Carbon Reduction Plan Impact Data Solutions

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IDS

positive planet

Our Commitment

Impact Data Solutions is committed to achieving Net Zero emissions by 2050.

We have produced this report to aid our broader sustainability strategy and in anticipation of increasing customer requests, not in response to any regulatory requirements. In this report, you can read about our targets, our emissions, and our carbon reduction strategies.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest guidance from the Science-Based Targets Initiative (SBTi). Targets can be defined as "science-based" when they align with the scale of reductions required to limit global temperature increases to 1.5°C compared to pre-industrial temperatures. To achieve Net Zero under this scenario, we will need to reduce our absolute emissions by 90% from our baseline year.

Our targets

We have set emissions reduction targets that align with those set by our parent company, Hexatronic Group, as part of a group-wide commitment to sustainability. We have chosen to set a different base year to Hexatronic Group[1], our targets are based on a 2024 base year rather than a 2023 base year, but the percentage reduction in base year emissions by 2030 will be the same.

Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030.
- Reduce market-based scope 2* emissions by 42% by 2030.
- Reduce scope 3 emissions by 51.6% by 2030.

*Purchased electricity emissions are measured in two ways: the location-based method and the market-based method. The location-based method reflects the emissions intensity of the grid from which the electricity was purchased, whilst the market-based method considers the emission intensity of the specific supplier and tariff chosen by us. We have chosen to use the market-based methods for our targets and final reporting.

Our long-term targets:

- Reduce our total market-based emissions (scope 1, 2 and 3) by at least 90% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Emissions covered by our targets:

- Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by us; this includes our use of company vehicles and our use of gas at HQ for heating.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of electricity that we purchase for use in offices and cars.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur within our value chain, including emissions associated with all of the goods and services we purchase from other

businesses, the incoming and outgoing transportation of goods, the waste we produce, and the emissions that occur through business travel and employee commuting.

Our Carbon Footprint

Baseline & Current Emissions

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured. We have chosen to set our baseline year as the 1st of January 2024 to the 31st of December 2024*.

Baseline Year: 2024	
All scope 1, scope 2 and upstream scope 3 emissions have been measured using the operational control approach. We are yet to quantify our downstream impacts, which will include emissions associated with the disposal of Vulcan products at end-of-life by the customer. Subsidiaries (MConnect and IDS Iceland) have not been included in our baseline emissions inventory.	
Emissions	Total (tonnes CO_2e)
Scope 1	41.7
Scope 2	Market-based: 0.1 Location-based: 9.7
Scope 3	4,488.9
Total Emissions	**Market-based: 4,530.6** **Location-based: 4,540.2**

Carbon Intensity Metrics

Metric	**Carbon Intensity**
Tonnes of CO_2e per Employee	107.9

Carbon intensity metrics are calculated using total market-based results.

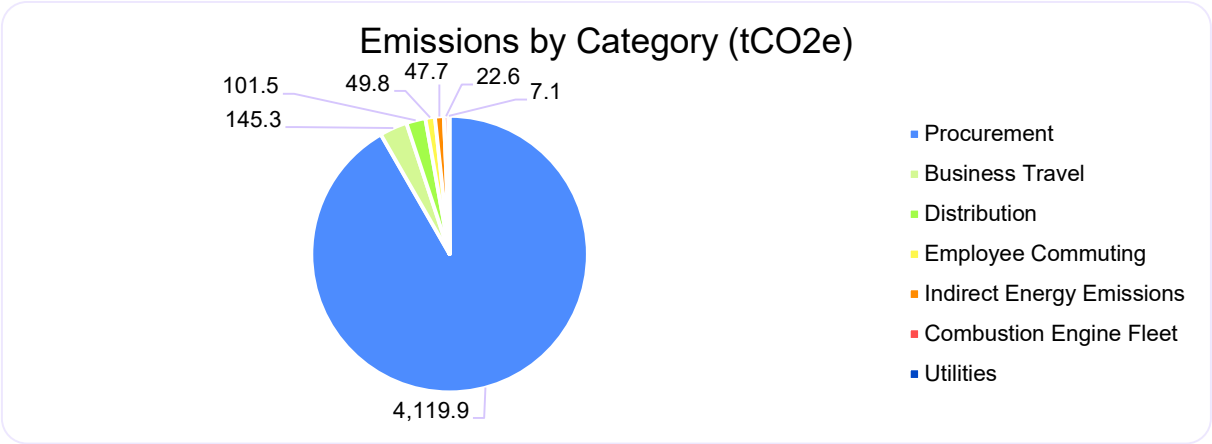
*We have previously measured emissions for 2019 and 2023, but due to changes to data coverage and methodology, we have decided to use 2024 as our base year.

