footprint and related environmental impacts. It is intended to be a document that reflects Perk's position — for our customers, investors and employees — rather than a broader ambition statement.

It provides a framework for identifying where we can do better, whether through reducing emissions, minimising waste, or improving energy efficiency, and for strengthening the resilience of our operations in the face of climate change. The policy responds to rising stakeholder expectations, evolving regulatory requirements, and intensifying climate-related risks by establishing guiding principles, defining clear responsibilities, and ensuring our approach is aligned with recognised international standards.

In summary, this Environmental Policy is designed to:

- Guide strategic action to reduce environmental impact, by setting a clear direction for how Perk manages emissions and resource use.
- Safeguard the credibility and transparency of sustainability reporting, by aligning disclosures with recognised standards and ensuring environmental information is traceable, consistent, and well-governed.

2. Scope

This policy applies to the Perk Group and all its legal entities, across all locations in which Perk operates.

It covers Perk's material environmental impacts, including but not limited to GHG emissions, energy use, waste, and resource consumption arising from Perk's own operations. Environmental impacts associated with Perk's supply chain and value chain are addressed to the extent they fall within Perk's GHG inventory boundary, as set out in the GHG section of this policy.

This policy does not cover social or governance topics, which are addressed in separate policies as noted before.

2.1. Material Environmental Impacts

Given Perk's activities as a B2B SaaS travel and expense management platform, the following environmental impacts are considered material to our operations and value chain:

- GHG emissions (Scopes 1, 2 and 3): Scope 1 and 2 emissions arise from office energy use, including electricity, heating and cooling. Scope 3 emissions represent the majority of our footprint, arising primarily from purchased goods and services (including IT hardware and software), business travel, employee commuting, and upstream leased assets such as coworking spaces.
- Energy consumption: Primarily related to electricity, heating and cooling across Perk's offices and coworking spaces.
- Waste: Generated through office operations, including general waste and materials associated with office fit-outs.
- Resource use: Associated with IT equipment, office furniture and materials procured to support Perk's operations.

3. Policy Principles

Perk is committed to:

- Measuring and reducing GHG emissions across its operations where feasible, and working toward long-term decarbonisation of its business.
- Improving energy efficiency across offices and facilities, and monitoring resource use where relevant to our operations.
- Minimising waste and promoting the reuse, recycling, and responsible disposal of materials in our offices.
- Considering circular economy principles when procuring goods and services, where practical and relevant to our business model.

- Embedding environmental considerations into relevant strategic and operational decisions, where possible.

3.1. GHG emissions

Perk measures its GHG emissions annually, covering Scope 1, Scope 2 and material Scope 3 categories, in line with the GHG Protocol Corporate Accounting and Reporting Standard. Data is managed using Position Green's platform.

Perk applies internationally recognised emission factors and reviews its methodology each year as part of the annual reporting cycle. Full methodological detail is maintained separately in Perk's GHG Accounting Principles referenced below.

Perk's FY2025 Group GHG footprint (market-based) is set out below:

Metric	FY2025 Figure
Total Group footprint (market-based)	16,363 tCO_2e
Scope 1	18.7 tCO_2e
Scope 2 (market-based)	53.1 tCO_2e
Scope 2 (location-based, *reference only*)	187.2 tCO_2e
Scope 3	16,291 tCO_2e

Scope 3 accounts for 99.6% of Perk's footprint, driven primarily by purchased goods and services (Category 1) and business travel (Category 6). A full category-level breakdown is maintained in Perk's Accounting Principles document.

Perk designates FY2025 as its baseline year for GHG reporting. Future-year emissions and any reduction commitments will be measured against this baseline, which will be recalculated if significant structural changes (e.g. M&A, methodology changes) occur, in line with the GHG Protocol's baseline recalculation guidance.

