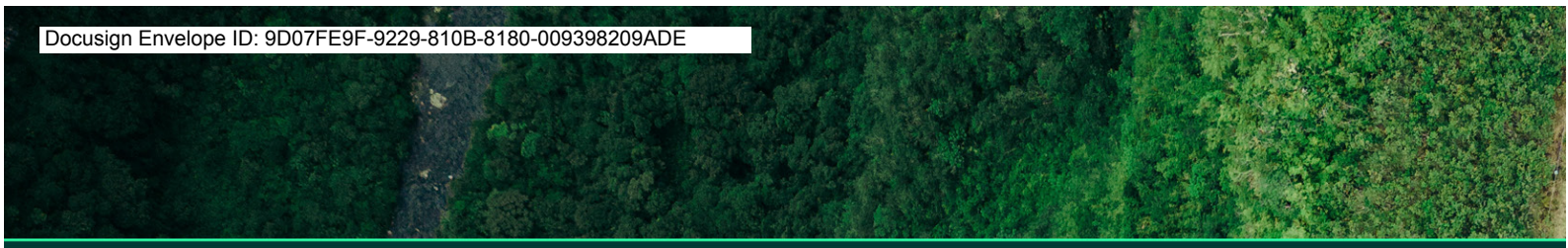
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Carbon Reduction Plan For D-Flo

Publish date: October 2026

Created by: Jessica Baker



d-flo

positive planet

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Our Commitment

D-Flo is committed to achieving Net Zero emissions by 2035.

What does Net Zero mean in practice?

To achieve Net Zero, we will be aiming to reduce emissions in line with the latest science-based targets (SBTs). SBTs are greenhouse gas reduction goals set by organisations, they are 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.

SBTi recommends that organisations commit to near-term targets (that cover a minimum of 5 years/maximum of 10 years from the baseline year), as well as long-term targets.

Our near-term targets:

- Reduce scope 1 emissions by 42% by 2030 (achieved: zero emissions by 2025)
- Reduce location-based* scope 2 emissions by 42% by 2030 (achieved: zero emissions by 2025)
- Maintain zero market-based scope 2 emissions to 2030.
- Reduce scope 3 emissions by 42% by 2030.

Our long-term targets:

- Reduce our total location-based emissions by 90% by 2035.
- 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 a company, such as emissions from the combustion of fuels in on-site boilers, furnaces, or vehicles.
- Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.
- Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from the electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff.

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Positive Planet Eco Technology Ltd.
Bonded Warehouse, Lower Byrom Street, Manchester, England, M3 4AP
0161 7688 555 | HYPERLINK "mailto:enquiries@positiveplanet.uk"enquiries@positiveplanet.uk

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Our Carbon Footprint

Baseline Emissions Footprint

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 1st January 2022 – 31st December 2022.

Baseline Year: 2022
We have measured all scope 1, scope 2 and scope 3 emissions using the operational control approach. The baseline measurement will be updated in line with updates to emissions accounting methodologies, relevant emission factors or other influencing factors to ensure future measurements are comparable. The base year measurement will be restated if a revision to emission factors used occurs, major methodological updates are published, improved data becomes available or organisational change causes a significant change in base emissions (+/- 5%).

Emissions	Total (tonnes CO_2e)
Scope 1	1.2
Scope 2	Market-based: 0 Location-based: 1.2
Scope 3	157.6
Total Emissions	**Market-based: 158.8** **Location-based: 160.0**

Carbon Intensity Metrics

Baseline Year: 2022	**Carbon Intensity**
Tonnes of CO_2e per FTE	10.6
Tonnes of CO_2e per £million of Revenue	128

Carbon intensity metrics have been calculated using total market-based emissions.