Current Year: 2025	
All scope 1, scope 2 and upstream scope 3 emissions have been measured using the operational control approach. We are yet to quantify our downstream impacts, which will include emissions associated with the disposal of Vulcan products at end-of-life by the customer. Subsidiaries (BV, MConnect, and IDS Iceland) have not been included in our current reporting year emissions. This reporting includes only IDS UK.	
Emissions	Total (tonnes CO_2e)
Scope 1	48.7
Scope 2	Market-based: 6.0 Location-based: 12.9
Scope 3	4,467.8
Total Emissions	**Market-based: 4,522.5** **Location-based: 4,529.4**

Metric	**Carbon Intensity**
Tonnes of CO_2e per Employee	102.8

Emissions in the current reporting period have slightly decreased (-0.2%) compared to the baseline period when comparing against the same UK boundary, with a 4.7% decrease in carbon intensity per FTE.
IDS is proud of its improvement in carbon efficiency from the baseline period.

Carbon Emissions Breakdown by GHG Category (tCO_2e)



The majority of our emissions (4,013.5 tCO_2e) come from procurement (**Goods & Services & Capital Expenditure)**, covering the cradle-to-gate impact of the materials and services we purchase to create our products and run our business, along with asset investments. Procurement emissions were calculated using industry averages and Product Carbon Footprint and Environmental Product Declaration data. **Business Travel** (145.3 tCO_2e) is our second-largest category, largely driven by flight activity. **Upstream Transportation & Distribution** (101.5 tCO_2e) is another dominant activity area, due to activities from goods deliveries. **Commuting & Homeworking** (49.8 tCO_2e) accounts for employee travel and remote work energy use, with per-FTE emissions in a typical range. **Mobile Combustion** (47.7 tCO_2e) covers fuel use in company-owned or reimbursed vehicles. **Fuel- & Energy-Related Activities** (51.3 tCO_2e) captures upstream emissions from energy generation. Smaller contributions come from **Stationary Combustion** (1.0 tCO_2e) for office water heating, **Waste** (0.6 tCO_2e) from disposal and recycling, and **Electricity (Market-Based)** (6.0 tCO_2e), which includes near- zero emissions at the office due to 100% renewable tariffs, with additional emissions from off-site car charging.

IDS Group Emissions – For Information Only

Impact Data Solutions further measured the impact of its subsidiaries in the current reporting period. For the purposes of annual progress reporting, Impact Data Solutions currently opts to limit its reporting boundary as above. Details of the full IDS Group emissions in the 2025 reporting period are noted here:

Current Year: 2025	
All scope 1, scope 2 and upstream scope 3 emissions have been measured using the operational control approach. The boundary for this measurement includes all subsidiaries within the IDS Group, and has been included for information purposes only (not used for annual comparison of progress).	
Emissions	Total (tonnes CO_2e)
Scope 1	56.9
Scope 2	Market-based: 6.0 Location-based: 13.7
Scope 3	14,143.1
Total Emissions	**Market-based: 14,206.1** **Location-based: 14,213.8**

