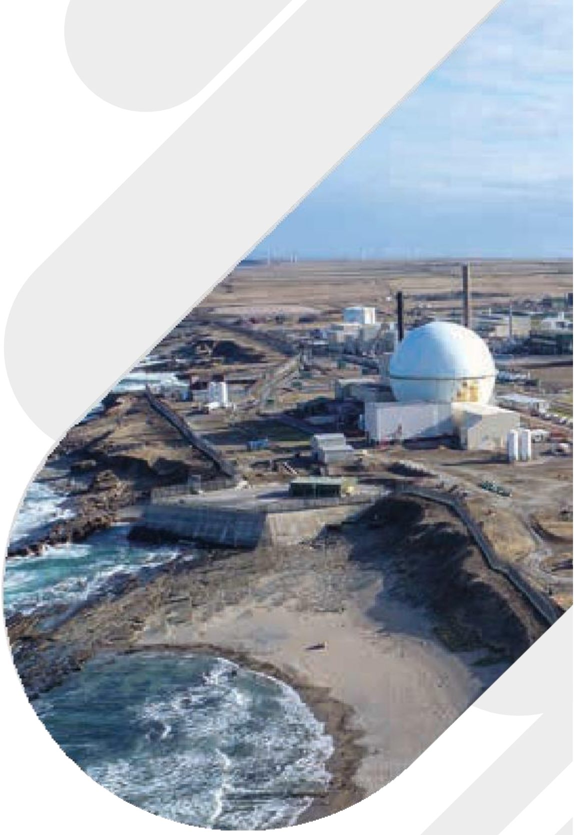
# CARBON REDUCTION PLAN



Supplier name: NUVIA UK
Publication date: June 2026

**Commitment to achieving Net Zero**

NUVIA UK is committed to achieving Net Zero emissions by 2050.

**Baseline Emissions Footprint**

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

| **Baseline Year: 2018** | | |
|---|---|---|
| **EMISSIONS** | **TOTAL (tCO2e)** | |
| **Scope 1** | **454** | |
| **Scope 2** | **220** | |
| **Scope 3 (Included Sources)** | Purchased goods and services | 5,766 |
| | Processing of sold products | Not applicable |
| | Waste generated in operation | 31 |
| | Employee commuting | 864 |
| | Business travel | 183 |
| | **Total** | **6,844** |
| **Total Emissions** | **7,518** | |

**Current Emissions Reporting**

| **Reporting Year: 2025** | | |
|---|---|---|
| **EMISSIONS** | **TOTAL (tCO2e)** | |
| **Scope 1** | **104.6** | |
| **Scope 2** | **57.2** (Note, this does not account for all offices now using 100% green energy) | |
| **Scope 3 (Included Sources)** | Purchased goods and services | 6,686 |
| | Processing of sold products | Not applicable |
| | Waste generated in operation | No data available |
| | Employee commuting | 347 |
| | Business travel | 51 |
| | **Total** | **7,083** |
| **Total Emissions** | **7,245** | |

**Emissions reduction targets**

NUVIA UK is part of the global NUVIA Group, a subsidiary of Soletanche Freyssinet, a division of VINCI . All are committed to cutting greenhouse gas emissions to prevent global average surface temperatures from increasing 1.5°C above pre-industrial levels, in line with the Paris Agreement. Environmental care has long been important to us. Since 2012, the VINCI Group has reduced its direct $CO_2$ emissions by 30% from 2009 levels.

