

Commitment to achieving Net Zero

Motion Consultants Limited is committed to achieving Net Zero emissions by 2050.

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 Emissions Reporting - 2022

Baseline Year: 2022

Employees at end year: 43

BASELINE EMISSIONS	TOTAL (tCO₂e)	Emissions per capita
Scope 1	0	0
Scope 2	20.3	0.47
Scope 3	118	2.74
Total Emissions	138.3	3.21

Current Emissions Reporting - 2024

We are pleased to report that our overall carbon footprint has decreased year on year. In 2025, we will continue our efforts to reduce emissions per capita and further lower our Scope 3 emissions.

Reporting Year: 2024*

Employees at end year: 41

EMISSIONS	TOTAL (tCO₂e)	Emissions per capita	Carbon Intensity by Employee (FTE)
Scope 1	0.53	0.01	
Scope 2	2.7**	0.07	
Scope 3	122.44***	2.99	
Total Emissions	125.19	3.05	3.362

* We have transitioned our carbon calculator from Normative to Climate Essential, as Normative was no longer cost-effective for small businesses. As a result, some inconsistencies may be present in the calculations.

** Scope 2 emissions have significantly decreased due the provision of exact usage from the landlord and the switch of our energy provider to EDF.

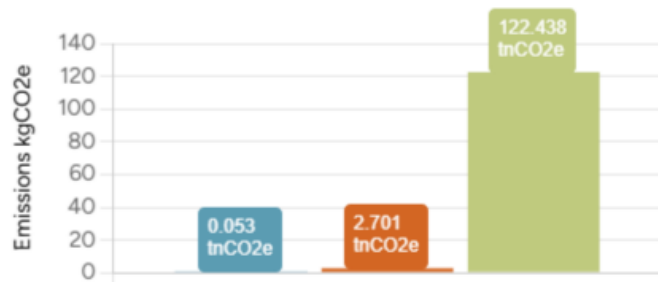
*** Scope 3 emissions have increased due to the inclusion of commuter travel, which was not accounted for in the 2022 and 2023 calculations.

