



Carbon Reduction Plan

Congenica Ltd, a SeqOne Company

Supplier name: Congenica Ltd, a SeqOne Company

Registered company: Congenica Ltd (Company Number: 8273616), a wholly-owned subsidiary of SeqOne SAS ("SeqOne")

Publication date: 10 August 2026

Plan coverage: This Carbon Reduction Plan is prepared for SeqOne, the ultimate parent company of Congenica Ltd, and covers the SeqOne Group's operations, in accordance with the criteria set out in PPN 06/21 for a Carbon Reduction Plan covering a bidding entity and its parent organisation.

Commitment to achieving Net Zero

Congenica Ltd, a SeqOne Company, is committed to achieving Net Zero emissions by 2050.

Congenica Ltd is wholly owned by SeqOne. This Carbon Reduction Plan is prepared for SeqOne and sets out the commitment to achieving Net Zero by 2050 for the Group's UK operations. This commitment is supported and adopted by Congenica Ltd, and this Plan confirms that the Net Zero by 2050 commitment applies specifically to Congenica Ltd's UK operations.

The environmental measures set out in this Plan are able to be applied by Congenica Ltd when performing any contract it is awarded. Congenica Ltd will take steps to develop its own, entity-specific Carbon Reduction Plan as soon as reasonably practicable, and recognises that reliance on SeqOne's Carbon Reduction Plan is a temporary measure to satisfy this condition of participation.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.



Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations. This is SeqOne's first organisational carbon footprint assessment; 2023 has therefore been adopted as the Baseline Year, and no prior reduction target existed. The assessment was independently produced by Carbo using the ADEME Bilan Carbone® methodology, covering Scopes 1, 2 and 3 of the GHG Protocol Corporate Standard. Congenica Ltd (UK) does not yet have a separate, entity-specific carbon footprint assessment; its operations will be incorporated into SeqOne's next Group assessment, which is in progress for reporting year 2025. Emissions are reported in tCO ₂ e (tonnes of carbon dioxide equivalent) and include purchased goods and services, digital products and cloud/hosting infrastructure, business travel, employee commuting, and office/site operations.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.2
Scope 2	7.1
Scope 3 (Included Sources)	489.6
Total Emissions	499.9

Current Emissions Reporting

Reporting Year: 2023	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	3.2
Scope 2	7.1
Scope 3 (Included Sources)	489.6
Total Emissions	499.9

As this is SeqOne's first Bilan Carbone assessment, the Current Emissions Reporting year (2023) is the same as the Baseline Year. Per-employee intensity is approximately 7.9 tCO₂e/employee and economic intensity is approximately 16.5 tCO₂e per £100k (100k€) of revenue. An updated assessment covering reporting year 2025 is underway and will be reflected in the next annual update of this Plan.