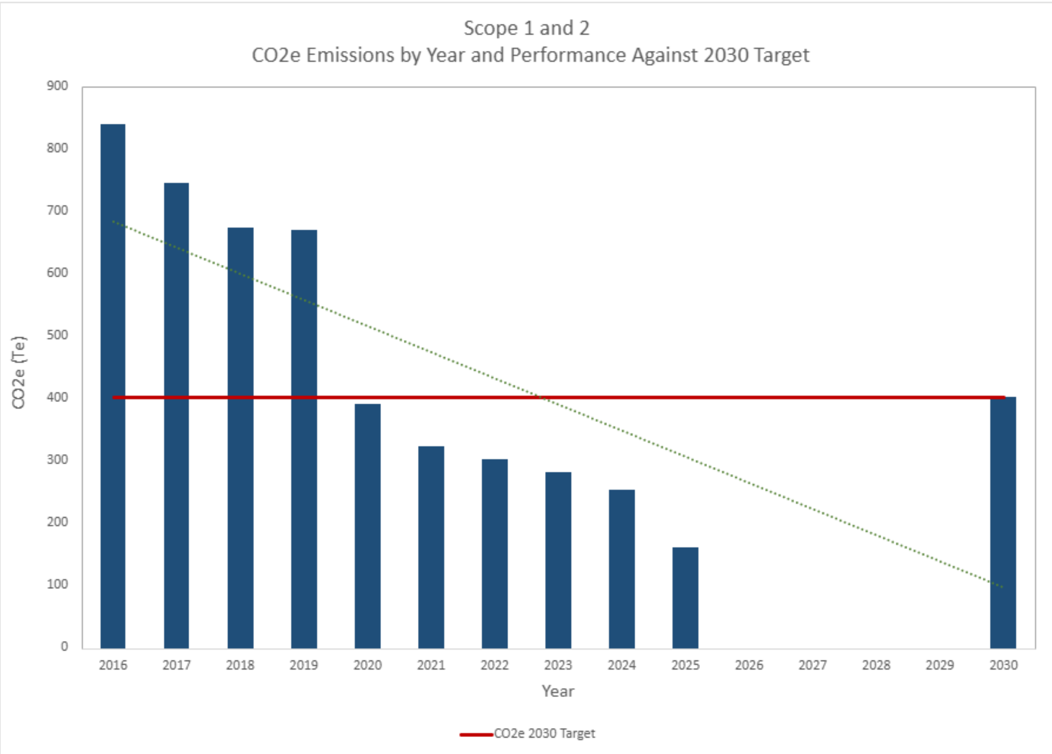
VINCI targets a 40% reduction in its direct emissions (Scope 1 and 2) by 2030 (over its historical scope, compared to 2018) and Net Zero by 2050. For Scope 3, VINCI has set 2019 as the baseline year with 20% reduction by 2030.

Therefore, for scope 1 and 2 emissions Nuvia UK must achieve **404 tCO2e** by 2030, representing a 40% reduction on the 2018 baseline figure of **674 tCO2e.**

As shown in the graph below, NUVIA UK has consistently achieved carbon emissions that exceed our 2030 target. This has been achieved through downsizing our offices and moving to more energy efficient buildings, whilst optimising the use of videoconferencing for inter-site meetings. It is noted that these values have not been normalised to account for company growth.

**Acting for the climate – Measurement and baseline**

| Year | Gas | Electricity | Vehicle Fuel | $tCO_2$ |
|---|---|---|---|---|
| 2016 | 50 | 218 | 573 | 841 |
| 2017 | 61 | 202 | 483 | 746 |
| 2018 | 59 | 161 | 454 | 674 |
| 2019 | 128 | 158 | 384 | 670 |
| 2020 | 55 | 98 | 239 | 392 |
| 2021 | 50 | 60 | 214 | 324 |
| 2022 | 41 | 53 | 209 | 303 |
| 2023 | 48 | 49 | 185 | 281 |
| 2024 | 51 | 45 | 158 | 254 |
| 2025 | 53.88 | 57.2 | 50.72 | 161.8 |



**Carbon Reduction Projects**

**Completed Carbon Reduction Initiatives**

The following environmental management measures and projects have been completed or implemented since the 2018 baseline. The carbon emission reduction achieved by these schemes equates to a reduction in Scope 1 and 2 emissions of 513 $tCO_2e$, a 75% reduction against the 2018 baseline and continues to support our progress towards net zero. This was achieved as result of implementing the actions below.

