

Carbon Reduction Plan

Supplier name: Tecknuovo Ltd

Publication date: 1st April 2026

Our Commitment

Tecknuovo is committed to achieving Net Zero emissions by 2050 and continues to measure, manage and reduce emissions in line with UK Government guidance.

Baseline Year: 2019	
Additional details relating to the Baseline Year emissions calculations	
<p>Our baseline year is 2019. As we did not/do not have any sources that are controlled or owned by Tecknuovo, reporting on Scope 1 emissions is not applicable to us.</p> <p>Scope 2 emissions relate to energy consumption within our office operations and were calculated based on the available energy usage data for the baseline year.</p> <p>Scope 3 emissions in the baseline year included business travel only. Additional Scope 3 categories have been incorporated into our reporting in subsequent years as our data collection methods and emissions measurement capabilities have matured.</p> <p>Baseline emissions were calculated using the UK Government GHG Conversion Factors for Company Reporting (2019).</p>	
Baseline year emissions: 2019	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	n/a
Scope 2	4.6
Scope 3 (Included Sources)	4.8 Carbon emission factors for travel taken from the 'UK Government GHG Conversion Factors for Company Reporting 2019'
Total Emissions	9.4

Reporting Year: 2025

Scope 3 emissions include business travel and employee commuting. Business travel emissions include travel undertaken by both employees and our Consultant Network, who deliver professional services on behalf of Tecknuovo. Employee commuting emissions relate to travel between employees' homes and the office.

Tecknuovo does not manufacture or transport physical products and therefore does not report emissions for upstream or downstream transportation and distribution. These categories have been recorded as zero emissions.

During the reporting year, Tecknuovo continued to improve the accuracy and coverage of its emissions reporting. Scope 3 reporting now includes a broader range of operational travel associated with our Consultant Delivery Model, which forms an important part of our professional services delivery. This includes travel and expenses incurred by subcontracted consultants delivering services on behalf of Tecknuovo.

Employee commuting and teleworking emissions have been calculated using activity data collected through Tecknuovo's carbon emissions survey programme and associated reporting processes. Business travel emissions have been calculated using travel and expense activity data attributable to employees and the consultant network and converted using UK Government greenhouse gas conversion factors.

The organisation has continued to grow significantly during the reporting period. Headcount increased from 47 employees in 2024 to 61 employees in 2025, representing an increase of approximately 30%. This growth reflects the continued expansion of the business and increased demand for our professional services. As a result of this workforce expansion, activity levels across the organisation have increased, including commuting, business travel and office utilisation. During the reporting year, Tecknuovo also relocated to a new office space in order to accommodate this growth. While the new office maintains strong sustainability credentials, including a BREEAM Excellent rating, the increase in office footprint has resulted in higher overall operational energy usage compared to previous reporting periods.

Our emissions have therefore increased compared to the previous reporting year. Total emissions for the 2025 reporting year are approximately 57.2 tCO₂e, compared with 27.0 tCO₂e reported in 2024. This increase is primarily attributable to three key factors:

- Organisational growth, including a 30% increase in employee headcount
- Expansion of our reporting boundary, particularly through improved measurement of Scope 3 emissions associated with our consultant network
- Increased operational activity, including commuting and travel required to support client delivery

Employee commuting remains one of the largest contributors to our emissions footprint, reflecting the nature of our hybrid working model and the travel required for collaboration between employees, consultants and clients. Business travel also contributes significantly due to travel undertaken by both employees and consultants delivering services across client locations.

Scope 2 emissions relate to purchased electricity used in our office operations. Tecknuovo works in partnership with its landlord to track energy consumption and has reported Scope 2 emissions on both a location-based and market-based basis. For the 2025 reporting year, Scope 2 emissions totalled 11.4 tCO₂e on a location-based basis and 0.75 tCO₂e on a market-based basis, reflecting the use of renewable electricity evidence for market-based reporting. Electricity is not separately metered for Tecknuovo; Scope 2 emissions are therefore estimated on a floor-area (square footage) apportioned basis using energy data provided by our landlord. As Tecknuovo did not occupy the office on Fridays, the apportioned figure is likely to overstate actual electricity consumption

