

Carbon Reduction Plan

Supplier name: Aiimi Ltd

Publication date: June 2025

Commitment to achieving Net Zero

Aiimi Ltd committed to and succeeded in achieving Carbon Neutrality from its inception in November 2013.

Aiimi’s net zero goal is to become Carbon Emissions Negative, meaning more carbon is locked away than emitted. This means Aiimi prioritise minimising carbon emissions, and any that cannot be avoided are offset, including engaging in schemes that help remove carbon.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 01 January 2019 – 31 December 2019
Additional Details relating to the Baseline Emissions calculations.
<p>This information was collected for the year 2019 and covered a period of time during which the business was in a shared office in London. The emissions were higher due to the energy usage of that building.</p> <p>Originally, Aiimi chose to offset residual carbon emissions annually to become carbon neutral from January 2019 onwards by sponsoring a range of global gold standard projects, such as a borehole project in Uganda.</p> <p>Aiimi have since offset 625 (tCO₂e) to account for those emissions from the date of business formation in November 2013 to December 2018, allowing carbon neutrality to be achieved from the point of incorporation. This has been achieved through the sponsorship of the Zoba Anseba Community Safe Water Project, a ‘Gold Standard Climate Security & Sustainable Development’ project (Reference: GS6041/6042/5951/5955).</p> <p>Scope 1 emissions arise from refrigeration gas top-ups to the office’s air conditioning units when repairs are required on the equipment. In 2019, this included site gas as it covered a period of time during which Aiimi were in a shared office in London.</p> <p>Scope 2 emissions arise from landlord supplied electricity for our office.</p> <p>Scope 3 emissions arise from business travel and accommodation, electricity production and distribution losses, waste and water consumption, employee commuting and working from home. Please view Aiimi’s Greenhouse Gas Inventory Management Plan for exclusions of specific Scope 3 emissions sources. There are some activities where a best-effort estimate had to be</p>

made, given the lack of historical data capture – detailed in Aiimi's Greenhouse Gas Inventory Management Plan.	
Baseline year emissions: 2019	
EMISSIONS	TOTAL 192.55 (tCO₂e)
Scope 1	6.10 Site Gas 6.10
Scope 2	45.81 Electricity 45.81 (location-based emissions). <i>Note: Assume same value for market-based emissions</i>
Scope 3 (Included Sources)	140.64 Employee-owned car travel (grey fleet) 38.25 Hotel Stays 28.67 Rail Travel 18.09 Flights 25.52 Taxi Travel 2.12 Bus Travel 0.15 Hire Cars 2.22 Home-workers (est) 8.96 Car & Motorbike Commute (est) 8.98 Rail Commute (est) 0.75 Water & Wastewater (est) 0.00 Fuel & Energy Related Activities (generation & distribution of electricity) – Location-based only (est) 6.93 Scope 3 emissions include the ISO 14064-1:2018 categories (3) Indirect GHG emissions from Transportation and (4) Indirect from products an organisation uses. (5) Indirect GHG emissions (use of products from the organisation) and (6) Indirect emissions (other sources) emissions are excluded. As an AI, Data and Digital focused tech business, Aiimi does not sell or transport products. For this reason, Aiimi does not have Scope 3 emissions associated with downstream transportation and distribution of physical goods.

Total Emissions	TOTAL – Location-Based: 192.55 (tCO₂e) TOTAL – Market-Based: 192.55 (tCO₂e) – assumed same as location-based 206 (tCO₂e) offset to allow for error margin in data reporting
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Current Emissions Reporting

Reporting Year: 01 January 2024 – 31 December 2024
<p>Aiimi have chosen to offset residual carbon emissions, to maintain the carbon neutral position, by sponsoring.</p> <p>Project: Reforestation Of Degraded Forest Reserve Areas in Sierra Leone, Africa (Carbon Removal)</p> <p>The project is located in Sierra Leone, West Africa and consists of the establishment of high quality commercial forestry plantations with short rotation species. The project provides environmental, social and economic benefits to local communities. The selected species are Eucalyptus pellita, Eucalyptus hybrid cross urophylla x grandis, Corymbia citriodora, Acacia mangium, Tectona grandis and Gmelina arborea. The project activity is the reforestation of degraded lands in Sierra Leone, and considers 3968.07 ha of eligible area for this verification.</p> <p>The project consists of the establishment of high-quality commercial forestry plantations with short rotation species, for producing sawn timber, poles, plywood and biomass, for domestic and international markets, and providing environmental, social and economic benefits to local communities.</p> <p>The project is expected to provide income to more than 600 people and around 80 communities in Yoni Chiefdom, contributing to the improvement of their well-being and their families. The project is expected to bring economic benefits to the economy of Sierra Leone in the form of foreign currency, thereby encouraging the Miro Forestry Company to plant more tree crops for sale in the European market. The fringe communities in the project area have also benefited from diverse local employment opportunities that have been opened up by the company's ongoing development, the benefits of which have a direct positive impact on the communities. Employment is due to increase over the lifetime of the project; employment enhances the living conditions and wellbeing of the workforce and their families.</p> <p>The official carbon offsetting is achieved through the retirement of credits from a Verified Carbon Standard (VCS) project.</p> <p>Certification: Verra</p>