1. Internal Carbon and Green House Gas Management

- Transitioned all office and NUVIA-owned operational facility power supplies to certified green energy.
- Environment and Sustainability Manager appointed to lead Net Zero Strategy and oversee SECR compliance and manage the Net Zero and Sustainability Working Group set up to develop Net Zero Projects.
- Established the Environment and Sustainability Steering Group to drive continuous improvement.
- Launched and iteratively improved the Nuvia Carbon Reduction Plan and methodology.
- Completed comprehensive energy audits.
- ESOS Phase 1,2 and 3 compliance and ESOS Action Plan.
- Embedded carbon performance into Business Line team briefs and project feedback loops.
- Improved availability of e-learning modules.

2. Fleet Transition and Data Monitoring

- Initiated the transition to electric vehicles across the company fleet.
- Developed a new data capture and monitoring programme, enabling SMART carbon objectives at Business Unit level.
- Enhanced hybrid working practices, reducing travel-related emissions.
- Car share initiatives at some client sites to reduce business travel.

3. Scope 3 and Supply Chain Engagement

- Advanced strategies to reduce Scope 3 emissions, focusing on supplier engagement and sustainable procurement practices
- Introduction of an enhanced benefits package for staff that incentivises low carbon commuting including:
    - Electric vehicle salary sacrifice scheme
    - Cycle to work salary sacrifice scheme

Covering all 3 of the above areas, we are also trialling the environmental optimisation matrix, which forms part of NUVIA's Environmental and Sustainability Matrix (NEST). This framework explores opportunities to go beyond regulatory compliance and deliver additional environmental value to projects. A pilot project is currently underway, through which we have committed to delivering three optimisation initiatives as part of a major decommissioning project. One of these initiatives focuses on reducing Scope 1 emissions. We are working with our supply chain to specify modular eco office and welfare units that are powered by an integrated renewable energy system. The units utilise battery storage charged via solar panels and mini wind turbines fitted to the cabins, significantly reducing the need for generators Should additional power be required, hydrotreated vegetable oil fuelled generators are used as a lower carbon alterative to diesel. This approach will:

- Reduce fuel consumption by 95%
- Avoid the use of diesel entirely
- Deliver a projected carbon saving of over 120,000 kg $CO_2e$.

**Future Projects**

In the future we are committed to implementing further measures such as:

- Ongoing workforce engagement.
- Expand access to e-learning modules and run targeted awareness campaigns on energy and resource efficiency.
- Disseminate solutions from the VINCI Environmental Awards to encourage the uptake of innovative and sustainable

solutions across the business.
- Integrate requirements of sustainable procurement into business procedures, including responsible sourcing standards on procurement of materials and supply chain.
- Collaboratively work with our supply chain to support and achieve our Net Zero goals, considering implementing improved alternative calculation methodologies that will drive carbon emissions reduction within the supply chain.
- Delivered a suite of interactive sustainability programmes, including:
    - Climate Fresk
    - Carbon Literacy
    - Sustainability Workshops on circular economy, climate change, and fuel efficiency.
- Trialing the use of Hydrotreated Vegetable Oil in some of our beach monitoring vehicles.
- Wider adoption of NEST to encourage early identification and management of project environmental aspects (including carbon emissions) and opportunities to optimise performance from the project planning stage.
- Strengthen engagement with our engineering teams to drive adoption of Company Guidance Note CPGN 0605M – *Sustainability in Design* – promoting a lifecycle approach and innovation across all projects.

These initiatives will significantly upskill our workforce, align with our environmental and sustainability values and commitment to continual improvement, and empower sustainability champions across the business.

**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.

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).

**Signed on behalf of the Supplier:**

Richard Fearnside
**Culture & People Director, NUVIA UK**

Dated: 25/06/2026

Tom Jones
**CEO, NUVIA UK**

Dated: 26/06/26