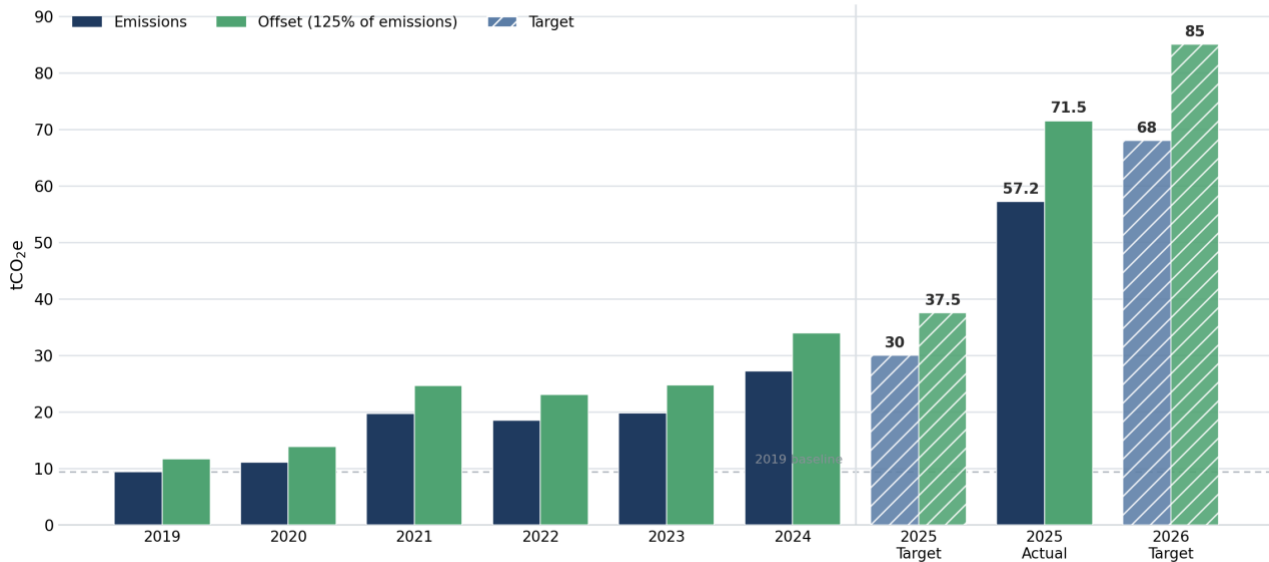
<p>attributable to our operations. It is acknowledged that Tecknuovo moved into a larger space, increasing from 3056 sq ft to 5854 sq ft to accommodate increased FTE and project meetings.</p> <p>While emissions may increase as the business continues to grow, Tecknuovo remains focused on managing emissions responsibly and improving the accuracy and transparency of our carbon reporting. Improving measurement across Scope 3 categories ensures that our emissions reporting more accurately reflects the full operational impact of our professional services delivery model and supports our long-term commitment to achieving Net Zero emissions by 2050.</p>	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	N/A
Scope 2	<p>11.4 (location-based)</p> <p>0.75 (market-based)*</p> <p><i>*Actual emissions reduced due to use of renewable energy</i></p>
Scope 3 (Included Sources)	<p>0.0 Upstream transportation and distribution</p> <p>0.0 Waste generated in operations – not yet quantified for 2025 (see note below)</p> <p>21.3 Business travel total</p> <p style="padding-left: 20px;">5.5 Business travel – FTE</p> <p style="padding-left: 20px;">15.8 Business travel - Consultants</p> <p>21.8 Employee commuting</p> <p>2.7 Employee teleworking</p> <p>0.0 Downstream transportation and distribution</p> <p>Carbon emission factors for travel and commuting are taken from the 'UK Government GHG Conversion Factors for Company Reporting 2025'</p>
Total Emissions	<p>57.2 (location-based)</p> <p>46.55 (market-based)*</p> <p>Intensity factor = 0.938 tonnes per FTE employee (location-based)</p> <p>Intensity factor = 0.763 tonnes per FTE employee (market-based)*</p> <p>FTE-attributable intensity (excluding consultant network travel of 15.8 tCO₂e) = approx. 0.68 tonnes per FTE employee (location-based), providing a more like-for-like comparison with prior years, which did not include consultant network travel.</p>

Tecknuovo's office waste is managed through landlord-controlled waste streams. During 2025, Tecknuovo improved visibility of office waste and recycling performance through landlord reporting. Waste data will be used to support future Scope 3 Category 5 calculations as reporting maturity develops.

Prior reporting years

Carbon Emissions & Offsetting, 2019–2026

Location-based, narrow PPN basis; reporting periods not fully uniform across early years. Figures shown for target/actual only. Offset at 125% of emissions.



Emissions reduction targets

As a business that continues to grow, Tecknuovo recognises that changes in organisational scale and improved reporting coverage may influence our reported emissions year-on-year. In our 2024 report, we anticipated that emissions could increase as the business expanded, particularly as we increased our office footprint and headcount to support business growth. This growth has continued into the 2025 reporting period, with employee headcount increasing from 47 employees in 2024 to 61 employees in 2025, representing an increase of approximately 30%.

While total emissions exceeded the absolute reduction target set within our previous Carbon Reduction Plan, this increase is primarily attributable to organisational growth, a larger office footprint and a materially expanded Scope 3 reporting boundary, including the addition of consultant network travel.