Carbon Reduction

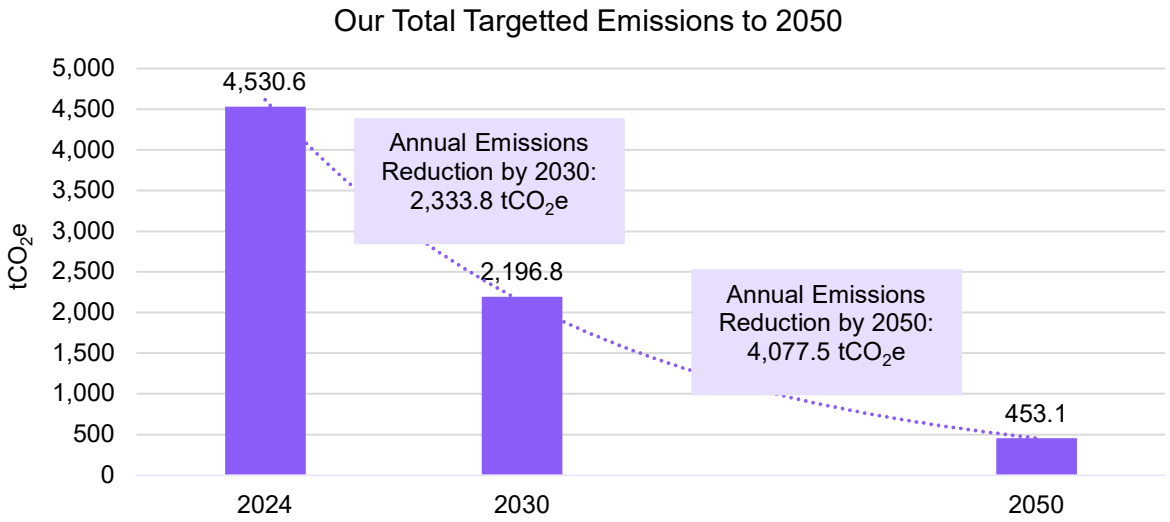
Our Net Zero targets

Impact Data Solutions is committed to achieving Net Zero by 2050. To achieve Net Zero, we are aiming to reduce our scope 1, market-based scope 2 and scope 3 emissions by at least 90% by 2050.

We have also set the following near-term targets, against which we will track our progress to 2030:

1. Reduce scope 1 emissions by 42% by 2030.
2. Reduce market-based scope 2 emissions by 42% by 2030.
3. Reduce scope 3 emissions by 51.6% by 2030.

By 2030, we are aiming for total emissions of 2,196.8 tCO_2e or less. The graph below shows our 2030 and 2050 target, based on combined scope 1, market-based scope 2 and scope 3 emissions.



Progress

IDS has successfully reduced absolute emissions compared to the baseline reporting period, although our reduction progress is at a lower pace than we aimed for. In order to increase the intensity of the emissions reductions and achieve our 2030 target, we are committed to accelerating our actions.

Completed Carbon Reduction Initiatives

The following emissions management measures and projects have been completed or implemented.

Activity	Completion Date	Scope
Measure the carbon impacts of business activities year-on-year and use results to create annual carbon reduction plans. We have now measured 4 years of carbon emissions: 2019, 2023, 2024, and 2025.	2023	1, 2 & 3
Partner with Ecologi to offset emissions for our teams and every containment pod sold in FY23. In total, we have planted 8,852 trees, which has supported the offset of 680 tCO_2e.	2023	Outside of scope
Offer a hybrid working model for employees to limit unnecessary travel to the workplace.	2023	3
ISO 14001: We are QMS-certified with ISO14001, our environmental management system, and are transitioning to become UKAS accredited by the end of 2025.	2024	1, 2 & 3
Zero Carbon Energy: We are currently on a zero-carbon contract for electricity at our HQ site in Fleet, Hampshire.	2024	2
Set up a Cycle-to-Work Scheme to support staff with low emissions commuting.	2024	3
We have worked to improve the availability of high-quality business travel data and are currently implementing our Sustainable Travel Policy.	2025	3
Carbon awareness training has been delivered to colleagues at IDS, to provide engagement and information around the risks of climate change, and how IDS can adapt to these. Further training was provided to the Sales team, to support with understanding around the low-carbon attributes of our products. It is expected that these trainings shall encourage further carbon reduction, while offering clients greater confidence in the sustainability benefits of working with IDS.	2025	3
An energy efficiency audit was completed at our HQ in 2026. The audit found that there are very few opportunities to further improve the efficiency of our site, which is EPC rated A.	2026	1,2

