Accounting Principles

Perk Group Inc.

Contents

Accounting Principles

1. **Organisational boundary**

The activities of Perk Group Inc. and its controlled subsidiaries are collectively referred to as "the Group." The Group applies the operational control approach in conformance with the GHG Protocol Corporate Standard to report its consolidated GHG emissions. Under this approach, the Group accounts for 100% of emissions from operations over which it has the authority to introduce and implement operating policies, regardless of financial ownership. The organisational boundary includes Perk Group Inc. (ultimate parent, United States) and all of the subsidiaries over which the Group exercised operational control during FY 2025.

Changes to the organisational boundary during FY 2025:

- Yokoy group: Perk announced the acquisition of Yokoy Holding AG on 28 January 2025, with the transaction completing on 10 April 2025. Yokoy entities (Yokoy Holding AG, Yokoy GmbH, Yokoy Ltd, and other Yokoy subsidiaries) are included in the Group's organisational boundary from the completion date. All emissions data for Yokoy entities reflects only the period from 10 April 2025 to 31 December 2025, consistent with the Group's operational control boundary. As FY2026 will reflect a full 12 months of Yokoy data, year-on-year comparisons should be read with this consolidation-timing difference in mind, rather than as a like-for-like change in underlying emissions.

Following the organisational control approach, associate companies and joint ventures are outside the organisational boundary and are included as part of the Group's value chain emissions under Scope 3 – Category 15, if applicable.

FY 2025 is Perk's first complete GHG inventory and constitutes the Group's base year. This base year will be used as the reference point for all possible future target-setting and progress reporting. The base year will be recalculated when conditions described in the Recalculation Policy below are met.

2. **Operational boundary**

The Group accounts for its Scope 1, Scope 2 (both market-based and location-based), and Scope 3 GHG emissions in conformance with the GHG Protocol Corporate Standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard.

The Group has reviewed all 15 Scope 3 categories defined by the GHG Protocol Corporate Value Chain (Scope 3) Standard to ensure completeness and relevance, based on Perk's business model as a technology-enabled travel management platform and expense management provider. The following categories have been excluded from the FY2025 inventory:

- Category 4 – Upstream transportation and distribution: Assessed as not material to the Group's operations. As a software-based, non-manufacturing business, the volume of physical goods purchased by the Group (primarily office supplies and IT hardware) is limited, and associated upstream transportation is correspondingly minimal.
- Category 9 – Downstream transportation and distribution: Not applicable for FY2025. The Group did not distribute any physical products to customers during the reporting year. The Group introduced physical expense cards to customers beginning in FY2026; this category will be assessed for relevance from the FY2026 inventory onward.
- Category 10 – Processing of sold products: Not applicable. The Group's products are delivered digitally as SaaS platforms; no downstream processing of intermediate products occurs.
- Category 12 – End-of-life treatment of sold products: Not applicable for FY2025, on the same basis as Category 9 — no physical products were distributed to customers during the reporting year. This category will be assessed for relevance from the FY2026 inventory onward, following the introduction of physical expense cards.
- Category 13 – Downstream leased assets: Not applicable. The Group does not lease assets to third parties.
- Category 14 – Franchises: Not applicable. The Group does not operate any franchise arrangements.
- Category 15 – Investments: Not applicable. The Group holds no joint ventures, associates, or other equity investments outside its consolidated organisational boundary.

All remaining Scope 3 categories (1, 2, 3, 5, 6, 7, 8, and 11) have been assessed as relevant and are included in the FY2025 inventory.

As a technology-enabled travel and expense management platform, Perk facilitates but does not directly provide transportation, accommodation, or related services. The GHG Protocol's Scope 3 framework does not squarely address facilitation-based business models of this kind; where standard category definitions assume direct provision of goods or services, Perk has applied the categories according to its actual operational role, consistent with the approach taken by similar platform businesses.

3. Methodology

The Group's GHG inventory has been prepared in accordance with the GHG Protocol Corporate Accounting and Reporting Standard and the GHG Protocol Corporate Value Chain (Scope 3) Standard, using Position Green as the calculation and data management platform. The inventory adheres to the five principles of GHG accounting established by the GHG Protocol:

- Relevance: The inventory reflects the emissions sources and activities that are material to the Group's operations and serves the decision-making needs of internal and external stakeholders.
- Completeness: All GHG emission sources and activities within the defined boundary are accounted for. Exclusions are explicitly documented with rationale.
- Consistency: Consistent methodologies are applied across all scope categories to allow for meaningful comparison over time. Any changes to data, boundary, or methods are documented transparently.
- Transparency: All relevant assumptions, methodology choices, emission factor selections, and data gaps are disclosed in a factual and auditable manner.
- Accuracy: The quantification of GHG emissions is designed to be neither systematically over nor under actual emissions. Uncertainties are identified and reduced as far as practicable; they are expected to decrease as primary data coverage improves in subsequent inventory years.

