

## 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 (tCO <sub>2</sub> e)	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 - 2025

### Overall context – growth year

Between 2024 and 2025, Motion's overall carbon footprint increased from 128.0 tCO<sub>2</sub>e to 163.7 tCO<sub>2</sub>e. This increase aligns with business growth and wider operational activity, rather than a deterioration in carbon management.

Importantly, the structure and profile of emissions show several positive shifts, indicating progress in how emissions are being managed and influenced.

## Carbon Footprint Benchmark

 480

round trips from London to  
Barcelona

 37

petrol cars driven for 1 year

 21

homes powered for 1 year

**Reporting Year: 2025\***

Employees at end year: 43

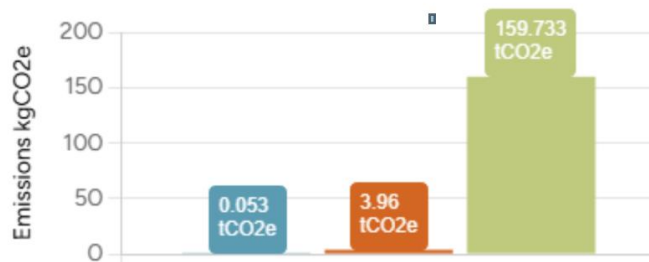
<b>EMISSIONS</b>	<b>TOTAL (tCO2e)</b>	<b>Emissions per capita</b>	<b>Carbon Intensity by Employee (FTE)</b>
Scope 1	0.053	0.001	
Scope 2*	3.96	0.09	
Scope 3	159.73	3.71	
<b>Total Emissions</b>	<b>163.75</b>	<b>3.81</b>	<b>4.64</b>

\* Scope 2 emissions – we have not been provided with energy usage and bills for all of 2025 by our landlords (new facilities management company), therefore we used an estimate from Climate Essentials carbon calculator on a location-based approach.

\*\*\* Scope 3 emissions have increased due increased spend on IT, marketing and contractors

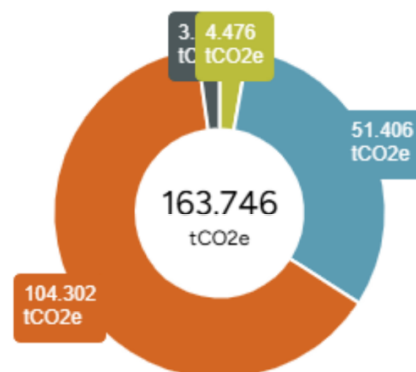
**Carbon Breakdown by Scope**

- Scope 1: 0.0%
- Scope 2: 2.4%
- Scope 3: 97.5%



**Carbon Breakdown by Category**

- Energy: 2.7%
- Transport: 31.4%
- Products and Services: 63.7%
- Waste: 2.2%



### **Strong control of direct emissions**

- Scope 1 emissions remain at 0% in both years, demonstrating continued success in avoiding direct fuel combustion and company-owned vehicle emissions.
- Scope 2 emissions reduced proportionally, falling from 3.5% to 2.4%, showing improved control over purchased energy impacts. This reflects strong building, energy, and procurement choices despite increased activity.

### **Transport emissions improving proportionally**

Transport emissions reduced as a share of total emissions, falling from 36.4% in 2024 to 31.4% in 2025. This suggests greater efficiency in travel, smarter trip planning, or a shift in how transport demand is being met as the business has grown. This reduction has been achieved despite an increase in the number of projects and schemes delivered across a wider geographic area, spanning more of the country, which has driven a greater need for site visits and increased mileage.

### **Lower energy and waste impacts**

- Energy emissions fell proportionally from 4.1% to 2.7%, reinforcing that office energy use is being well managed and not scaling linearly with business growth. Installation of LED lightbulbs towards the end of the year in the Guildford office have made a positive impact, and will continue to do so in 2026.
- Waste emissions decreased from 2.8% to 2.2%, indicating improvements in waste management and disposal practices.

These improvements show that day-to-day operational controls are moving in the right direction.

### **Scope 3 emissions – growth-related drivers**

Scope 3 emissions increased slightly year-on-year, rising from 96.5% to 97.5% of the total footprint and remaining Motion's largest emissions category.

This increase is primarily linked to company growth, with higher activity across:

- IT services and equipment, reflecting additional staff, devices, cloud services and digital infrastructure;
- Marketing and communications spend, supporting business development and profile-raising as the company scales;
- Contractor and professional services, resulting from increased project delivery and specialist support requirements.

Correspondingly, the Products and Services category increased from 56.7% to 63.7%, highlighting that growth-related indirect emissions — rather than direct operational impacts — are the key driver of change.

