ROWDEN

Reporting period:
January - December 2025

Publication date:
30 June 2026

Rowden Technologies Limited
Carbon Reduction Plan



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1. Carbon Reduction Plan

1.1. Introduction

This Carbon Reduction Plan outlines Rowden Technologies Limited's ("**Rowden's**") approach and commitment to reducing carbon emissions, aligning with the UK Government's goal to reach net-zero emissions by 2050. In line with the UK government's net zero target and PPN 006 requirements, we plan to continuously reduce emissions and only use offsets for residual emissions that cannot reasonably be eliminated. This Carbon Reduction Plan includes a baseline year, a breakdown of our emissions for the reporting period, key targets, and an action plan for carbon reduction.

This Carbon Reduction Plan relates to the reporting period 1st January 2025 to 31st December 2025.

At Rowden, we use spend analysis to understand our carbon footprint. Spend analysis applies carbon intensity factors to procurement categories (such as postage, accommodation, electricity, travel, etc.) to estimate a carbon footprint. This approach is widely used and is recognised by the Greenhouse Gas (GHG) Protocol. We currently use Sage Earth carbon accounting software to assess our emissions.

The GHG Protocol is widely recognised as the definitive standard for emissions accounting for businesses and their supply chains. Its Corporate Standard defines three main emissions categories:

- ↳ **Scope 1:** Direct emissions that result from activities within an organisation's control.
- ↳ **Scope 2:** Indirect emissions from any electricity, heat or steam purchased and used.
- ↳ **Scope 3:** Other indirect emissions from sources outside the organisation's direct control, including but not limited to business travel, employee commuting, waste and energy consumption in our supply chain.

1.2. Baseline Emissions Footprint

- **Baseline Year:** 1 September 2020 – 31 August 2021
- **Scope and Boundaries:** The baseline includes Scope 1 (direct emissions), Scope 2 (indirect emissions) and Scope 3 (other indirect emissions)
- **Total Emissions for Baseline Year (tCO_2e):** 166.1 tonnes
- **Employee numbers:** 36
- **Emissions per head:** 4.61 tonnes

Emission Type	Baseline Emissions (tCO_2e)
Scope 1	0.7 tonnes
Scope 2	14.0 tonnes
Scope 3	151.4 tonnes
Total	**166.1 tonnes**

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2. Current Emissions Reporting

This section outlines Rowden's emissions in tonnes of CO_2 equivalent (tCO_2e) for this reporting period, noting reductions achieved from the baseline and progress toward reduction targets.

Current Emissions (period from 1 January 2025 - 31 December 2025)

Emission Type	Emissions (tCO_2e)
Scope 1	8.0 tonnes
Scope 2	65.4 tonnes
Scope 3	1,141.4 tonnes
Total	**1,214.8 tonnes**

Breakdown of Mandatory Scope 3 Emissions Categories

Category	Emissions (tCO_2e)	Notes
Upstream transportation and distribution	180.6 tonnes	Includes IT equipment, other office equipment including furniture and other tools and materials purchased.
Waste generated in operations	4.2 tonnes	This includes toilet waste, food waste, landfill etc. from our offices.
Business travel	784.2 tonnes	Includes all business travel requirements during this period for inside and outside the UK (excluding employee commuting).
Employee commuting	172.4 tonnes	Data taken from an annual employee travel survey.
Downstream transportation and distribution	0 tonnes	Not applicable as we did not deliver physical products during the reporting period.
Total	**1,141.4 tonnes**	

Key Information

2.1. **Employee numbers:** 129

2.2. **Emissions per head per month:** 0.78 tonnes

2.3. **Emissions per head per year:** 9.42 tonnes

	This period	Prior Period	Percentage change
Employee Numbers	129	91	41.8% increase
Total emissions	1,214.8 tonnes	1,115.7 tonnes	8.88% increase
Emissions per head per year	9.42 tonnes	12.26 tonnes	23.2% decrease

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Our total employee numbers have increased by 41.8% versus the prior reporting period, while our total emissions have increased by just 8.88%. We believe this is largely explained by the nature of our growth over the past two years - the prior reporting period saw significant investment in fitting out two new facilities, which naturally drove higher emissions. This year, we've been able to grow our headcount within that established space, driving our emissions per employee down as a result.

3. Carbon Reduction Targets

3.1. Situation

We are continuing to work towards our 2030 target. We are proud to have achieved a significant reduction in emissions per employee compared to the previous year. As we enter an exciting period of considerable expansion, we remain fully committed to building on this positive trajectory. Managing our environmental impact remains a priority, and we will be dedicating meaningful time and resource to ensuring our progress continues as the business grows. Please see section 3.3 below for detail on our current initiatives.

