

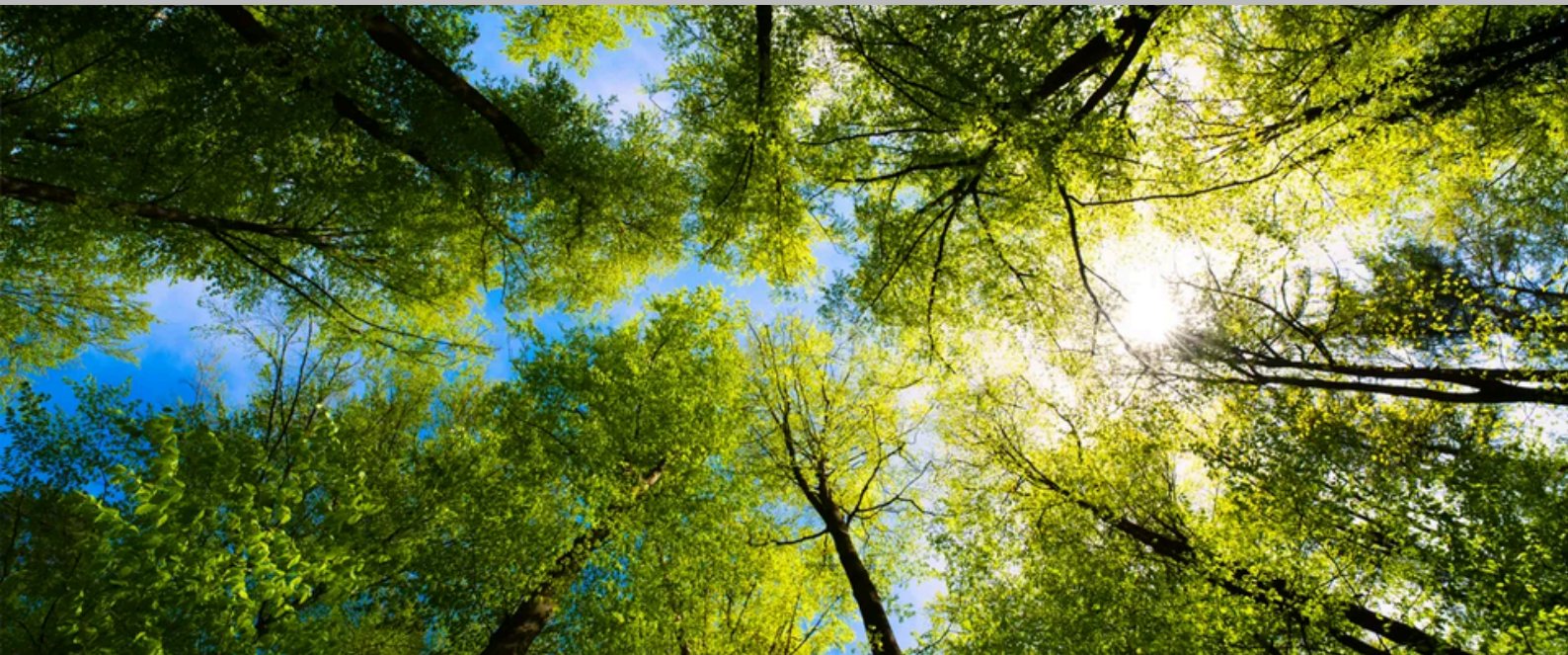


NET ZERO PLAN

OPERATIONAL NET ZERO BY 2040



Introduction



For Enertech, reducing greenhouse gas emissions is an important part of responsible business management. Building on existing office sustainability initiatives, together with intelligent engineer scheduling, vehicle telematics and responsible procurement, this Carbon Reduction Plan establishes a structured and measurable pathway to reduce emissions across the business.

The Plan establishes a greenhouse gas emissions baseline across Scope 1, Scope 2 and the most relevant Scope 3 emission sources using recognised greenhouse gas accounting principles and UK Government emission factors. It provides a clear understanding of where emissions arise, identifies the most material sources of emissions and sets measurable targets towards Operational Net Zero by 2040 and Organisational Net Zero by 2050.

Achieving Net Zero is a journey rather than a single project. Some reductions can be delivered through operational improvements and more efficient ways of working, while others will require longer-term investment, continued decarbonisation across the supply chain and the adoption of lower-carbon technologies. The pathway therefore focuses on the most material emission sources and the areas where Enertech can have the greatest influence, using realistic assumptions to deliver a practical and credible route to Net Zero.

As the business evolves, so too will this pathway. Annual measurement and reporting will enable Enertech to monitor progress, refine priorities and respond to changing legislation, customer expectations and industry best practice.