Positively, this reflects a maturing understanding of Scope 3 impacts, improved data capture, and greater transparency across the supply chain. It also provides Motion with a clear evidence base to engage suppliers, review procurement choices, and prioritise future carbon-reduction actions without constraining business growth.

**Carbon intensity reflects scaling business**

Carbon intensity per employee rose from 3.44 tCO<sub>2</sub>e to 4.64 tCO<sub>2</sub>e. This is consistent with a growing, busier consultancy undertaking more work, and it provides a solid baseline for setting future intensity-reduction targets as efficiencies are embedded.

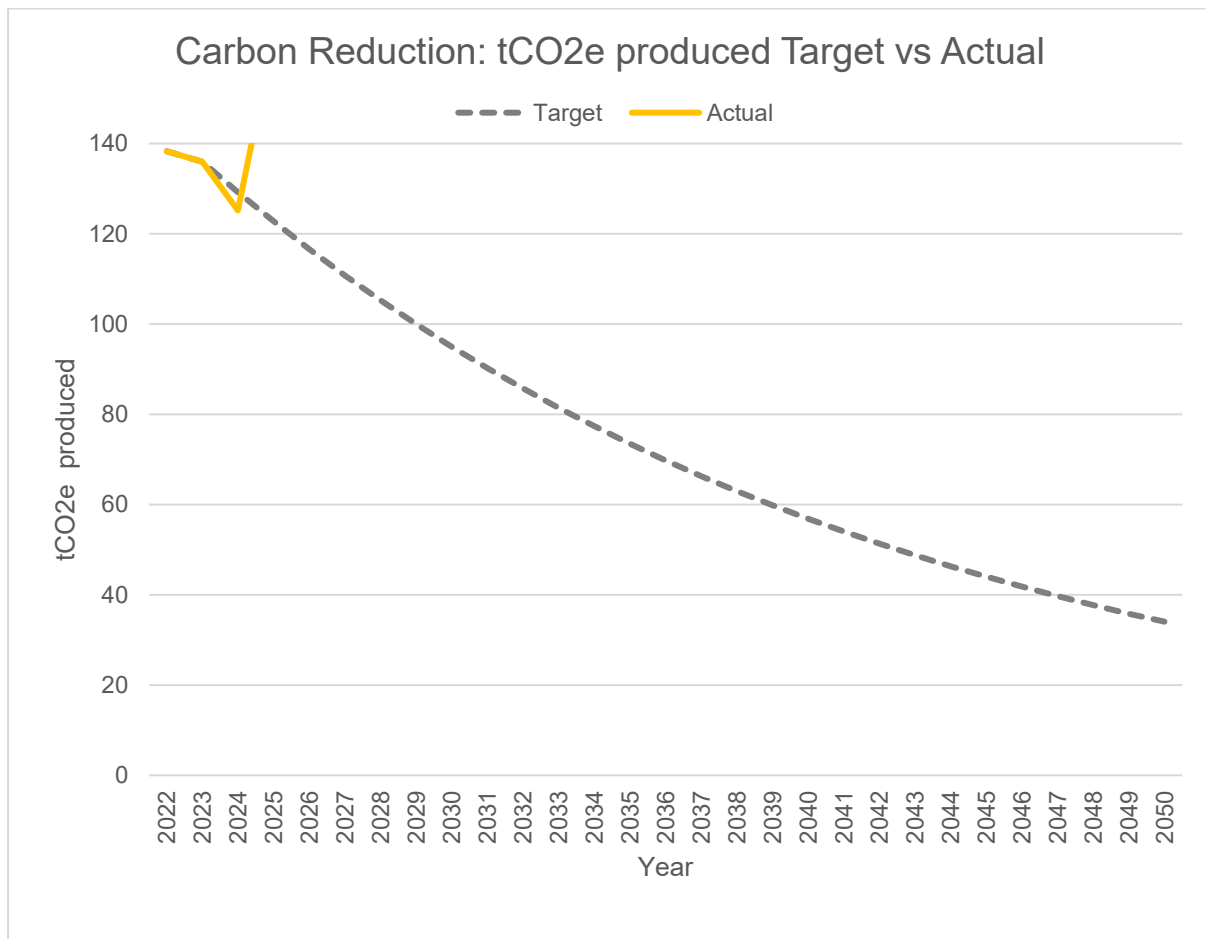
**Emissions Reduction Targets**

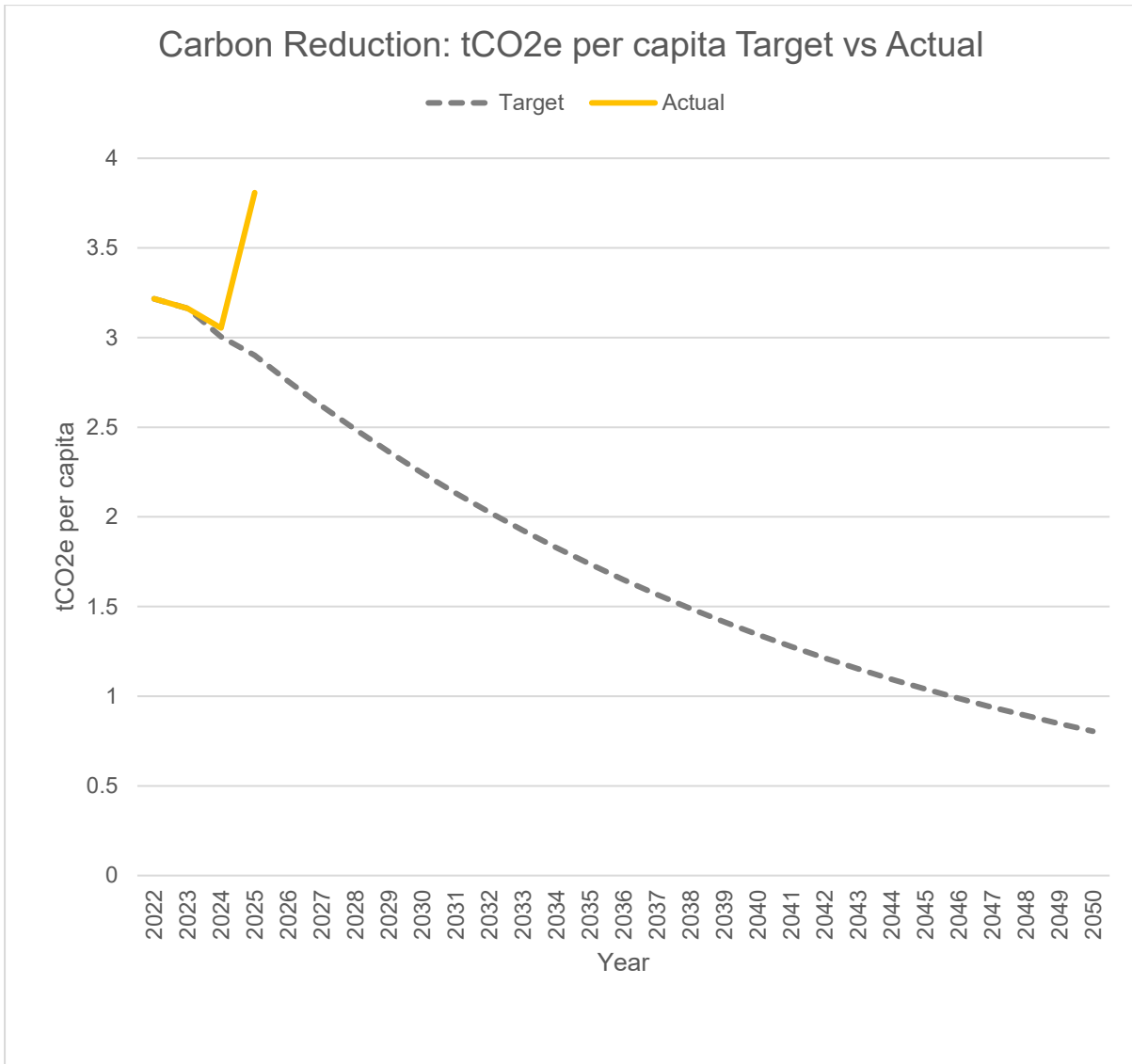
In order to progress to achieving Net Zero by 2050, we have adopted the following carbon reduction targets.

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 tCO<sub>2</sub>e per capita by 2029. This is a reduction of 21.36%.

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





**Carbon Reduction Projects**

We have implemented the following environmental management measures and projects in 2025:

- ▶ 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 third annual Motion Green Week, educating staff on sustainable living and eco-friendly travel.
- ▶ Installed LD lightbulbs throughout the Guildford office.
- ▶ Approved 3 new members of staff on the EV Salary Sacrifice scheme with Octopus.

In 2026, 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 fourth 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 2026, we have planted 2,388 trees;
- ▶ We offset emissions by supporting global avoidance projects through Ecologi.

### **Wider Environmental Impact of Our Project Portfolio**

Alongside managing and reducing our own operational carbon footprint, we are increasingly proud of the nature of the work we support. A growing proportion of our projects relate to renewable energy, sustainable transport, and wider climate-friendly schemes. While these projects do not directly reduce Motion's own emissions, they contribute positively to the transition to a low-carbon economy, and we are pleased to be supporting an increasing number and proportion of schemes that deliver long-term environmental and social benefits.

### **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', written in a cursive style.

**Rob Monie**

Director, March 2026