3.2. Targets

To improve our progress to achieving Net Zero, our target is to reduce carbon emissions by 25% based on per head calculations by 2030, based on the emissions statistics reported in our baseline year.

	▪ 2030 target	▪ This Period	▪ Progress
Emissions per head per year	3.46 tonnes	9.42 tonnes	63% further reduction required

3.3. Carbon Reduction Initiatives

- **ISO 14001:** We achieved ISO 14001 certification for our Environmental Management System. This certification is valid from 7th October 2025 – 6th October 2028. We will extend this certification to cover all new sites, ensuring our EMS encompasses the full Rowden estate as we expand.
- **Premises expansion and refurbishment:** As Rowden continue to rapidly grow, environmental impact and benefits of new and developed premises remain a high priority. We will continue to explore more carbon-friendly options with the sites we chose, based on ability to continue supporting our employees cycling to work and using our on-site EV charging, and using more environmentally friendly materials where possible.
- **Energy Efficiency Improvements:** We are currently taking proactive steps to improve the energy efficiency of our premises. This includes consideration of green business grants which could fund projects to improve energy efficiency. We will obtain expert advice on reducing our carbon footprint via independent carbon surveys. We continue to run campaigns focused on reducing energy use at our offices, including reducing out-of-hours energy consumption, and automatic settings on heating and air conditioning.
- **Sustainable Transportation:** We provide free EV charging at our offices for employees and customers and offer a salary sacrifice EV leasing scheme to all employees via Octopus Energy. We encourage active travel to work through cycle to work schemes, cycling infrastructure at our offices and periodic bike servicing and advice on site. Around 20% of our workforce cycles to work regularly. Where possible, meetings are held virtually to reduce environmental impact,

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and we invest in technology that supports this. We consider where employees are based when allocating them to customer work, wherever possible reducing the need for long commutes.

- **Waste Reduction:** We work hard to ensure as little of our waste as possible goes to landfill. We track this through BIFFA (our waste services provider). We are proud to be able to say that 95% of our waste is diverted from landfill. We have recycling facilities focused specifically on the types of waste we generate, including for soft plastics. Our employees support these initiatives through the proper use of waste management in our offices.
- **Supplier Engagement:** We collaborate with suppliers to minimise supply chain emissions by embedding sustainability principles in our Supplier Code of Conduct. All suppliers are asked to comply with this as a contractual obligation.
- **Procurement:** In relation to those emissions linked to IT equipment required to deliver our services to our customers, we are constantly looking at ways to work with our customers to consider sustainability as part of procurement, and wherever possible, reduce such emissions whilst maintaining our high delivery standards.
- **Offsetting our carbon footprint:** We continued our partnership with Ecologi, UK-based social enterprise that focuses on combating climate change by funding projects for carbon reduction, reforestation, and sustainable development. As at the end of this reporting period, we have supported the prevention of 2,283.65 tCO_2e from being emitted through planting 21,353 trees across 21 verified carbon avoidance projects around the world, with 477.08 tCO_2e in this reporting period alone.

3.4 Future Initiatives

- **Supply chain sustainability:** Through the roll-out of our new supplier due diligence procedure, we will be adopting a more proactive approach to ensuring our suppliers are held accountable for their environmental impact through a more comprehensive disclosure and auditing procedure.
- **Renewable energy:** We will continue to evaluate our intended energy usage at new premises we acquire and consider use of renewable energy.
- **Sustainable data centres:** We will continue to opt for the most energy efficient options available in terms of storage of our data. Where selecting cloud or co-location providers, we will prefer providers operating on 100% renewable energy or with verified carbon-neutral status.
- **Product development:** We will use recycled materials wherever possible. We continue to do so in our packaging of hardware products and are actively exploring recycled aluminium for our housings. We actively reduce the amount of protypes used in development to minimise our development waste, reusing broken or failed parts for when building space models.
- **Responsible technology:** When fitting out new premises with technology required to run our business we will procure energy-efficient services and lab equipment from the outset to future proof our expansion in line with our carbon initiatives.
- **JOSCAR Zero:** We are exploring registration on JOSCAR Zero, the defence industry's shared carbon reporting platform used directly by the MoD and private sector companies to track and reduce supply chain emissions. Once registered, our environmental credentials would be visible and verifiable to customers without them having to ask, and would give us access to benchmarking and carbon reduction guidance from across the defence community.

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Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 (or equivalent management body).

Signed on behalf of the Supplier:



Robert Harper MBE CEO and Director
Rowden Technologies Limited
30 June 2026

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