Perk commits to:

- Conducting an annual Group GHG inventory in line with the GHG Protocol, and disclosing results annually.
- Reducing Scope 1 and Scope 2 emissions.
- Improving Scope 3 Category 1 data quality, shifting from spend-based to activity-based calculation where feasible.
- Improving the accuracy and completeness of its GHG inventory, including through engagement with key suppliers to obtain primary activity data where possible.

Perk does not currently hold Science Based Targets initiative (SBTi) validated targets. Its priority for the next cycles is to stabilise and improve underlying data quality before setting formal reduction targets.

3.2. Energy consumption

Energy consumption at Perk relates primarily to electricity, heating and cooling across our offices and coworking spaces, and is captured within our Scope 1 and Scope 2, and Scope 3 Category 8 GHG inventory.

Several of our offices already reflect strong environmental standards: our Barcelona office holds LEED certification, our UK offices operate under ISO 14001 certification, and are supplied with renewable energy. Perk is committed to maintaining these standards, working to extend similar practices to offices that do not yet have them, and including equivalent environmental requirements as a condition in new lease agreements going forward.

3.3. Resource inflows

Perk's resource inflows relate primarily to IT equipment, office furniture, and materials used to support our operations. We aim to consider the environmental impact of these purchases where relevant, including giving preference to products made from recycled materials, and designed to minimise resource use, when making purchasing decisions.

4. Beyond our operations

As a travel and expense management platform, Perk also supports its customers in measuring, reducing, and addressing the environmental impact of their own business travel through product features such as Green Trip. Further information is available at Perk/GreenTrip.

5. Roles and responsibilities

Role	Responsibility
COO & President	Approves this policy and related public disclosures, and ensures environmental considerations are integrated into strategic decision-making.
ESG Standards & Reporting Lead	Owns the GHG inventory, this policy, and environmental reporting obligations.

Relevant business functions	Implement environmental considerations within their area of responsibility, including procurement, office operations, and facilities management.
All employees	Comply with environmental procedures, participate in relevant training, and report concerns.

6. Communication and awareness

This Environmental Policy is communicated through the following channels:

- Internal communication: Notion page.
- External communication: Perk's corporate website.

7. Review

This policy is reviewed annually, aligned with Perk's FY reporting cycle. It was last reviewed in July 2026.

8. Non-compliance

Failure to comply with the commitments set out in this policy can undermine the credibility of Perk's environmental efforts and expose the company to financial, legal, and reputational risks, including the risk of misrepresenting its environmental performance to stakeholders.

In case of any uncertainty, or immediately on becoming aware of any matter that may contravene this Environmental Policy, employees are encouraged to contact sustainability@perk.com

9. Related documents

- GHG Accounting Principles
- Modern Slavery Statement
- Supplier Code of Conduct

10. Glossary

- **Emissions Scopes:** Categories defined by the GHG Protocol for reporting GHG emissions:
  - Scope 1: Direct GHG emissions from owned or controlled emissions sources.
  - Scope 2: Indirect GHG emissions from the consumption of purchased electricity, steam, heating, or cooling. For Perk, this includes the energy purchased for our leased offices.
  - Scope 3: Indirect GHG emissions that occur in the value chain of the reporting company, both upstream and downstream. For Perk, this represents the largest

proportion of our GHG emissions, including sources such as the production of purchased goods and services, downstream transportation, and business travel.

- **Environmental Policy:** An organization's formal commitment and guiding principles for managing its environmental impacts.
- **Greenhouse Gas (GHG) emissions:** The release of gases into the Earth's atmosphere that trap heat, contributing to the greenhouse effect and global warming. Examples are: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6) and nitrogen trifluoride (NF_3).
- **Market-based method:** A way of calculating Scope 2 GHG emissions based on the specific contractual instruments an organisation purchases (e.g. renewable energy certificates, guarantees of origin, power purchase agreements), reflecting its chosen electricity sourcing.
- **Location-based method:** A way of calculating Scope 2 GHG emissions based on the average emissions intensity of the grids on which energy consumption occurs, using grid-average emission factors (e.g. national or subnational averages) rather than any contractual choices about electricity sourcing.