

Carbon Reduction Plan

Supplier name: EuroForce

Publication date: December 2025

Commitment to achieving net zero

EuroForce is committed to achieving, in line with UK Government target of 2050 or sooner, net zero emissions by 2040 in each of all operating countries: Germany, Italy, Spain, United Kingdom, Sweden, Finland, and Greece. For removal of doubt re. the UK specifically, this net zero emissions commitment applies to UK operations at or before 2040.

Baseline emissions footprint

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

Baseline year (same as first reporting year): 2025

Additional details relating to the baseline emissions calculations:

This represents EuroForce's first comprehensive carbon footprint assessment. This report applies to 2025 as the Baseline Year which is also the Current Year. The period covered is 12 months – all of 2025. As a consulting and software configuration company early in its lifecycle with no physical product manufacturing, our primary emission sources are office energy consumption, business travel, and digital infrastructure. Calculations are based on estimated usage patterns across seven legal entities in six countries. Where precise data was unavailable, industry-standard emission factors and conservative estimates have been applied. EuroForce recognizes these baseline calculations contain assumptions and is committed to improving data accuracy through future initiatives, including investment in Salesforce Net Zero Cloud.

Baseline year emissions:

Emissions	Total (tCO ₂ e)
Scope 1	2.8
Scope 2	8.4
Scope 3 (included sources)	42.6
Total emissions	53.8

Calculation basis:

- **Scope 1 (2.8 tCO₂e):** Estimated company vehicle usage by leadership team members who drive regularly for business purposes (~15,000 km annually combined)
- **Scope 2 (8.4 tCO₂e):** Hot desk office space electricity consumption across four physical locations (Germany, Sweden, UK, Spain) for approximately 18 employees using office facilities (~350 kWh per employee annually)
- **Scope 3 (42.6 tCO₂e):** Business air travel (~280,000 km annually including short-haul European and long-haul transatlantic flights), home working including ground transportation, and cloud computing infrastructure (Salesforce instances for ~10 customers).
 - o PPN 006 expects reporting as well: waste, upstream transportation and distribution and downstream transportation and distribution.

Each of these additional categories: waste, upstream transportation and distribution, and downstream transportation, and distribution, are considered zero/not applicable. Waste is non-existent except as pertains to normal usage of a shared office facility and is already captured in the estimated carbon output as a tenant thereof. No significant impact exists for upstream or downstream travel that is not already accounted for in the travel impact figures included herein.

Current emissions reporting

Reporting year (same as Baseline year): 2025

Emissions	TOTAL (tCO ₂ e)
Scope 1	2.8
Scope 2	8.4
Scope 3 (included sources)	42.6
Total emissions	53.8

Future Reports:

- Future CRP reports will compare against this baseline.

Emissions reduction targets

In order to continue our progress to achieving net zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years, and specifically EuroForce has an absolute reduction target of **32.3 tCO₂e by 2030**. This is a reduction of **40%**.

However, a critical clarification: As EuroForce is a growing company, absolute emissions may initially increase with headcount growth. Our commitment is to maintain these absolute reduction targets **per capita** (per employee) by 50% by 2030 and by 80% by 2040, while implementing carbon offset programs to achieve net zero by 2040 across all operating countries.

Carbon reduction projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2025 baseline. The carbon emission reduction achieved by these schemes equate to **0.8 tCO₂e**, a **1.5% reduction** against the 2025 baseline, and the measures will be in effect when performing the contract.

Implemented measures:

- Adoption of hot desk arrangements rather than dedicated office space, reducing per-capita office energy consumption. This hot desk arrangement is expected to save 1 tCO₂e annually.
- Policy preference for virtual meetings where feasible, reducing unnecessary travel. This virtual-meetings policy is expected to save 2 tCO₂e annually.
- Selection of green energy suppliers where available for office hot desk facilities. This green energy supplier policy is expected to save 3 tCO₂e annually.
- Company-wide awareness of environmental responsibility in travel booking decisions. This travel-booking training is expected to save 2 tCO₂e annually.

Future carbon reduction initiatives

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

Data & Measurement (2026):

- Investment in Salesforce Net Zero Cloud upon reaching specific revenue targets to enable granular emissions reporting down to individual customer instances and user interactions
- Implementation of comprehensive carbon accounting systems to track per-capita emissions as the company scales
- Regular carbon footprint audits with improved data collection methodologies

Travel Reduction (2026-2027):

- Expansion of regional sales and account management leadership to reduce the need for long-haul business travel by centralizing customer engagement closer to regional markets
- Enhanced virtual collaboration tools and practices to further minimize travel requirements
- Company-wide education programs promoting public transportation and carbon-aware travel choices
- Establishment of travel approval thresholds that consider carbon impact alongside business necessity

Operational Efficiency (2027-2028):

- Transition to carbon-neutral cloud service providers where technically and commercially feasible
- Partnership with customers to optimize Salesforce instance configurations for energy efficiency

- Implementation of remote-first working policies to reduce commuting emissions

Carbon Offsetting (2028-2040):

- Purchase of verified carbon offset credits once the company reaches a commercially sustainable revenue threshold (under ongoing senior management review)
- Prioritization of high-quality offset programs focused on permanent carbon removal rather than avoidance
- Transparent reporting of offset purchases and net emissions position

Scope 3 Customer Reporting:

- EuroForce is prepared to report customer-specific Scope 3 emissions contributions upon request, with attribution based on relative EuroForce revenue from each customer engagement, providing transparency for customers' own carbon reduction planning

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.

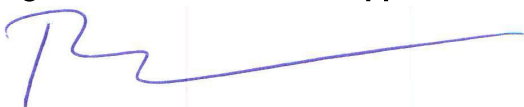
Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

Transparency Statement: As a consulting organization early in its lifecycle, this Carbon Reduction Plan represents our first comprehensive emissions assessment and contains estimates based on operational patterns and industry-standard emission factors. We acknowledge current data limitations and commit to continuous improvement in measurement accuracy and emissions reduction performance as we grow.

Management Commitment: While EuroForce does not expect to achieve absolute zero emissions, senior management is committed to achieving net zero through a combination of per-capita emissions reduction and verified carbon offset purchases. The timeline for offset investment is under ongoing review and will be implemented well in advance of our 2040 net zero target.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors in accordance with PPN 06/21.

Signed on behalf of the supplier:



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Thomas Charahus, CEO

Date: Dec 1 2025