From Environmental Initiatives to Net Zero

Enertech has a long-standing commitment to reducing its environmental impact through practical operational improvements and investment in lower-carbon technologies. Initiatives implemented across the business include improving the efficiency of its vehicle fleet, reducing office energy consumption, adopting more sustainable procurement practices and promoting responsible resource management. These initiatives have delivered environmental benefits while supporting efficient day-to-day operations and providing a strong foundation for the company's long-term carbon reduction programme.

Digital technology also plays an important role in reducing Enertech's operational carbon footprint. The company's CAFM system and Quartix vehicle tracking platform enable engineers to be allocated according to both location and skillset, ensuring the nearest appropriately qualified engineer attends each job. Combined with intelligent stock management within engineer vans, this supports an industry-leading first-time fix rate of around 80%, reducing unnecessary journeys, fuel consumption and associated carbon emissions.

While these initiatives have already delivered meaningful environmental benefits, they have developed over time as individual operational improvements. This Carbon Reduction Plan brings them together within a single, measurable framework, establishing a greenhouse gas emissions baseline and a structured pathway towards Operational Net Zero by 2040 and Organisational Net Zero by 2050. It provides a clear basis for measuring progress, prioritising future investment and embedding carbon reduction into long-term business planning.



ISO 14001 provides an internationally recognised framework for environmental management and continual improvement, supporting Enertech's sustainability and carbon reduction objectives.



Enertech is part of Integrity Next, which enables us to monitor, manage, and improve ESG compliance and sustainability across our entire supply chain.

Net Zero Boundary

This Carbon Reduction Plan establishes Enertech's organisational greenhouse gas emissions 2025 baseline across Scope 1, Scope 2 and relevant Scope 3 emissions, in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

The baseline has been developed using operational data where available, supported by recognised UK Government greenhouse gas conversion factors and spend-based emission factors where primary activity data was unavailable. As more detailed operational and procurement data becomes available, the baseline will be refined to improve accuracy.

The greenhouse gas inventory includes all material Scope 1, Scope 2 and relevant Scope 3 emission sources. The Operational Net Zero pathway focuses on the emissions Enertech can directly control or reasonably influence through its operations. Smaller Scope 3 emission sources, including homeworking, water consumption and upstream energy emissions, have also been quantified to provide a complete organisational baseline. The operational boundary includes:

Scope 1

- Company vehicles
- Natural gas

Scope 2

- Purchased electricity

Scope 3

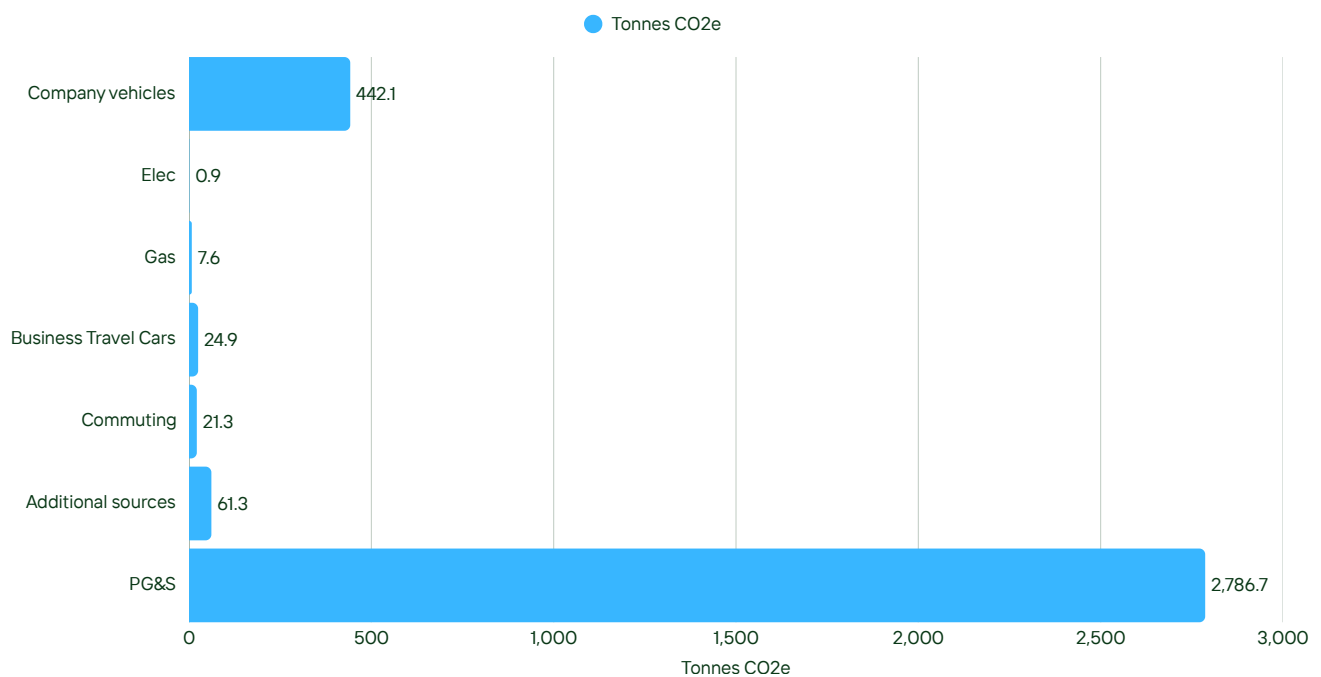
- Fuel and Energy-Related Activities (Well-to-Tank fuel emissions and electricity transmission & distribution losses)
- Business travel (grey fleet)
- Employee commuting
- Homeworking
- Purchased Goods and Services
- Water supply and wastewater treatment