In addition to organisational growth, our 2025 reporting also reflects improved emissions measurement, particularly across Scope 3 categories. The current reporting year includes more comprehensive accounting of emissions associated with our associate delivery model, including associate travel and operational expenses. As a professional services consultancy, a significant proportion of our emissions arise from business travel and employee commuting, and the inclusion of these additional data sources provides a more accurate reflection of the emissions generated through the delivery of our services.

As a result of both increased headcount and improved Scope 3 reporting coverage, our total reported emissions for the 2025 reporting year are 57.2 tCO₂e on a location-based basis and 46.55 tCO₂e on a market-based basis, compared with 27.0 tCO₂e location-based and 19.6 tCO₂e market-based reported in 2024. This exceeds the absolute emissions target set in our previous CRP; however, the increase reflects the combined effect of organisational growth, a larger office footprint and a materially expanded reporting boundary, particularly the inclusion of consultant network travel. Tecknuovo therefore considers 2025 to be a more complete and reliable baseline for future target-setting. Employee carbon intensity for 2025 was 0.938 tCO₂e per FTE on a location-based basis and 0.763 tCO₂e per FTE on a market-based basis.

In our previous CRP, we set a 2025 target of limiting total emissions to 30 tCO₂e. Our 2025 reported emissions exceeded this target. This was primarily due to business growth, relocation to a larger office, increased client delivery activity and the expansion of our Scope 3 reporting boundary to capture consultant network travel. While this means the previous absolute target was not achieved, the 2025 dataset provides a stronger and more transparent baseline

from which to manage future emissions. Tecknuovo will therefore use 2025 as a reset year for near-term reduction planning and intensity tracking.

Tecknuovo remains focused on minimising the environmental impact of its operations as the business scales. We continue to prioritise the reduction of emissions intensity, the maintenance of low market-based Scope 2 emissions through renewable electricity procurement, and the improved measurement and management of Scope 3 emissions across business travel, commuting and our consultant delivery model.

In parallel with our emissions reduction initiatives, we continue to offset 125% of our operational emissions through our partners Evergreen and Dodo, supporting our ongoing commitment to environmental responsibility and our long-term goal of achieving Net Zero emissions by 2050.

To continue our progress towards achieving Net Zero, we have taken measures which include:

- Relocating to new offices in the City of London which hold a BREEAM Excellent rating, supporting energy efficiency and sustainable building management. While our office footprint has increased to support business growth, we have ensured that our new workspace maintains strong sustainability credentials comparable to, and in some areas exceeding, our previous office environment.
- Working closely with our landlord, GPE, to improve sustainability performance within the building, including gaining improved visibility of waste streams and recycling performance and identifying opportunities to reduce waste and improve recycling practices.
- Improving monitoring and tracking of office waste and recycling, enabling better reporting of waste management activities and supporting more responsible disposal and recycling of office materials.
- Collaborating with our landlord to explore opportunities to reduce water consumption and improve recycling performance, helping ensure that operational sustainability is embedded within our workplace environment as the organisation grows.
- Maintaining a focus on sustainable office operations, ensuring that increases in office space required to support organisational growth are balanced by strong environmental building standards and responsible operational practices.

Carbon Reduction Projects

Carbon Reduction Initiatives

During the reporting year, Tecknuovo has continued to strengthen its commitment to environmental sustainability through a range of initiatives designed to reduce emissions, improve environmental awareness and engage both employees and our associate network in climate action.

We have maintained our EcoVadis assessment and continue to use the assessment outputs to identify opportunities to strengthen our environmental and sustainability practices, alongside our ISO 14001:2015 certification.

During the reporting year, we continued our commitment to responsible waste management and circular economy initiatives. In support of World Environment Day 2025, employees once again participated in a clothing donation initiative through ReDonate, helping to extend the life of reusable clothing items and reduce textile waste.

We also organised activities in support of International E-Waste Day, collecting and responsibly recycling electronic equipment through our recycling partner ITR Secure, ensuring the safe disposal and recovery of electronic materials.

To further embed sustainability awareness across our organisation and wider supply chain, we partnered with Climate Clarity to deliver climate education workshops for employees and our Consultant Network, covering climate science, the environmental impacts of digital technologies and the role of emerging technologies such as AI in addressing climate challenges.

We also strengthened sustainability awareness across our associate network through environmental and sustainability training and communications, supported by our ESG Executive, helping embed sustainability considerations across our wider delivery model.

We have also continued to promote responsible resource use within our offices by reinforcing recycling guidance and environmental awareness initiatives, supporting employees in adopting sustainable working practices. During 2025, Tecknuovo improved visibility of office waste and recycling performance through landlord-provided waste reporting. This data will support future assessment of Scope 3 waste emissions as reporting maturity develops.