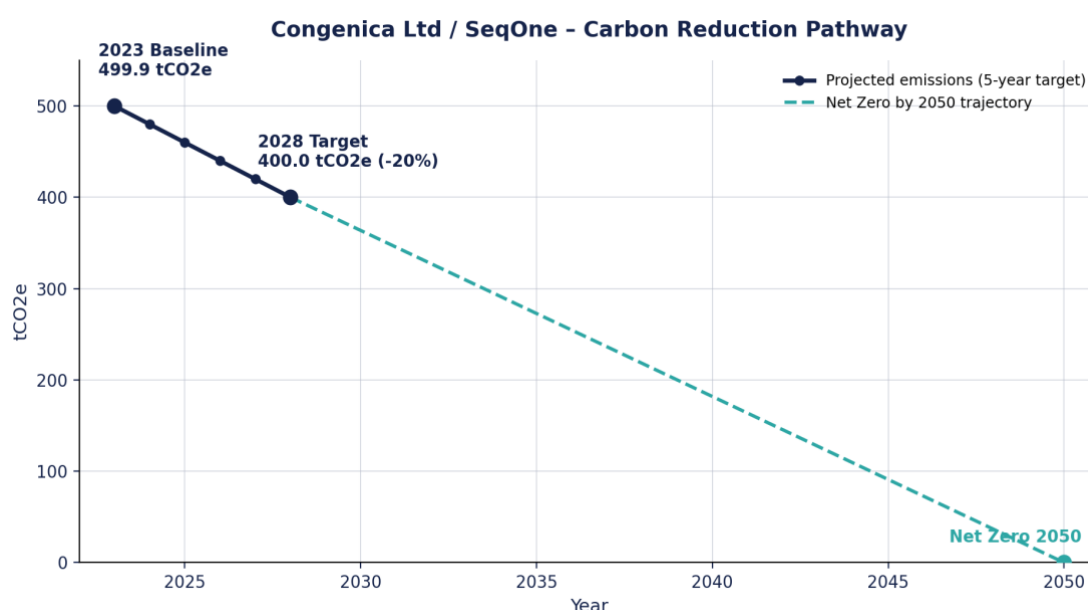


Emissions reduction targets

This is SeqOne's first carbon footprint assessment and, accordingly, no previous emissions reduction target has been set. In order to begin our progress towards achieving Net Zero, we have adopted the following carbon reduction target.

We project that carbon emissions will decrease over the next five years to **400.0 tCO₂e** by **2028**. This is a reduction of **20%** against the 2023 baseline.

Progress against this target can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline. These measures will remain in effect when Congenica Ltd performs the contract.

- **Eco-designed software and infrastructure:** Optimised algorithms and parallelisation techniques reduce compute time; workloads run on AWS Elastic Container Service with Auto Scaling, sized dynamically to demand and continuously monitored via Amazon CloudWatch to avoid over-provisioning.
- **Low-carbon cloud hosting:** Infrastructure is hosted with AWS, which is certified to ISO 14001:2015 for environmental management, reached 100% renewable electricity matching for its global operations in 2023, and uses data centres certified to ISO 50001 with cooling systems that use approximately 99% less water than traditional designs.



- **Remote-first working:** A hybrid working model means staff based near company sites typically work from home 2-3 days per week, and internationally distributed staff (Spain, Bulgaria, Italy, UK, US, Germany and elsewhere) travel to company premises at most once per month, materially reducing commuting emissions.
- **Sustainable business travel policy:** Virtual meetings are prioritised over travel; where travel is required for national or European trips, staff are asked to choose rail over air travel, local trips favour public transport and cycling, and multiple meetings are consolidated into single trips.
- **Responsible procurement:** IT equipment purchasing favours eco-labelled, energy-efficient devices; repair is prioritised over replacement to extend equipment lifespan; consumables are recycled or recyclable where possible; and suppliers are evaluated on their environmental and social practices.
- **IT equipment circular economy programme:** Retired laptops and devices are refurbished and revalorised in partnership with Revalo rather than disposed of. To date, 24 devices have been refurbished, avoiding an estimated 7 tCO₂e of emissions.
- **Digital sobriety:** A responsible communications approach optimises digital content and media to reduce the environmental footprint of digital products, which is the largest single source of the Group's emissions.
- **Independent annual carbon footprint assessment:** SeqOne has adopted the ADEME Bilan Carbone[®] methodology, assessed annually by an independent third party (Carbo), covering Scopes 1, 2 and 3, to track progress transparently.

Future carbon reduction initiatives

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

- Extending the IT equipment refurbishment and circular economy programme (with Revalo) to cover Congenica Ltd's UK offices and equipment.
- Completing SeqOne's 2025 Group carbon footprint assessment, and from 2026 onward, incorporating Congenica Ltd's UK operations as a distinct, separately identifiable component of the Group's reporting.
- Further reducing digital products emissions (the largest single category, at 46% of the 2023 footprint) through continued eco-design, workload optimisation, and engagement with cloud and infrastructure providers on their decarbonisation roadmaps.
- Formalising a supplier engagement programme requesting environmental and modern-slavery statements from high-risk suppliers, building on due diligence processes already in place.
- Working towards a science-based or externally verified reduction target (e.g. aligned with SBTi or PAS 2060) as the Group's carbon accounting matures beyond its first reporting cycle.
- Developing Congenica Ltd's own, entity-specific Carbon Reduction Plan as soon as reasonably practicable, consistent with PPN 06/21 guidance that reliance on a parent's Plan is a temporary measure.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 where applicable, alongside the ADEME Bilan Carbone® methodology and emission factor databases.

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) of Congenica Ltd.

Signed on behalf of the Supplier:

Signed by:

A handwritten signature in black ink that reads "Alexander Kurze".

Alexander Kurze

Director, Congenica Ltd, a SeqOne company

Date: 10 August 2026