Baseline Emissions

The baseline has been developed to provide a comprehensive picture of the greenhouse gas emissions attributable to Enertech's operations, including all material Scope 1 and Scope 2 emissions together with the most relevant Scope 3 categories. While the baseline captures the organisation's wider carbon footprint, the emissions reduction pathway focuses on the most material emission sources that Enertech can directly manage or reasonably influence, ensuring that reduction efforts remain both practical and achievable.

Baseline 2025 Total Emissions - 3,344.8 Tonnes CO₂e



Operational Net Zero by 2040

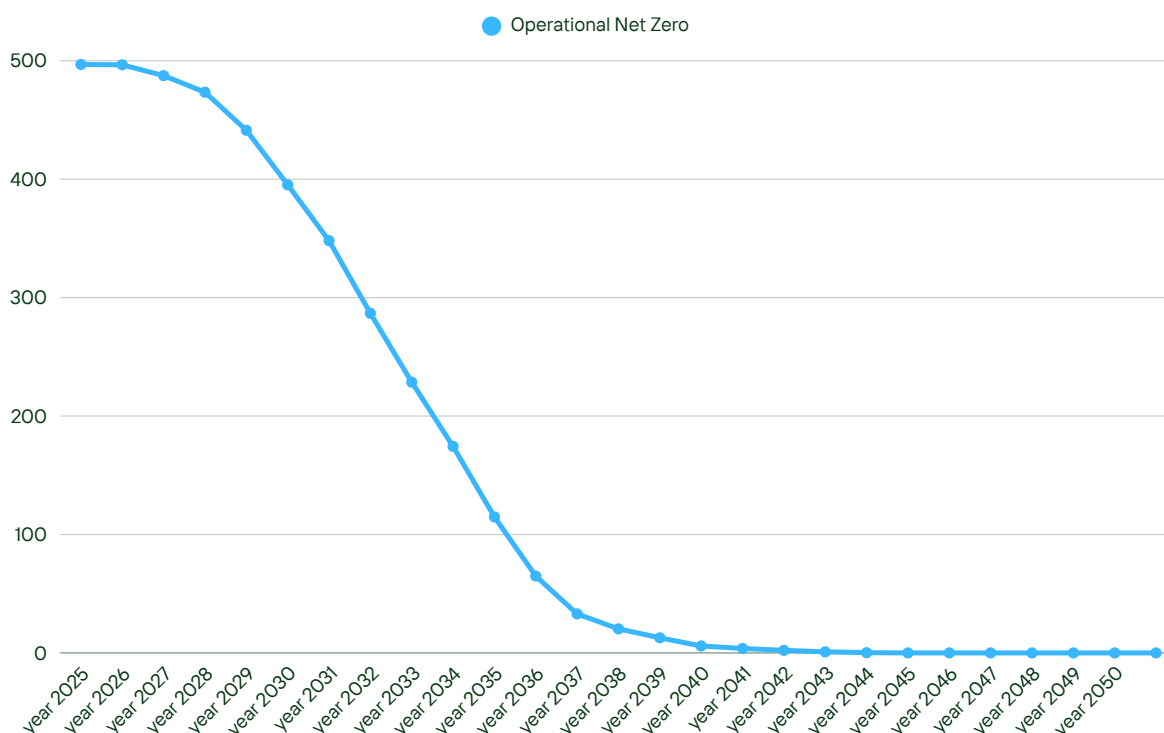
Operational Emissions Reduction Pathway (2040)

Baseline 496.8 tonnes CO₂e

Enertech has applied the principle of materiality by focusing its carbon reduction strategy on the emission sources that make the greatest contribution to its operational carbon footprint and where the business can take direct action.