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Previous Emissions Reporting

Previous Year: 2024	
We have measured all scope 1, scope 2 and relevant scope 3 emissions using the operational control approach.	
Emissions	Total (tonnes CO_2e)
Scope 1	0.0
Scope 2	Market-based: 0.0 Location-based: 0.0
Scope 3	116.5
Total Emissions	**Market-based: 116.5** **Location-based: 116.5**

Carbon Intensity Metrics

Previous year: 2024	**Carbon Intensity**
Tonnes of CO_2e per FTE	7.8
Tonnes of CO_2e per £million of Revenue	60.7

Carbon intensity metrics have been calculated using total market-based emissions.

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Current Emissions Reporting

Current Year: 2025	
We have measured all scope 1, scope 2 and relevant scope 3 emissions using the operational control approach.	
Emissions	Total (tonnes CO_2e)
Scope 1	0.0
Scope 2	Market-based: 0.0 Location-based: 0.0
Scope 3	115.7
Total Emissions	**Market-based: 115.7** **Location-based: 115.7**

Carbon Intensity Metrics

Current year: 2025	**Carbon Intensity**
Tonnes of CO_2e per FTE	7.7
Tonnes of CO_2e per £million of Revenue	56.5

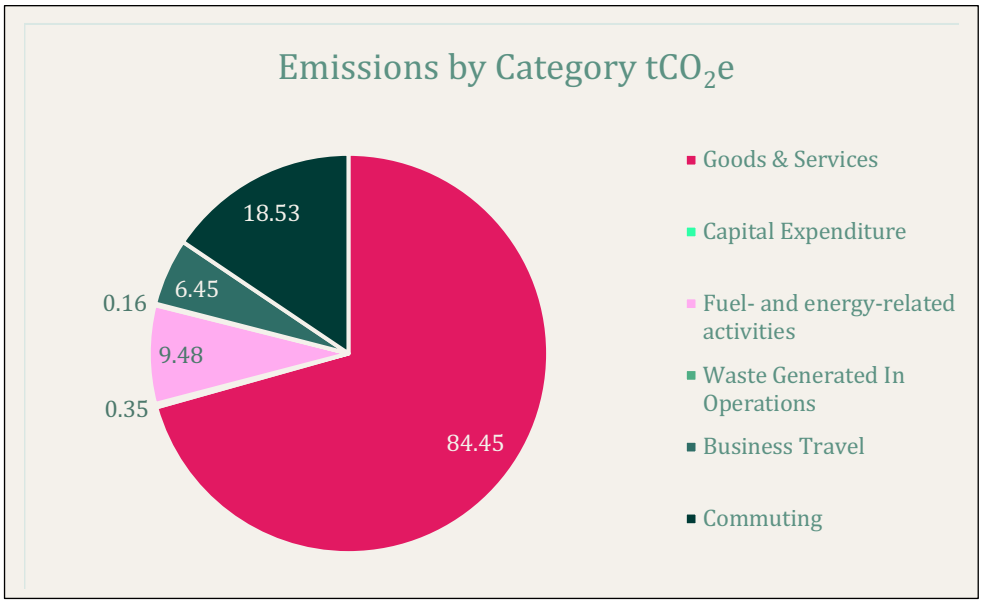
Carbon intensity metrics have been calculated using total market-based emissions.

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Carbon Emissions Breakdown



Currently, of the measured categories, Goods and Services accounts for the largest share of emissions, with a total of 84.45 tCO_2e. This category includes emissions from a variety of physical goods and services required to run our businesses, such as office space management, insurance and employee training. The second largest category is Employee Commuting, which includes homeworking emissions as well as emissions associated with employees' travel from their homes to the office, and contributes 18.53 tCO_2e. The third largest emissions source is Business Travel, which includes emissions from vehicles, trains, taxis and planes, and contributes 6.45 tCO_2e.