High-quality data was achieved for some products purchased, using EPDs, while some distribution partners provided service-specific carbon data for the 2025 reporting period. This is the initial phase of the wider supply-chain engagement piece that IDS is undertaking.	2026	3
Electric Vehicle charging facilities at IDS have been upgraded to allow for understanding of charging consumption habits across specific users, and identify opportunities to adapt electricity consumption where demand is lower.	2026	2

Reducing our emissions

In order to reduce our emissions, we have identified some key focus areas for carbon reduction efforts through to 2030:

- Energy efficiency and renewable energy
- Fleet electrification
- Supply chain decarbonisation
- Sustainable goods transportation
- Sustainable business travel & commuting
- Product emissions reduction & implementation of circular economy
- Embedding sustainability into our company culture
- Measurements and reporting

Below are the activities within each of these areas that we will progress in 2026 in order to reduce our emissions.

Activity No.	Activity	Category	Maximum Potential Impact (tCO_2e)
1	We will continue to discuss the possibility of installing solar panels at HQ with our landlord. Solar panels would allow us to reduce our reliance on the UK energy grid and therefore reduce both our location-based and market-based emissions. This is an action that was initiated in 2025, and is expected to be achieved in October 2026.	Electricity	5.1tCO_2e
2	We will **develop a fleet electrification plan** using tools such as the UK Government's Zero Emissions Fleet: Local Authority Toolkit (whilst this toolkit is aimed at Local Authorities, it provides information and resources that would be	Mobile Combustion, Electricity	42.2tCO_2e

	valuable to many types of organisations). This plan should include electrification targets, plans for charging capacity and budget considerations. In this plan, we will also consider how vehicles will be charged with zero-carbon electricity both onsite and on the road/at employees' homes. So far, we have created an asset register that describes the anticipated lease renewal dates. This will allow us to set priorities in terms of which vehicles may be transitioned to lower-carbon alternatives as a priority.		
3	We are going to run a supply chain engagement programme with the support of Positive Planet to assess the position of some of our largest current suppliers. This will allow us to identify any risks in our supply chain and begin work to mitigate these risks through further engagement with suppliers.	Purchased Goods and Services	TBC
4	We will look to **set up an EV Salary Sacrifice Scheme** to support staff with low-emissions commuting. Staff members switching to EVs will impact our business travel emissions as well as our commuting emissions. Currently, 39% of our employee business travel mileage (IDS Group-wide) is being completed in electric vehicles.	Business Travel, Commuting	40tCO_2e
5	When we send out our next Commuting & WFH Survey (Jan 2027), we will **include a section on low-emission commuting and WFH initiatives**. We will then implement further initiatives (following the EV salary sacrifice scheme and Cycle-to-work scheme) such as home renewable energy salary sacrifice schemes or subsidised public transport.	Commuting	Supports actions 4 & 6
6	To support colleagues to continue having a positive carbon reduction impact on IDS emissions and in their personal lives, we will share information surrounding renewable energy tariffs, how to check what tariff you are on and consider an incentive for switching. We are also going to be considering training opportunities for staff, which will also likely have a positive effect on employees' home energy use.	Homeworking	8.9tCO_2e
7	IDS will assess the feasibility of installing additional EV chargers at its offices to better enable zero-emission charging of vehicles.	Purchased Electricity	6.0tCO_2e

8	Processes shall be updated to ensure consideration is made regarding the carbon impact of using suppliers for third-party distribution and courier services. This will include understanding which suppliers are able to provide specific carbon data for the service, along with the respective carbon intensity of the service. Within this action IDS shall seek to achieve a modal shift from air freight to road where possible.	Upstream Transportation & Distribution	41tCO_2e
9	IDS shall develop a governance policy to ensure that proposed changes likely to significantly impact its Scope 1, 2, or 3 emissions include an assessment of the carbon impact. The impact shall be compared against existing and lower-carbon alternatives, with a justification for the option selected. Such activities may include, but are not limited to, acquiring vehicles, property renovations, and supplier selection.	All Categories	TBC

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 [3].

This Carbon Reduction Plan has been reviewed and signed off by the Impact Data Solutions Executive Team.

Signed on behalf of Impact Data Solutions:



Name: Ben Parker

Position: CEO

Date: 02 November 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