This pathway therefore prioritises Scope 1 and Scope 2 emissions, together with operational Scope 3 emissions including business travel and employee commuting.

By 2040, Enertech is projected to have reduced its operational greenhouse gas emissions by approximately 99%, from 496.8 tCO₂e to 5.8 tCO₂e. The remaining residual emissions from business travel and employee commuting will be neutralised through high-quality verified carbon removals, enabling Enertech to achieve Operational Net Zero by 2040.



Organisational net Zero by 2050

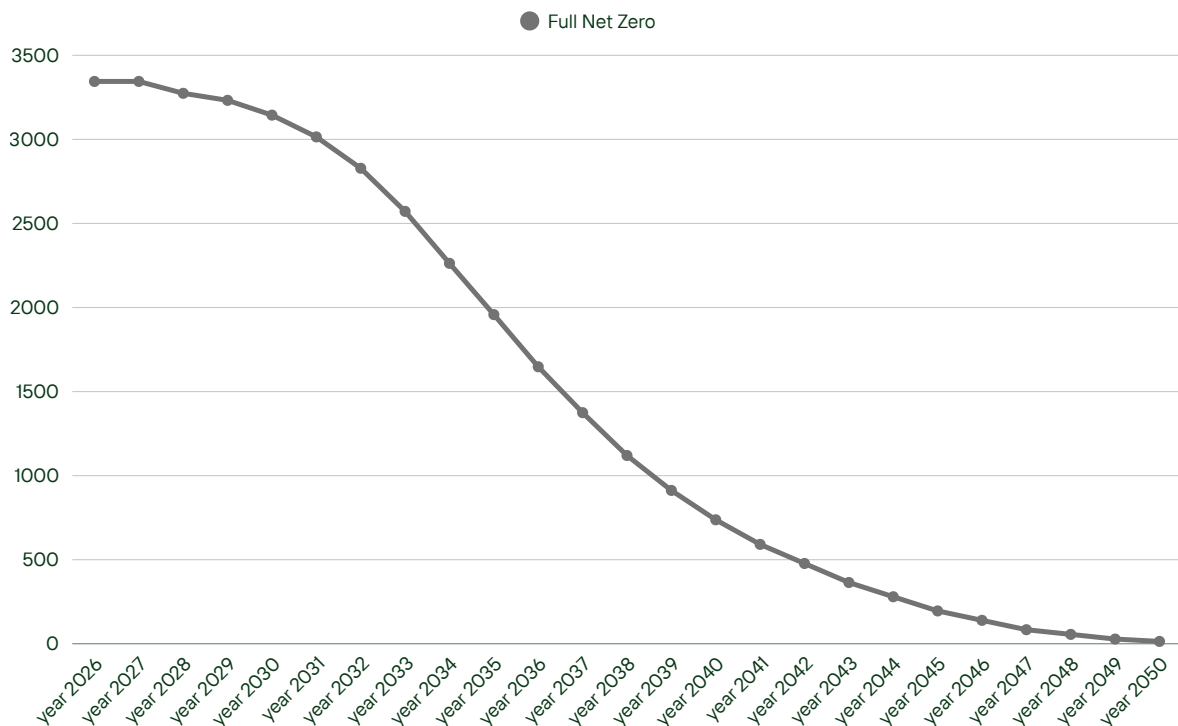
Full Organisational Net Zero Pathway (2050)

Baseline 3,344.8 tonnes CO₂e

While Enertech can directly influence its operational emissions, reducing supply chain emissions is dependent on the continued decarbonisation of manufacturers, suppliers and the wider engineering sector.

This pathway illustrates the expected reduction in Enertech's wider organisational carbon footprint, including supply chain emissions. Progress will be achieved through responsible procurement, supplier engagement, lower-carbon products and services, and continued decarbonisation of the wider UK economy.

Including Purchased Goods and Services provides a complete organisational carbon footprint and demonstrates Enertech's commitment to reducing emissions across both its own operations and its wider value chain. Based on current assumptions, the pathway projects full Organisational Net Zero by 2050.