**Fuel- and Energy-Related Activities emissions are those that occur upstream of energy use. In the other energy use categories e.g. office utilities, business travel etc, we are accounting for the generation of electricity used or the combustion of fuels used. But these calculations do not consider the other emissions that occur e.g. the generation emissions of electricity lost in the transmission and distribution system or the well-to-tank (extraction, processing and transportation) emissions of fuels. To ensure we are measuring our full impacts, we have included these emissions for all scope 1, scope 2 (mandatory) and upstream scope 3 (optional) energy use activities.*

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Comparison with Baseline Year

GHG Category	Emissions 2022 (tCO_2e)	Emissions 2025 (tCO_2e)	Change (tCO_2e)	Change (%)
Scope 1				
Stationary combustion	1.20	0.00	-1.20	-100%
Mobile Combustion	0.0	0.00	0.00	0%
Scope 2				
Electricity (Location-based)	1.20	0.00	-1.20	-100%
Electricity (Market-based)	0.00	0.00	0.00	0%
Scope 3 (Upstream)				
Goods & Services	110.97	84.45	-26.52	-24%
Capital Expenditure	0.74	0.00	-0.74	-100%
Fuel- and energy-related activities	7.36	6.15	-1.21	-16%
Upstream Transportation and Distribution	0.00	0.00	0.00	0%
Waste Generated in Operations	0.23	0.16	-0.07	-30%
Business Travel	17.36	6.45	-10.91	-63%
Commuting	21.0	18.53	-2.47	-12%
Total	158.86	115.74	-43.12	-27%

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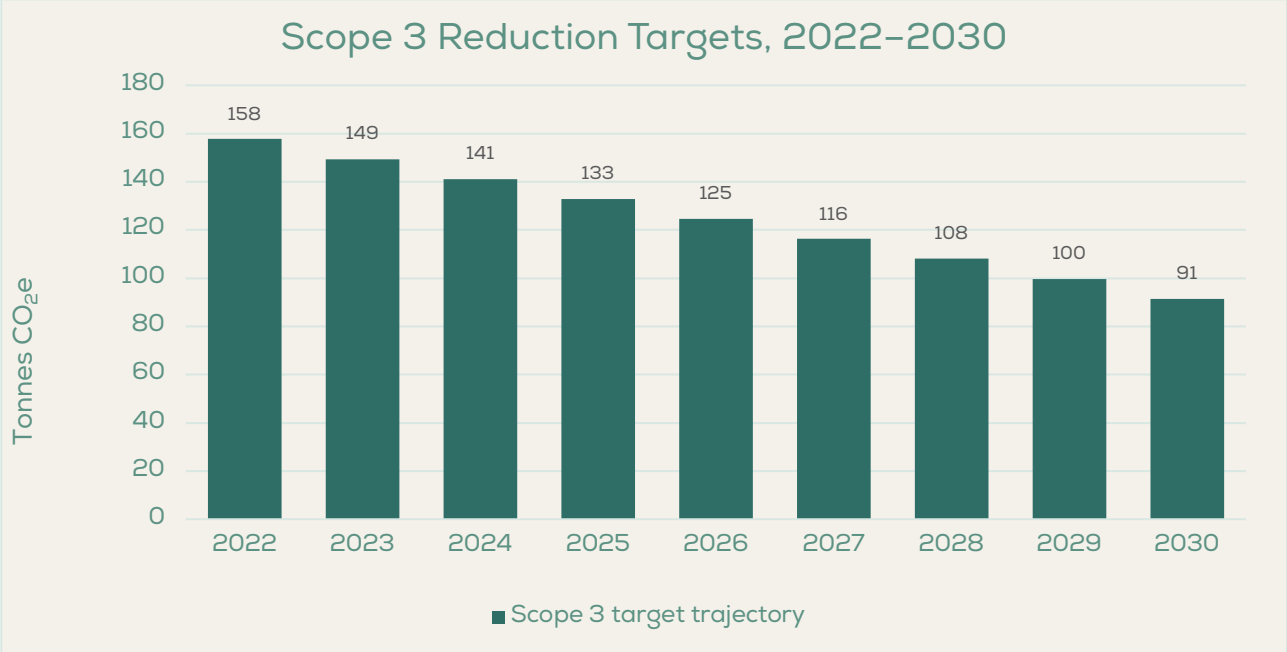
Carbon Reduction

Our targets

We are committed to achieving Net Zero by 2035. We have also set some near-term targets, against which we will track our progress to 2030.