Carbon Footprint Benchmark



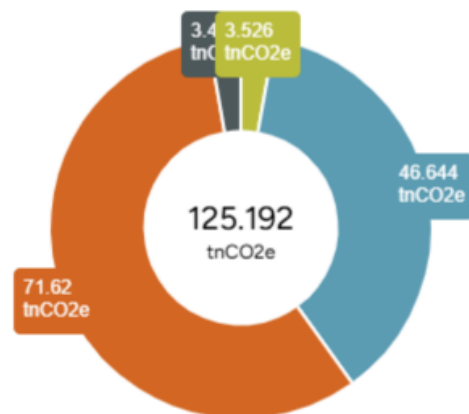
Carbon Breakdown by Scope

- Scope 1: 0.0%
- Scope 2: 2.2%
- Scope 3: 97.8%



Carbon Breakdown by Category

- Energy: 2.8%
- Transport: 37.3%
- Products and Services: 57.2%
- Waste: 2.7%



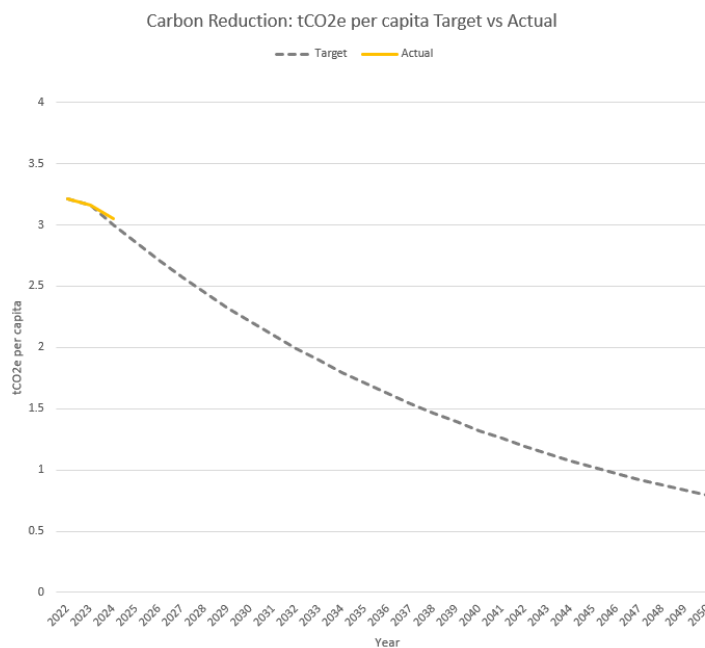
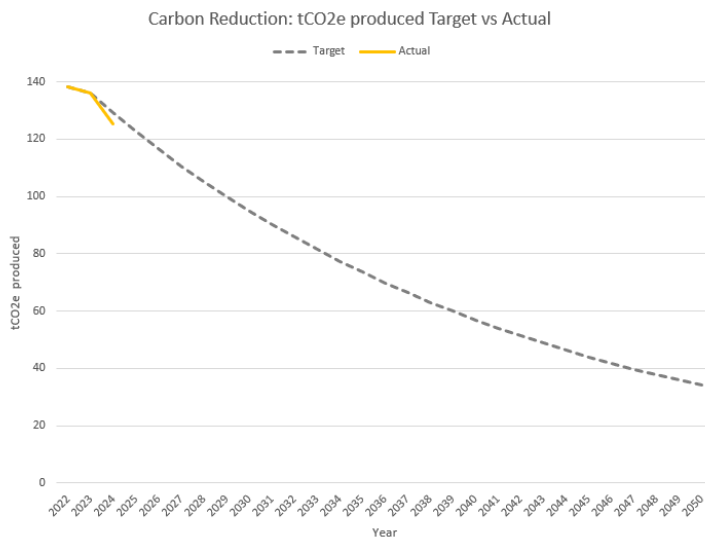
Emissions Reduction Targets

In order to progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets.

It is the Company’s intention to reduce emissions by 5% per capita per annum.

We project that carbon emissions will decrease over the next five years to 2.36 tCO₂e per capita by 2029. This is a reduction of 21.36%.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

We have implemented the following environmental management measures and projects in 2024:

- ▶ Maintained ISO 14001 accreditation, adhering to our comprehensive Environmental Management System.
- ▶ Continued our Motion Climate Change Group, driving our carbon reduction programme.
- ▶ Empowered Green Champions in each Motion office to promote best practices and encourage sustainable behaviour changes.
- ▶ Hosted our second annual Motion Green Week, educating staff on sustainable living and eco-friendly travel.
- ▶ Our landlord transitioned to EDF Energy, the UK's largest generator of zero-carbon electricity.

In 2025, we have identified the following initiatives to further reduce our carbon footprint:

- ▶ Maintain ISO 14001 accreditation and uphold our comprehensive Environmental Management System.
- ▶ Collaborate with landlords to secure 100% renewable energy for our office electricity supply.
- ▶ Work with landlords to implement building modifications that enhance energy efficiency where possible.
- ▶ Encourage greater staff participation in the Electric Vehicle Salary Sacrifice Scheme, run in partnership with Octopus Energy.
- ▶ Further promote our Cycle to Work Scheme to support sustainable commuting.
- ▶ Host our third annual Green Week to educate staff and encourage sustainable travel behaviours.
- ▶ Transition towards a fully paperless office to reduce resource consumption.
- ▶ Minimise waste and increase recycling efforts across all offices, including introducing food waste recycling in line with new Government legislation.
- ▶ Collaborate with procurement teams to reduce delivery frequency and prioritize local purchasing when possible.

Carbon Offsetting / Avoidance Projects

Since 2023, we have working closely with Ecologi on a number of carbon avoidance projects:

- ▶ We plant one tree for each client project instruction as part of a regular initiative. This will make a positive difference to the country's tree ecology and biodiversity. As of March 2025, we have planted 1,853 trees;
- ▶ We offset emissions by supporting global avoidance projects through Ecologi.

Declaration

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.

Signed on behalf of the Board of Directors

A handwritten signature in black ink, appearing to read 'R. Monie', with a stylized flourish at the end.

Rob Monie

Director, March 2025