<div>Amount Retired: 184 tCO2e</div> <div>Date Retired 26.06.2025</div> <div>Period: 01 January 2024 – 31 December 2024</div>	
EMISSIONS	<div>TOTAL – Location-Based: 182.20 (tCO₂e)</div> <div>TOTAL – Market-Based: 166.93 (tCO₂e)</div>
Scope 1	<div>0.00</div> <div>Site Gas 0.00</div> <div>Refrigerants 0.00</div>
Scope 2	<div>14.18</div> <div>Electricity 14.18 (location-based emissions)</div> <div>Electricity 2.33 (market-based emissions)</div>
Scope 3 (Included Sources)	<div>168.00 (location-based emissions)</div> <div>168.00 (market-based emissions)</div> <div>Employee-owned car travel (grey fleet) 64.75</div> <div>Home-workers 24.79</div> <div>Hotel Stays 25.85</div> <div>Car & Motorbike Commute 24.85</div> <div>Rail Travel 13.14</div> <div>Flights 5.48</div> <div>Rail Commute 2.07</div> <div>Taxi Travel 3.57</div> <div>Bus Travel 0.07</div> <div>Water & Wastewater 0.01</div> <div>Hire Cars 0.00</div> <div>Ferry Travel 0.00</div> <div>Scope 3 emissions include the ISO 14064-1:2018 categories (3) Indirect GHG emissions from Transportation and (4) Indirect from products an organisation uses.</div> <div>(5) Indirect GHG emissions (use of products from the organisation) and (6) Indirect emissions (other sources) emissions are excluded. As an AI, Data and Digital focused tech business, Aiimi does not sell or transport products. For this reason, Aiimi does not have Scope 3 emissions</div>

	associated with downstream transportation and distribution of physical goods.
Total Emissions	TOTAL – Location-Based: 182.20 (tCO₂e) TOTAL – Market-Based: 170.33 (tCO₂e) 170.33 (tCO₂e) + 8% offset based on Market-Based total and error margin in data reporting.

The data reported above has changed compared to previous reports for the following key reasons:

- Scope 1 Decrease of nil on 2023. There has not been a failure in the building's air-conditioning system in the last 2 years. Previously this had resulted in a contribution to Scope 1 in 2022.
- Scope 2 Decrease of 1.31 on 2023 due to the introduction of remote-controlled switches on the fridges, allowing them to be turned off during weekends and long periods when few people are not expected to be using the office.
- Note: Aiimi have a renewable energy tariff which reduces this conversion factor, giving Aiimi Scope 2 market-based emissions of 2.33 tCO₂eq in 2024.
- From 2019 – 2023 emissions, Scope 2 was ignored from the market-based emission figure.
- Scope 3 Decrease of 9.07 on 2023 due to different assumption on the WFH split - the assumption used in 2023 was 71% single occupancy (high emissions CF), 29% multi-occupancy (lower emissions CF).
- In 2024, the business was surveyed, and consequently assumptions have been modified to be 20% single occupancy, and 80% multi-occupancy. This means Aiimi's emissions from WFH will have dropped significantly - single-occupancy is more impactful than multi-occupancy.

Emissions reduction targets

Scope 1 – Direct

- Short-term Work with the Building Maintenance Team in 2025 to ensure that technicians are conscious to minimise emissions during the maintenance of the air conditioning system.
- Interim Implement monthly maintenance checks with the Building Maintenance Team by the start of 2026 to prevent unintentional emissions.
- Long-term Phase out high-GWP refrigerant gas (R410A) in favour of more sustainable, natural alternatives such as hydrocarbons, by 2035.

Scope 2 – Indirect

- Short-term Maintain 100% renewable energy supply.
- Interim Actively explore further potential enhancements of energy efficiency within the building during 2025-2026.
- Long-term Engage with local organisations to support renewable generation within Milton Keynes and surrounding areas during the next 10 years (2026-2036).

Scope 3 – Indirect value chain

Short-term	Embed educational tools within Aiimi Expenses Policy to show emissions alongside different travel options to allow employees to become more environmentally aware by end of 2026.
Interim	Promote the use of Electric Vehicles (EVs) through the company's Salary-Sacrifice EV Scheme by increasing uptake by 8% annually.
Long-term	Achieve 50% reduction in total Scope 3 emissions per head by 2030.