1. Reduce scope 1 emissions by 42% by 2030. (Achieved zero emissions in scope 1 by 2025)
2. Reduce our location-based scope 2 emissions by 42% by 2030. (Achieved zero emissions in scope 2)
3. Maintain zero market-based scope 2 emissions to 2030. (Achieved zero emissions in scope 2)
4. Reduce scope 3 emissions by 42% by 2030.

The graph below shows our scope 3 target trajectory to 2030 from our 2022 baseline. To achieve a 42% reduction on a linear basis, we will be aiming to reduce scope 3 emissions by 8.28 tCO_2e each year (5.25%), from 157.66 tCO_2e in 2022 to 91.44 tCO_2e in 2030. We have already achieved our scope 1 and scope 2 targets for 2030.



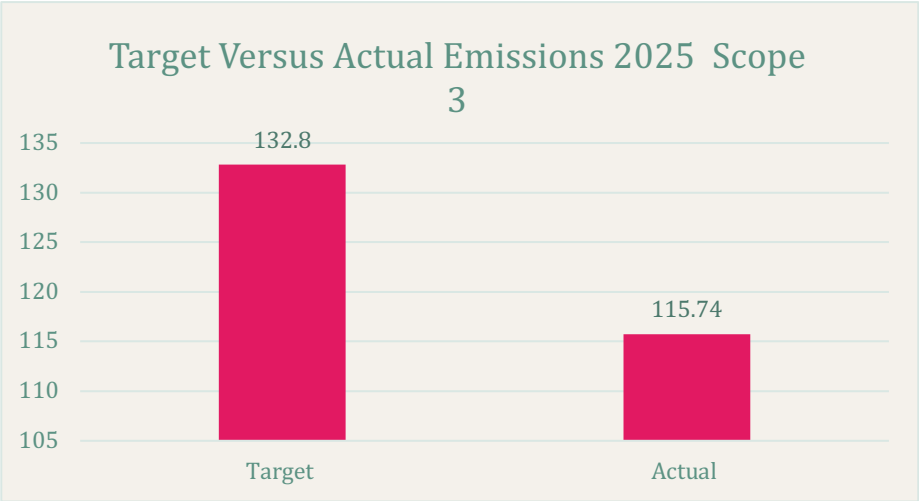
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Progress

Target vs Actual Emissions

The table below compares our 2025 emissions against the reduction we would expect to have made by this point, assuming steady annual reductions from our 2022 baseline to our 2030 near-term targets (a 42% reduction for scope 1, location-based scope 2 and scope 3, and zero market-based scope 2 emissions).



Scope	Baseline 2022 (tCO_2e)	2025 Target (tCO_2e)	2025 Actual (tCO_2e)	2030 Target (tCO_2e)	Status
Scope 1	1.20	1.01	0.00	0.70	Achieved
Scope 2 (Location-based)	1.20	1.01	0.00	0.70	Achieved
Scope 2 (Market-based)	0.00	0.00	0.00	0.00	Maintained
Scope 3	157.66	132.83	115.74	91.44	Ahead of target

2025 targets assume a linear reduction from the 2022 baseline, i.e. three of the eight years to 2030. We have reduced our scope 3 emissions by 27% (41.92 tCO2e) against the baseline, exceeding the 16% reduction expected by this point and putting us 17.09 tCO2e ahead of our 2025 target. To reach our 2030 scope 3 target, we need to reduce emissions by a further 24.30 tCO_2e (21% of current scope 3 emissions).