ACHIEVING OPERATIONAL NET ZERO BY 2040

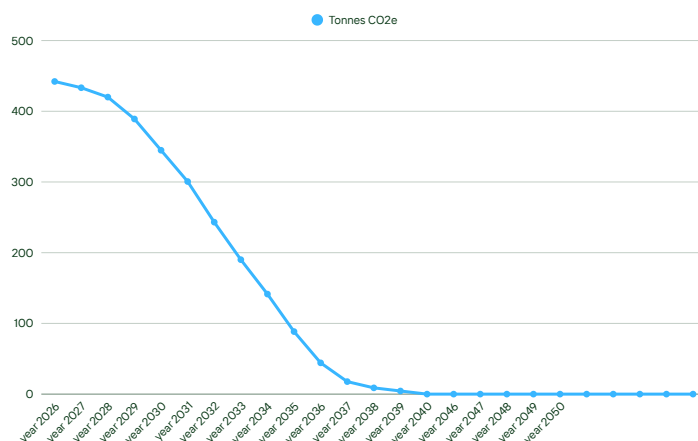


Scope 1

Company Vehicles

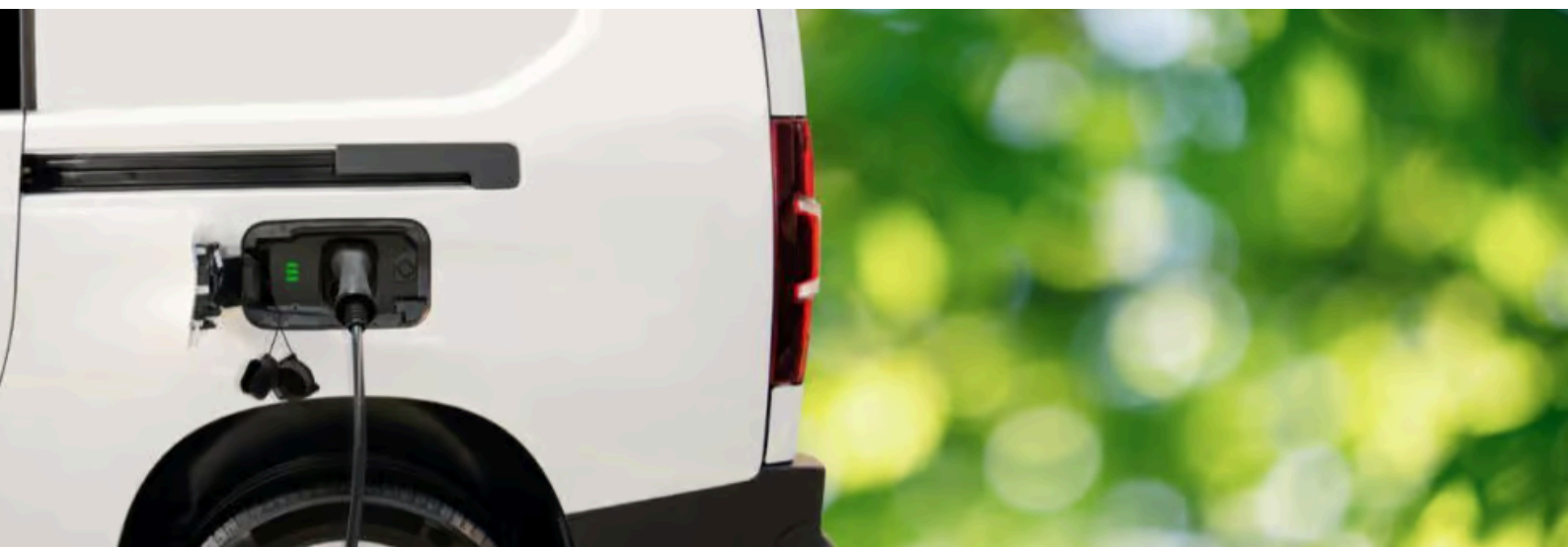
From 442.1 - 0 tonne CO₂e by 2040

Company vehicles represent Enertech's largest direct source of greenhouse gas emissions and, as a result, offer the greatest opportunity for reducing the company's operational carbon footprint. The current fleet comprises a mix of diesel, petrol and hybrid-electric vehicles, demonstrating that the transition towards lower-emission vehicles has already begun. As vehicles are replaced through normal fleet renewal cycles, Enertech will continue to increase the proportion of lower-emission and electric vehicles within its fleet, supporting its pathway towards Operational Net Zero



As a national engineering business, Enertech's vehicles operate throughout the UK, often travelling long distances to customer sites. The transition to a predominantly electric fleet will therefore be supported by continued improvements in battery technology, vehicle range and the expansion of the UK's public charging infrastructure. Enertech is committed to installing electric vehicle charging facilities at its offices by 2030, supporting employees who operate electric vehicles and encouraging wider adoption across the fleet.