Future Carbon Reduction Initiatives

Alongside our current initiatives, Tecknuovo remains committed to strengthening our carbon management and sustainability approach. During the previous reporting period, we set out our intention to agree, submit and publicly commit to Science Based Targets initiative (SBTi) targets. This commitment remains in place; however, the submission of SBTi targets has been delayed in order to allow for the expansion and improvement of our Scope 3 emissions reporting.

As part of the 2025 reporting period, we have broadened our Scope 3 boundary to include associate travel and operational expenses, providing a more accurate representation of emissions generated through our professional services delivery model. The 2025 reporting period also established a baseline for emissions associated with consultant network travel. Consultant travel accounted for 15.8 tCO₂e during the reporting year and will be used as a baseline against which future travel reduction initiatives and engagement with our consultant network will be measured.

This improved reporting will allow us to establish a more robust baseline from which to develop meaningful and achievable SBTi targets.

Looking ahead to the 2026 reporting period, Tecknuovo will focus on a number of initiatives aimed at reducing emissions, improving awareness across our organisation, and supporting sustainability across our wider delivery network.

Our commitments for 2026 include:

- **Strengthening consultant network engagement on travel emissions**, using the 2025 consultant travel baseline of 15.8 tCO₂e to inform lower-carbon travel guidance, project mobilisation planning and client-site attendance expectations.
- **Improving carbon data collection and monitoring**, including more consistent capture of business travel, consultant travel, employee commuting, teleworking and landlord-provided operational data.
- **Reducing commute-related emissions intensity**, supported by the move from a typical four-days-per-week office pattern to a three-days-per-week office pattern, while continuing to support collaboration, delivery quality and client engagement.
- **Maintaining Scope 2 emissions discipline**, by continuing to work with our landlord to confirm renewable electricity evidence and improve transparency over office energy consumption.
- **Developing more mature Scope 3 reporting**, including improved assessment of waste generated in operations, consultant network travel and supply chain-related emissions.
- **Continuing environmental engagement and training**, building on the 2025 climate workshops, sustainability communications and associate network engagement.

As Tecknuovo continues to scale, our focus is not solely on absolute emissions reduction, but on ensuring emissions growth remains proportionate to business growth through improved operational efficiency, reduced emissions

intensity and enhanced Scope 3 management. We will therefore continue to monitor emissions on both an absolute and intensity basis as our workforce and consultant network expand.

These initiatives will support Tecknuovo's continued progress towards reducing emissions across our operations and supply chain, while strengthening engagement across our workforce and delivery partners as we continue working towards our commitment of achieving Net Zero emissions by 2050.

2026 targets

For the 2026 reporting year, Tecknuovo expects to continue scaling, with FTE headcount forecast to increase by approximately 40% and the consultant network forecast to increase by approximately 30%. We expect business travel to increase by approximately 15–20% as client delivery activity grows. However, we also expect office attendance patterns to move from approximately four days per week to approximately three days per week, which should help moderate employee commuting emissions. As we will remain in the same office space and do not currently expect electricity usage to increase materially, our 2026 target is to limit total emissions to no more than 68 tCO₂e on a location-based basis and no more than 57 tCO₂e on a market-based basis. This would represent a controlled increase in absolute emissions while supporting a reduction in emissions intensity per FTE as the business scales.

Our 2026 employee intensity target is therefore ≤ 0.800 tCO₂e per FTE on a location-based basis and ≤ 0.671 tCO₂e per FTE on a market-based basis.

Beyond 2026, Tecknuovo's objective is a sustained year-on-year reduction in emissions intensity per FTE on the path to Net Zero by 2050. While absolute emissions may continue to rise in the near term as the business scales, our medium-term trajectory targets a consistent downward trend in intensity, underpinned by improved Scope 3 management, lower-carbon business travel and commuting, and continued renewable electricity procurement.

Sustainability statement

As a scaling technology consultancy, Tecknuovo recognises that absolute emissions may not reduce in every reporting period. Our focus is therefore on ensuring emissions growth remains proportionate to business growth, improving the completeness and accuracy of our emissions reporting, reducing emissions intensity across our workforce, maintaining strong control of operational emissions, and strengthening the management of Scope 3 emissions associated with our consultant network and supply chain. We consider the 2025 reporting year to represent a significantly more mature and complete emissions baseline from which future reduction initiatives and targets can be measured.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006: Taking account of Carbon Reduction Plans in the procurement of major government contracts, formerly PPN 06/21, and the associated technical standard and reporting guidance 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.

Signed on behalf of Tecknuovo Ltd:



Sara McCracken
Company Secretary
Date: 31st March 2026

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>