Matrix Carbon Reduction Plan 2026/27

Publication date: July 2026

Commitment to achieving Net Zero

Matrix is committed to achieving Net Zero emissions by 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 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.		
We re-baselined in 2023 due to greater availability of data. Our previous baseline year was 2021, but the data had gaps.		
Baseline year emissions:		
EMISSIONS	**TOTAL (tCO_2e)**	
Scope 1	0	
Scope 2	22.74	
	Electricity (Grid)	20.62
	Heat (Grid)	2.12
Scope 3 **(Included Sources)**	49.46	
	Business travel	46.30
	Indirect emissions	3.16
	Upstream transportation & distribution	0 – No transportation of goods
	Downstream transportation & distribution	0 – No transportation of goods
Total Emissions	72.2	

Current Emissions Reporting

<table>
<tr><td colspan="2">Reporting Year: 2026</td></tr>
<tr><td>EMISSIONS</td><td>TOTAL (tCO_2e)</td></tr>
<tr><td>Scope 1</td><td>0.24</td></tr>
<tr><td>Scope 2</td><td>23.69<table><tr><td>Electricity (Grid)</td><td></td></tr><tr><td>Heat (Grid)</td><td></td></tr></table></td></tr>
<tr><td>Scope 3
(Included Sources)</td><td>52.88<table><tr><td>Business travel</td><td></td></tr><tr><td>Indirect emissions</td><td></td></tr><tr><td>Upstream transportation & distribution</td><td>0 – No transportation of goods</td></tr><tr><td>Downstream transportation & distribution</td><td>0 – No transportation of goods</td></tr></table></td></tr>
<tr><td>Total Emissions</td><td>76.81</td></tr>
</table>

Emissions reduction targets

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

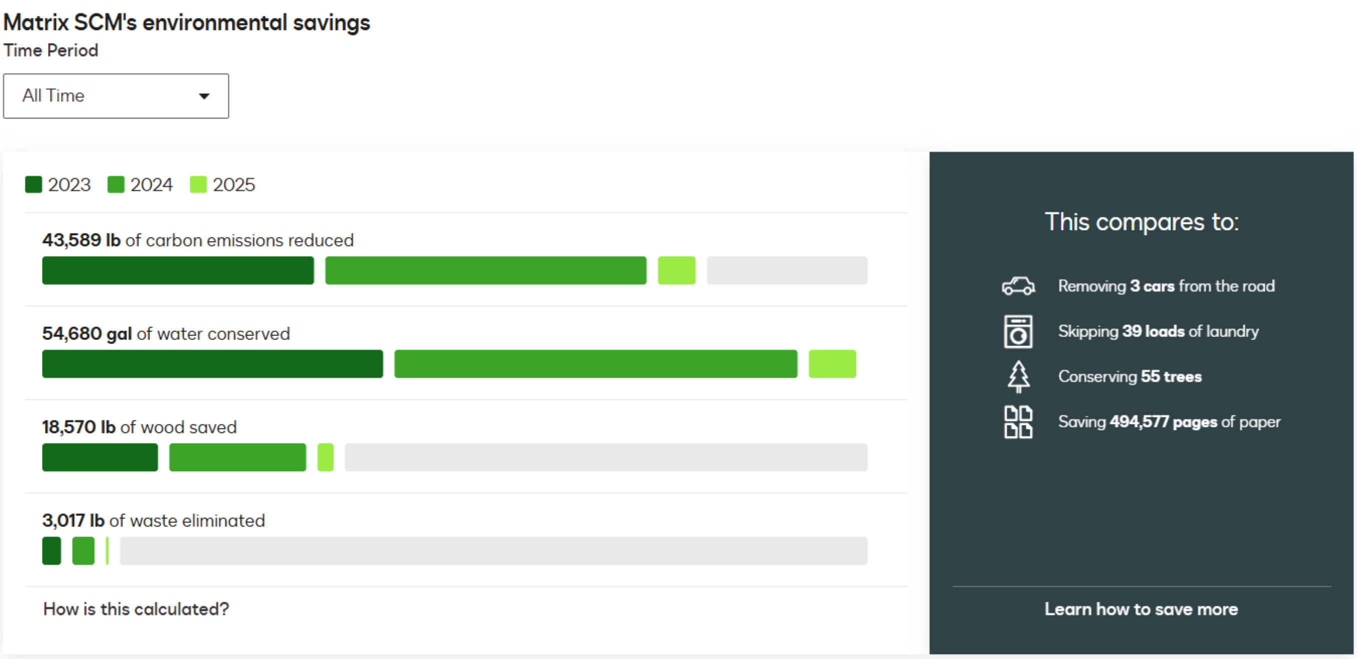
We project that carbon emissions will decrease over the next five years to 50 tCO_2e by 2030. This is a reduction of 34.9%.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since 2021, the following environmental management measures and projects have been implemented and/or completed:

- Certification to ISO 14001 Environmental Management.
- Implementation of remote working collaboration technologies & introduction of hybrid working to reduce commuting and business miles.
- Switched our company car scheme to Octopus so all cars are electric.
- Consolidated office server room. Removing all old equipment no longer needed. We used a WEE recycling company. WEE is the safe, eco-friendly disposal of Waste of Electrical and Electronic Equipment.
- Consolidated our data centre – We have migrated our kit out of a traditional data centre that consumes a large amount of power and electricity to Microsoft Azure who are more aligned to environmental aspects of cloud computing.
- We have implemented a Environmentally Preferable Purchasing Policy which includes a commitment to purchasing environmentally preferable products.
- We operate a paperless working environment. Through the utilisation of Docusign, we have generated additional environmental savings, as outlined below:



We acknowledge that offsetting carbon is not the same as reducing emissions, but as a business we have offset 100 tonnes of carbon by purchasing 100 tonnes worth of carbon credits. These credits were be used on a reforestation project in Uruguay.

VERRA

Verified Carbon Standard

Certificate of Verified Carbon Unit (VCU) Retirement

Verra, in its capacity as administrator of the Verra Registry, does hereby certify that on 06 Jan 2023, 100 Verified Carbon Units (VCUs) were retired on behalf of:

Matrix SCM Limited - Offset carbon emissions for consumption period 2022

Project Name

Lumin/Eucapine Uruguay Forest Plantations on degraded grasslands under extensive grazing

VCU Serial Number

10143-188611019-188611118-VCS-VCU-261-VER-UY-14-960-01012012-07042013-0

Additional Certifications

Powered by APX

Since re-baselining in 2023 we have also carried out the following initiatives, which led to a reduction in Carbon Emissions over the year:

- Changed working policies to encourage members of staff to use public transport wherever possible on client visits. Mandating rail use on certain routes.
- Upgraded our recycling program in the offices. Encouraged employees to reduce paper waste by using digital documents and double-sided printing when necessary. We introduced contract safe in 2024 which reduced the need for documents to be printed.
- Promoted our internal 'Buy & Sell' teams channel to encourage employees to reuse and give a second life to products.
- Improved Employee Engagement: Educated and engaged employees in sustainability practices through training, workshops, and regular communication. We have added this training to the employee onboarding process.
- Updated some of our office equipment to greener alternatives and donated our old office equipment to local charities to extend lifespan.
- For essential travel into our offices or on-sites we have introduced a car sharing scheme.
- We have relaunched our 'Cycle to Work' scheme with discounts on cycling equipment.
- We have joined EcoVadis to help us identify opportunities for carbon reduction.

In the future we are looking to implement further measures such as:

- Increase the scope of our Purchasing Policy to include concepts like 'meat-free' meals at employee events.
- Improve Employee Engagement further: Encourage staff to contribute ideas and participate in green initiatives in the offices.
- Take our car sharing & public transport initiatives a step further by offering incentives for employees who use greener options.
- Organising 'Green' volunteering days to allow employees to spend time protecting their local communities.
- Equipping employees with tools to help them reduce their carbon impact inside and outside of work.
- Supporting our suppliers in reducing their carbon emissions for a lower carbon supply chain.

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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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[3].

Siobhan Goss, Head of Corporate Social Responsibility

Date: 31st July 2026