The calculated emissions are expressed in metric tonnes of carbon dioxide equivalent (CO_2e), inclusive of carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). Of the seven GHGs covered by the GHG Protocol, sulphur hexafluoride (SF_6), perfluorocarbons (PFCs), and nitrogen trifluoride (NF_3) are not emitted by the Group's operations and are therefore not included in the inventory.

Data quality and calculation methodology:

Carbon emissions are calculated by multiplying spend/activity data by the relevant emission factor. The Group's intended data quality hierarchy, in line with GHG Protocol and Position Green methodology, prioritises supplier-specific data, then average activity-based data, then spend-based data. In practice, for FY2025, Scope 1, Scope 2, and a small part of Scope 3 categories relied on the average-data method, with the spend-based method applied as a fallback, notably for the majority of Scope 3 – Category 1.

Input data were collected from dedicated data owners across the Group's operating entities and functions (Workplace, Finance/Procurement, HR, TechOps, Cloud/Infrastructure) and reviewed by the ESG Standards & Reporting Lead. GHG emissions are inherently subject to measurement uncertainty arising from the use of models, estimates, and secondary emission factors; this uncertainty is higher in this first inventory year and is expected to decrease as primary data coverage improves.

4. Scope 1 Methodology Description

Method	Description of Sources and Data Approach	Description of Methodology
Stationary Combustion	Natural gas combusted in Perk-controlled UK office premises. Activity data collected from utility invoices.	Fuel-based method: activity data (kWh of gas consumed) multiplied by DEFRA/DESNZ 2024 emission factors.
Refrigerants & Fugitive Emissions	No refrigerant purchases or top-ups occurred during FY2025.	Not applicable for FY2025.
Mobile Combustion	The Group does not operate any company-owned combustion-engine vehicles.	Not applicable for FY2025.
Own - Produced Non-Fuel Renewables	Barcelona HQ operates on-site solar PV, self-consumed directly behind the meter (no export).	Not applicable — no combustion-based generation.

5. Scope 2 Methodology Description

Method	Description of Sources and Data Approach	Description of Methodology
Location - Based	Office-lease (direct-contract) sites: Barcelona, Zurich, Birmingham, Edinburgh, Chicago 2, and an on-premise data centre. Energy consumption data from utility invoices or sub-metering. Electricity consumption at the data centre was estimated using a documented engineering methodology, following unsuccessful attempts to obtain consumption data. One office-lease in LA had minimal, irregular occupancy (no employees regularly based on site, used only for periodic team meetings), with no utility data obtainable, and is scheduled to close in 2026. Its estimated contribution is approximately 1% of Group Scope 1 and 2 emissions, below the 5% materiality threshold defined in the Recalculation Policy, and has therefore been excluded.	Location-based emissions calculated on a country-specific basis using national average or grid emission factors: IEA (2024) applied to Chicago 2 and the Agoura Hills data centre; AIB (2024) / DEFRA / MITECO for European sites. Barcelona and Zurich use supplier-specific emission factors for the heating data.
Market - Based	Barcelona, Zurich, Birmingham, and Edinburgh hold purchased renewable energy instruments. Chicago 2 and the data centre hold no contractual instrument.	Market-based emissions calculated using the named renewable instruments were held. All Scope 2 electricity at US sites (Chicago 2 and the data centre) was calculated in FY2025 using IEA emission factors for both location-based and market-based reporting.

6. Scope 3 Methodology Description

Category / Activity	Description of Activities and Data Approach	Description of Methodology, Allocation, and Assumptions
Cat 1 – Purchased Goods and Services	The Group's purchased goods and services primarily comprise professional and consulting services, software licences and SaaS subscriptions, cloud computing services, marketing and events, facilities management, and office supplies. For FY2025, no supplier-specific or activity-based emission factors were available for this category. Spend was mapped to EEIO subcategories through review of each transaction's GL account, supplier name, and description. Excluded from the spend-based calculation: financial services (banking fees), taxes, employee compensation and benefits, rent (accounted for under Scope 1/2 or Cat 8), and capital expenditure (Cat 2).	Spend-based method: FY2025 procurement spend by supplier and GL category, from the Group's finance/ERP system, multiplied by sector-specific EEIO emission factors (EXIOBASE 3.9, 2019), with DEFRA 2024 for physical electrical items. Cat 1 is the largest category in the FY2025 inventory. As a spend-based estimate, this carries higher inherent uncertainty.
Cat 2 – Capital Goods	The Group's capital goods consist primarily of IT hardware — laptops, mobile devices, monitors, and other office/computing equipment — managed by the global TechOps team.	Where device-level data was available (laptops, monitors, mobile phones, headphones), an average-data method was applied using published product-specific emission factors — the Apple Product Environmental Report (2022) for Apple devices, and Ecochain (2022) for other device types. Where hardware purchases could not be itemised at the device level, spend-based EEIO factors were applied instead; this accounts for the large majority of Cat 2 emissions.
Cat 3 – Fuel and Energy-Related Activities	Covers the upstream (cradle-to-gate) emissions associated with the extraction, production and transmission of fuels and energy consumed by the Group under Scope 1 and Scope 2, including transmission and distribution losses.	This category is derived directly from the same activity data used in the Scope 1 and Scope 2 calculations, with DEFRA upstream and T&D-loss emission factors applied.
Cat 5 – Waste Generated in Operations	Covers non-hazardous waste generated at the Group's offices — general/commercial waste, paper and cardboard, organic waste, recyclable materials, and waste electrical and electronic equipment (WEEE) from hardware disposal.	Activity-based data (waste weight by stream and treatment route) applied using DEFRA average emission factors, sourced from waste contractor invoices and registers where available, and estimated from floor area and occupancy benchmarks where primary data could not be obtained.
Cat 6 – Business Travel	Covers employee business travel: flights, hotels, ground transportation, and rail, sourced primarily from activity-based booking data (AmTrav, ClickTravel and the Perk),	Pre-calculated (activity-based) emissions for flights, hotels, cars, and rail follow Perk's internal Carbon Emissions Calculator Methodology, applied to bookings made