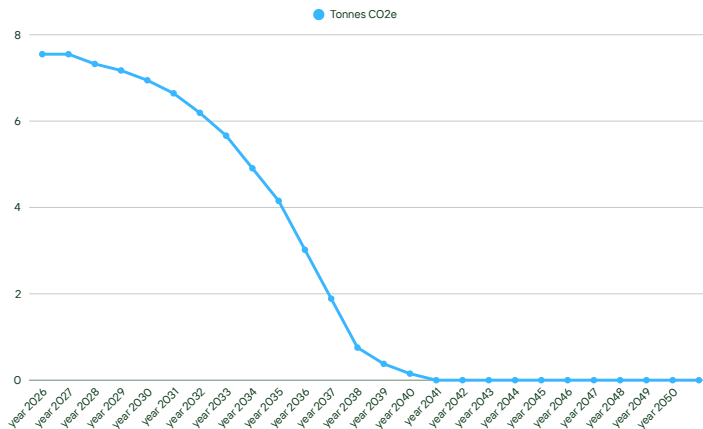
While electric vehicles are expected to become the preferred solution for most company cars and light commercial vehicles, Enertech recognises that some specialist operational vehicles may require alternative low or zero-emission technologies as they become commercially available.



Scope 1 and 2

Gas - Scope 1

From 7.5 - ≈ 0 tonnes CO₂e by 2040

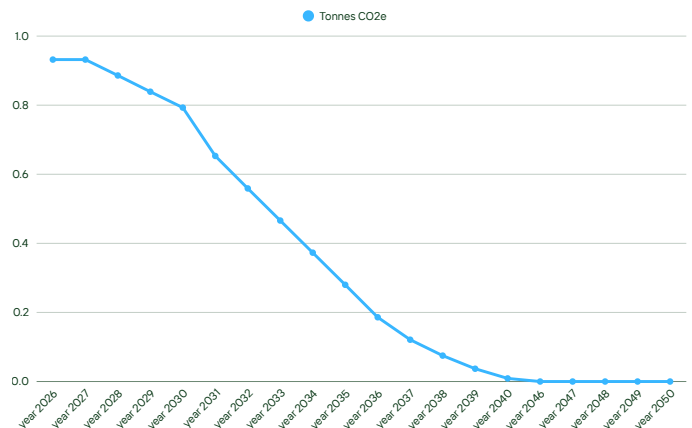


Natural gas currently represents a relatively small proportion of Enertech's operational carbon footprint. Natural gas emissions are expected to reduce through improved building energy efficiency and the gradual replacement of gas-fired heating systems with lower-carbon alternatives, such as heat pumps, at the end of their operational life. This approach aligns carbon reduction with normal asset replacement cycles, minimising both cost and operational disruption. Based on current assumptions, natural gas emissions are projected to reduce to ≈ 0 tCO₂e (effectively Net Zero) by 2040.

Electricity - Scope 2

From 0.93 - ≈ 0 tonne CO₂e by 2040

Electricity currently represents a very small proportion of Enertech's operational carbon footprint. Emissions are expected to reduce steadily through the continued decarbonisation of the UK electricity grid, together with improvements in energy efficiency and the increased use of renewable electricity where practical. Based on current projections, electricity-related emissions are expected to reduce to effectively zero by 2040. Enertech will review opportunities to procure renewable electricity as contracts are renewed.

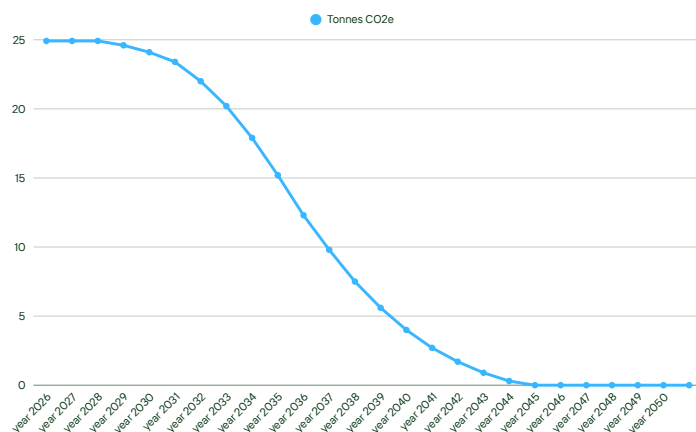


Scope 3 - Where we have most influence

Business Travel (grey fleet)

From 24.9 - 2.7 tonnes CO₂e by 2040

Business travel undertaken using employees' own vehicles (grey fleet) represents an important operational Scope 3 emission source. While Enertech does not directly control the vehicles used, it can influence future emissions through travel policies, mileage reimbursement arrangements and incentives that encourage the adoption of lower-emission vehicles. Over the longer term, the continued transition of the UK car fleet towards electric vehicles is expected to deliver the greatest reduction in emissions.