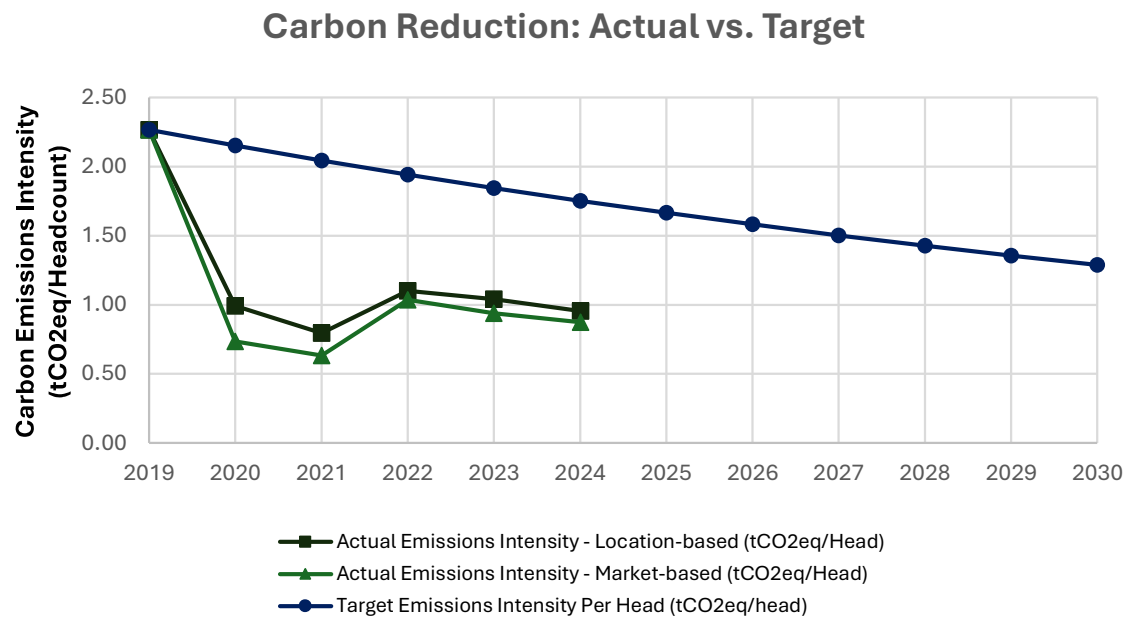
Year of eradication of all feasible carbon emissions: 2050

It is Aiimi's intension to maintain a position of Carbon Neutrality, with a focus on reduction rather than just replacement.

As a growing business (Full Time Equivalent (FTE) growth of > 100% from 2019 - 2024), and with a significant proportion of Aiimi's emissions related to travel and personnel activities, total emissions will inevitably increase, but this growth has been achieved in a way that is significantly less carbon intensive on a per-head basis, with positive impact on global emissions when our customers choose us over our competitors.

In order to maintain a focus on emission reduction, Aiimi have focused on emission reductions on a 'per capita basis'. Aiimi will strive to deliver a 5% reduction in emissions per employee per year between 2019 and 2030, whilst offsetting any balance through environmentally valuable schemes. This equates to a reduction from 2.27 tCO₂e per head in 2019 to a target of 1.29 tCO₂e per head by 2030.

Progress against these targets are reviewed annually and can be seen in the graph below:



Notes: Emissions per head during 2020 and 2021 are artificially low due to the impact of Covid on both office and client-based work. Despite a slightly more 'hybrid' working pattern, client engagements from 2023 returned roughly to a pre-Covid pattern of work.
From 2022, the logic underpinning the FTE calculation was marginally adjusted from prior years to provide a fairer representation.

Carbon Reduction Measures

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equates to a 61% reduction in emissions per FTE since the 2019 baseline was established, and the measures will remain in effect when performing the contract.

Aiimi has achieved this reduction through the following initiatives:

- Reduced at source emissions under Scope 2 by moving to a more energy efficient building whereby the electricity is supplied via a 100% renewable energy tariff.
- Reduced at source emissions under Scope 2 by working with the team to ensure that the office, AC units and electronic devices. Aiimi have also built a relationship with companies within the building to find ways to reduce emissions throughout the building space.
- Reduced at source emissions under Scope 3 by promoting public transport, car sharing and increasing the uptake of the electric vehicle leasing scheme.
- Evolved to a more hybrid working pattern to maximise the value of 'in person' meetings.
- Removed the use of single use plastics from the office, using locally sourced produce for events, increasing the supply chain checks to ensure ethical and environmental adherence is in place.
- Automated carbon measurement and reporting, allowing progress against targets to be monitored on a regular basis and to provide advanced warning of significant issues.
- Engaged with schemes that comply with the Quality Assurance Standard (QAS) for Carbon Offsetting.

In the next 12 months Aiimi plans to implement further measures including:

- Alternative Refrigeration Gases: Opening lines of communication to work alongside the Building Maintenance Team & other leaseholders to discuss R410A alternatives.
- Partnerships with local organisations: Building partnerships & relationships with local organisations to support renewable generation in Milton Keynes.
- Sustainable employee business travel: Creation of a Catalogue listing 'Net Zero Hotels' and educational tools, such as Concur & Egencia, embedded within the Aiimi Expenses Policy.
- Promotion of the Electric Vehicle Leasing Scheme to employees.
- Monthly tracking of emissions in order to identify any upward trends early on.
- Webinars/lunch and learn sessions for the whole company to advise on behaviours that can positively impact scope 3.

Declaration and Sign Off

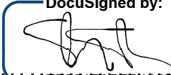
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

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Date: August 28, 2025 | 10:18 PDT

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>