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Completed Carbon Reduction Initiatives

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

Activity	Completion Date	Scope
Commit to measuring the carbon impacts of business activities year on year and produce a carbon reduction action plan using the results.	2023	1, 2 & 3
Move to an office space where electricity is purchased through a 100% renewable energy tariff.	2024	2
A member of the D-Flo leadership team completed Carbon Literacy Training.	2025	1, 2 & 3
Established a Green Team to lead sustainability initiatives across the office. Launched a friendly competition among employees to reduce their carbon footprint, encouraging eco-friendly habits and greater environmental awareness.	2025	1, 2 & 3
Implemented a Sustainable Travel and Procurement Policy aligned with the company's broader sustainability goals and net zero targets.	2025	1, 2 & 3
Flying Business class air travel has been reduced and D-Flo have prioritised taking lower flight classes, in alignment with the updated travel policy aimed at lowering emissions and promoting more sustainable travel alternatives.	2025	1, 2 & 3

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Future Carbon Reduction Plans

We are committing to action the following emissions management measures and projects in line with our Net Zero targets.

Activity No.	Activity	Target Date	Category
1	Improve data quality for Business Travel. For the 2026 reporting period, provide train start and end locations so that mileage can be calculated instead of using spend.	2026	Business Travel
2	Perform further analysis of suppliers with high associated emissions as part of the following measurement with the aim of increasing the coverage of supplier-specific data. This will increase the accuracy of the measurement and allow for us to account for the reductions made by our suppliers. During this exercise, supplier carbon reduction targets can also be collected for use in reduction forecasting and decision-making. Next year, send out a supplier survey to the top 10 suppliers to obtain their emissions data. Either work with Positive Planet and use their supplier survey or ask our top suppliers the questions.	2026	Purchased Goods and Services
3	When considering new suppliers (of both goods and services), ensure the sustainability credentials of the supplier are considered alongside price. D-Flo should aim to work with organisations that have also set a Net Zero target of 2050 (or sooner). Suppliers who are not reducing emissions or aiming to reduce emissions will prevent D-Flo from reaching our own targets.	2026	Purchased Goods and Services
4	We will ensure that 100% of our cloud servers run on renewable electricity by 2027, by choosing hosting providers and data centre regions powered by, or matched to, verified	2027-2028	Goods and Services

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	renewable energy, and we will review our providers' renewable energy evidence each year. Make our technology as efficient as possible. We will right-size our cloud infrastructure, switch off test environments when not in use, and adopt more energy-efficient processors and lower-carbon data centre regions where appropriate.		
5	Review company policies (e.g. Procurement, Travel) with carbon reduction goals to ensure compliance across the organisation. If using AI frequently ensure a sustainable AI policy is put in place.	2026	All scopes and categories
6	For 2026 send out the commuting survey and ask an additional question around sustainable travel. Explore schemes and incentives relating to sustainable travel and commuting that will encourage staff to switch to low-emissions modes of transport such as salary sacrifice schemes, public transport subsidies, free onsite vehicle charging or rewards for emissions reductions.	2026-2027	Business Travel, Commuting
7	The green team commit to raise awareness of sustainability in the workplace. The team could work with employees to reduce environmental impact and support green initiatives. This could include promoting sustainable travel options such as cycling, public transport, carpooling, and reducing business travel through virtual meetings.	2026-2027	Business Travel Commuting and Home working
8	Continue to embed sustainability into company culture by: - Outlining responsibilities with regard to sustainability in all job descriptions; - Incorporating sustainability into induction processes to ensure all team members are aligned with the organisation's net zero ambitions; - Encouraging energy-saving behaviours amongst staff.	2026-2027	All scopes

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9	Measure the carbon footprint of our software. We will calculate the emissions linked to each traveller our Travel Comms platform serves, using the Green Software Foundation's Software Carbon Intensity standard. This lets us track our efficiency as we grow and share meaningful figures with clients.	2026-2027	Goods and Services
10	Helping our clients reduce their impact Activity Digital-first travel documents. We will help clients replace printed travel packs with digital documents and measure the emissions saved.	2026-2027	-

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Declaration and Sign-off

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 use the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

This Carbon Reduction Plan has been reviewed and approved by the D-Flo Executive Team.

Signed on behalf of D-Flo:

Signed by:
Colin Brimson
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Name: Colin Brimson

Position: Co-Founder & CEO

Date: 28 October 2026

1. https://ghgprotocol.org/corporate-standard
2. https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

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