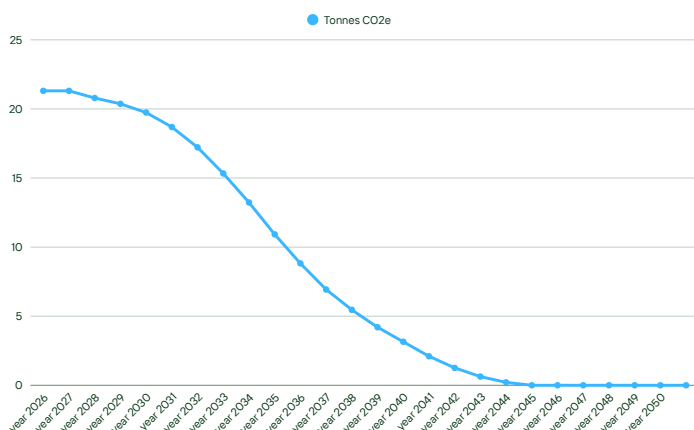


Commuting by Car

From 21.3 - 3.1 tonnes CO₂e by 2040

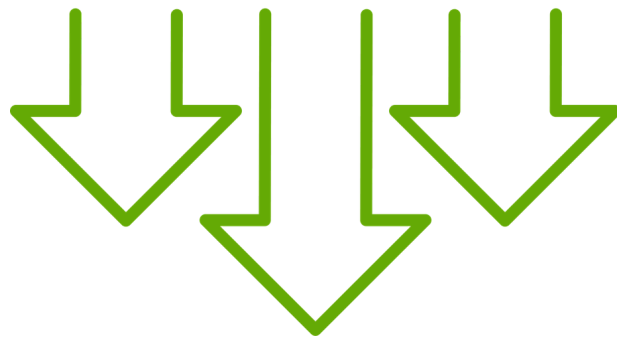
Employee commuting by car represents an operational Scope 3 emission source and reflects the nature of Enertech's business, with the majority of employees travelling to offices or operational locations where public transport options are limited.

While Enertech has limited influence over employees' commuting choices, emissions are expected to reduce as the UK vehicle fleet continues to transition towards electric vehicles. The provision of workplace electric vehicle charging, together with initiatives that encourage the adoption of lower-emission vehicles, will further support this transition.



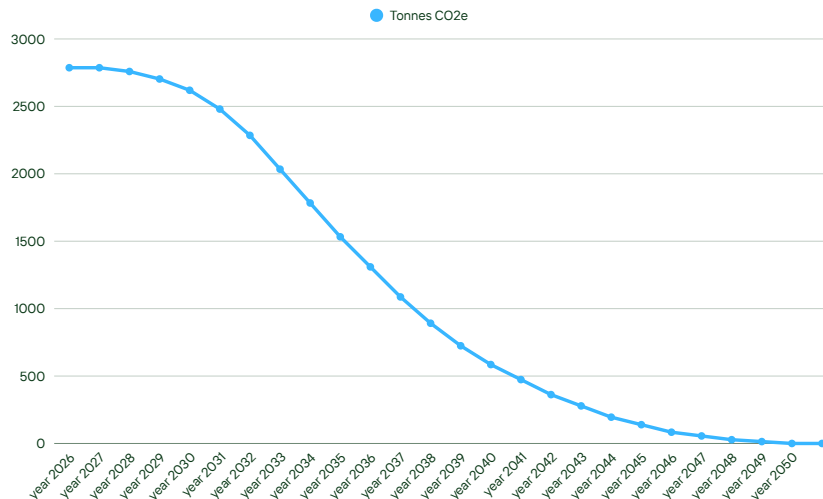
ORGANISATIONAL NET ZERO BY 2050

**ZERO
EMISSION**



Scope 3 - Purchased Goods and Services

From 2,786.7 - 0 tonnes CO₂e by 2050



Purchased Goods and Services represent the largest source of Enertech's organisational carbon footprint and include the goods, materials and services purchased to support its operations. Emissions have been estimated using UK Government spend-based emission factors applied to the most appropriate expenditure categories.