Category / Activity	Description of Activities and Data Approach	Description of Methodology, Allocation, and Assumptions
	supplemented by spend-based data from expense reports where travel was not booked through these systems.	through the Perk platform, AmTrav, and ClickTravel. Spend-based data is used for travel not captured by these booking systems, using EXIOBASE 3.9 (2019) emission factors. As with Cat 1, the spend-based portion of this category (~30% of GHG emissions) carries higher inherent uncertainty than the activity-based data used for the remainder.
Cat 7 – Employee Commuting	Based on a company-wide commuting survey conducted in March 2026, capturing employees' regular commuting patterns for FY2025 behaviour. The survey achieved a response rate of 30%. Emissions from remote working were not calculated.	Distance-based method: survey-derived daily commute distance and mode split, multiplied by office headcount and estimated annual working days; Group-level averages applied where an office lacked a representative sample. A single emission factor source — NTM Advanced — was applied uniformly across all hubs. Given the 30% survey response rate, commuting emissions carry higher representative uncertainty than other Scope 3 categories; improving response rates is an identified priority for future cycles.
Cat 8 – Upstream Leased Assets	Covers coworking spaces and flexible offices used by Group employees where Perk does not hold operational control over the energy system. No refrigerant-type or leakage data could be obtained for the shared cooling system at the leased Agoura Hills data centre; this component has been assessed as immaterial and excluded.	Energy consumption estimated using a floor-area proxy: contracted floor area (m^2) multiplied by a standard office energy intensity benchmark of 32.5 kWh/m^2 (Swedish Energy Agency guidance, 2020), applied consistently across coworking sites. This benchmark is applied as a consistent proxy across all sites; regional variation in energy intensity is not yet reflected and has been identified as an area for methodological refinement. Resulting consumption multiplied by a location-based grid emission factor specific to each site's country or region (IEA 2024); no market-based instrument is obtainable for these tenant arrangements. Where the coworking agreement includes heating (London and Vienna), an additional heating calculation is applied.
Cat 11 – Use of Sold Products	Covers emissions from the use of products sold by the Group: Perk and Yokoy platforms. For FY2025 ClickTravel and AmTrav platform usage is excluded due to insufficient session-level data.	The Group's boundary is the direct use-phase energy consumed by customers' devices when accessing the Perk and Yokoy platforms, calculated using the DIMPACT methodology. This is a deliberate boundary

Category / Activity	Description of Activities and Data Approach	Description of Methodology, Allocation, and Assumptions
		decision: emissions from travel booked and completed by customers through the Perk platform are excluded, as Perk facilitates booking rather than directly providing transportation or accommodation and these are counted in their own inventories; the indirect use-phase emissions of travel suppliers are excluded to avoid double counting..

7. Recalculation Policy

The Group will recalculate its GHG emissions calculation when any of the following conditions are met, in accordance with the GHG Protocol recalculation policy:

- Structural changes: acquisitions, divestitures, mergers, or outsourcing that materially change the organisational boundary
- Methodology improvements: adoption of a more accurate calculation methodology that would materially change reported emissions
- Data improvements: access to better quality primary data that supersedes previously estimated values, where the change is material
- Significant error correction: identification and correction of errors in the base year inventory that exceed the materiality threshold
- Scope expansion: addition of a previously excluded Scope 3 category assessed as material upon improved understanding or data availability

A change is considered material and triggers a recalculation if it affects total reported Scope 1 and 2 emissions by more than 5%, or any individual included Scope 3 category by more than 5%. This threshold will be reviewed as the inventory matures. All recalculations will be disclosed with a clear description of the nature and magnitude of the change.

8. Assurance

The FY2025 inventory is Perk's first Group-level GHG baseline. It has not undergone external independent assurance. Perk intends to pursue limited assurance in future reporting years, once data quality and governance processes across the Group have matured to support it. Calculations were performed using Position Green, a structured platform with fixed emission factor libraries and documented calculation methodologies.