CARBON REDUCTION PLAN

PPN 006

2025/26 reporting year

Contents

Commitment towards a Net Zero future

Nash Squared commits to achieving Net Zero GHG emissions across Scopes 1, 2, and 3 by 2050. This means we will reduce our absolute emissions by at least 90% from a 2024/25 baseline, and neutralise any residual emissions with high quality, long-term carbon removals in accordance with SBTi Net Zero Standard requirements.

Baseline Emissions Footprint

The Nash Squared Group completed its first SECR return in 2021 for financial year 2020/21; due to COVID impacts on business practices this was not seen as the best year for baseline data for a long term strategy to net zero and therefore 2019/20 had been used as it best represented business as usual.

Given the divestment of NashTech within the financial period 2024/25, baseline 2019/20 no longer provides a like-for-like point of reference. The structure of our historic datasets precludes the exclusion of NashTech from total recorded emissions. This means that we will now consider our 2024/25 footprint as our base year moving forward, which we are confident provides a more accurate starting point to measure future progress against.

Baseline Year: Nash Squared Group Financial Year 2024/25 (1st February 2024- 31st January 2025)	
Additional Details relating to the Baseline Emissions calculations.	
During the financial period indicated above Nash Squared Group divested its holdings in NashTech. The divestment of NashTech allows Nash Squared to concentrate on its plans for growth and innovation in its core recruitment brands. Given this is a substantial organisational change, we now consider 2024/25 footprint as our base year moving forward.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	537.4
Scope 2	70.9
Scope 3 (Included Sources)	4,815.5
Total Emissions	5,423.8

Current Emissions Reporting

Reporting Year: Nash Squared Group Financial Year 2025/26 (1st February 2025- 31st January 2026)	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	338.6
Scope 2	97.5
Scope 3 (Included Sources)	3,265.9
Total Emissions	3,701.9

Emissions Reduction Targets

We remain committed to responsibly managing our climate-related impacts and over the past year have conducted the necessary analysis to formally set a series of ambitious yet achievable climate-relevant targets. We have ensured our climate targets are compatible with the goals of the Paris Agreement and in line with the best practice standards of the Science Based Targets Initiative (SBTi). We are pleased to present here a series of new targets that will guide our decarbonisation efforts moving forward.

2035 Emissions Reduction Targets*

- 63% reduction in Scope 1 emissions
- 63% reduction in Scope 2 emissions (market-based accounting)
- 37.5% reduction in Scope 3 emissions

**All targets are set in reference to a base year of 2024/25*

These commitments are aligned with the Science Based Targets initiative (SBTi) near-term target criteria for 1.5° C (Scopes 1 & 2) and Well Below 2° C (Scope 3) pathways.

In order to maintain momentum in our decarbonisation efforts, we have also set a series of complementary targets, which will help us address our emissions related to electricity use, air travel, and our value chain.

- 100% renewable electricity across Europe/UK offices by 2030
- 50% reduction in air travel emissions by 2030 (from a 2024/25 base year)
- Engage with 5 of our most material suppliers in FY27

Although the nature of our operations means that our contributions to climate change are relatively small (recruitment organisation), we recognise that all businesses share a responsibility to mitigate their impacts wherever possible. To this end, we will continue to calculate our GHG emissions on an annual basis, transparently report on our emissions and trends, and investigate all feasible opportunities to reduce our impacts over time.

Scope 3 Carbon Emissions

Historically our data capture for scope 3 carbon has been limited to ad hoc requests for specific data such as air/rail travel and employee mileage claims. With our work on the pathway to net zero and reporting under SECR we have improved our data capturing, recording and consistency across the value chain from 2024/25 onwards.

The current year data for scope 3 in the table above includes data relevant to the following relevant scope 3 emission categories:

- Category 1- Purchased Goods & Services
- Category 2- Capital Goods
- Category 3- Fuel and Energy-Related Activities
- Category 4- Upstream Transportation & Distribution
- Category 5- Waste Generated in Operations
- Category 6- Business Travel
- Category 7- Employee Commuting (incl. Homeworking)
- Category 8- Upstream Leased Assets

The following scope 3 categories are deemed irrelevant to the Group:

- Category 9- Downstream transportation and distribution
- Category 10- Processing of sold products
- Category 11- Use of sold products
- Category 12- End-of-life treatment of sold products
- Category 13- Downstream leases assets
- Category 14- Franchises
- Category 15- Investments

Carbon Reduction Projects

Completed carbon reduction initiatives

The following energy efficiency measures identified through our ESOS Action Plan have been completed or implemented since the 2024/25 baseline. These initiatives are expected to deliver annual energy savings of approximately 85,604 kWh.

- Implemented a review of heating and cooling set points within our building portfolio
- Implemented a review of AC set points within our building portfolio
- Implemented a review of hot water set points within our building portfolio

- Implemented a review of the first floor heating and cooling setup within our Birmingham office

Future carbon reduction initiatives

In the future we hope to implement further measures such as:

- Enhance the quality and completeness of emissions data to reduce reliance on estimated values and improve the accuracy of carbon reporting.
- Engage with key suppliers to improve emissions data collection and identify opportunities to reduce Scope 3 emissions.
- Increase employee engagement through sustainability initiatives and carbon literacy training, helping to embed environmental awareness and drive emissions reductions across the business.
- Commit to the Science Based Targets initiative (SBTi) and seek validation of the Group's SBTi-aligned emissions reduction targets, strengthening the organisation's approach to achieving Net Zero.

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 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.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors (or equivalent management body).

Name: Rudolph Botha

Signed: Signed by: Rudolph Botha
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Position: Chief Financial Officer

Date: 21 July 2026 | 09:29 BST