For the purposes of this Carbon Reduction Plan, Purchased Goods and Services have been grouped into three principal categories:

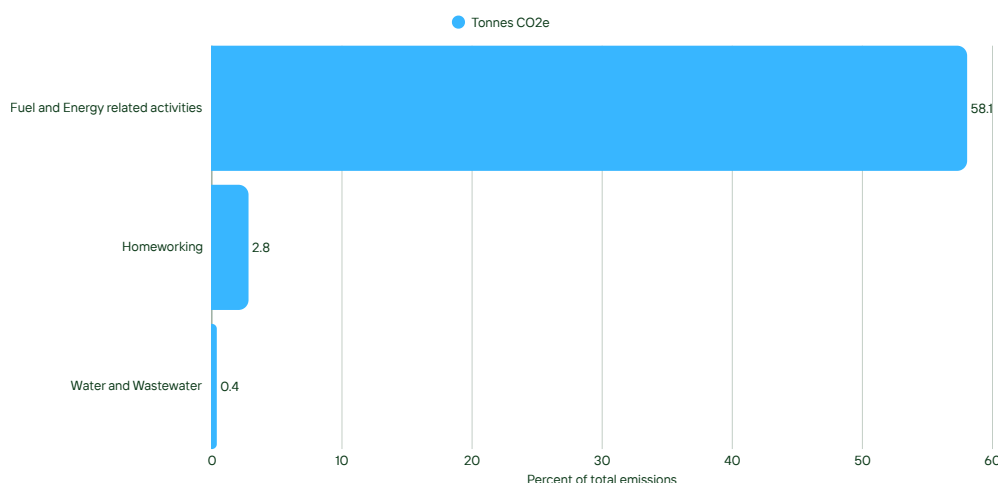
- Subcontractors and specialist services
- Materials and equipment
- Hardware, tools and PPE

Although estimated separately, the three categories have been combined into a single reduction pathway, reflecting the common factors that will drive future reductions, including lower-carbon manufacturing, renewable energy, cleaner transport and logistics, improved supplier performance and the continued decarbonisation of the UK economy.

Enertech will increasingly integrate carbon considerations into procurement decisions alongside cost, quality and operational performance.

Supply chain emissions are expected to reduce progressively towards 2050 as suppliers decarbonise, lower-carbon products become more widely available, and Enertech's procurement strategy increasingly prioritises carbon alongside cost, quality and performance.

Additional Baseline Emission Sources



Other Baseline Emission Sources

To provide a more complete organisational carbon footprint, Enertech has also included a number of additional Scope 3 emission sources within its baseline inventory. While these emissions have been quantified using recognised methodologies, they represent a relatively small proportion of the overall carbon footprint or are largely influenced by external factors. Consequently, no separate reduction pathways have been developed for these categories, allowing the Carbon Reduction Plan to focus on the areas where Enertech can achieve the greatest environmental impact.

Homeworking

Homeworking emissions have been included within the baseline to recognise the energy used by employees working remotely. However, these emissions are largely dependent on employees' domestic energy consumption and the continued decarbonisation of the UK energy network, limiting Enertech's ability to directly influence future reductions.

Water and Wastewater

Water supply and wastewater treatment have also been included within the organisational baseline. These emissions represent a very small proportion of Enertech's overall carbon footprint and are expected to reduce over time as the UK water industry continues to improve operational efficiency and decarbonise its infrastructure.

Fuel- and Energy-Related Activities

Fuel- and Energy-Related Activities, including Well-to-Tank emissions from fuels and electricity transmission and distribution losses, have been included to provide a more complete assessment of Enertech's energy-related emissions. These emissions reduce naturally in line with reductions in fuel and electricity consumption and the continued decarbonisation of the UK's energy system. As they directly follow the primary operational emission sources, separate reduction pathways have not been developed.

Methodology

Methodology

The organisational greenhouse gas inventory has been prepared in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

Where primary activity data was available, UK Government greenhouse gas conversion factors were used to calculate emissions. Where detailed activity data was unavailable, UK Government spend-based emission factors were applied to the most appropriate expenditure categories to provide a reasonable estimate of emissions.

Purchased Goods & Services emissions have been estimated using the UK Government 2023 spend-based greenhouse gas emission multipliers, adjusted to reflect current expenditure values.

The emissions reduction pathways presented within this document are based on current government policy, recognised industry decarbonisation assumptions and Enertech's planned operational improvements. They represent a realistic planning scenario rather than a forecast and will be reviewed annually as improved operational data becomes available.



Operational Net Zero Emissions by 2040

Enertech is committed to delivering Operational Net Zero by 2040 through a clear, measurable and achievable pathway focused on emissions within our direct control and influence.

This policy reflects our responsibility to reduce our environmental impact through practical action, continuous improvement and accountable decision-making across our operations.

We will regularly review and update our approach to ensure it remains aligned with best practice and delivers meaningful progress over time.

Rob Smith
Managing Director
Enertech

