



2025 Carbon Reduction Plan

Perkbox

REPORTING PERIOD:
01/01/2025 – 31/12/2025

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Produced By

Furthr.

Carbon Reduction Plan

Supplier name: SME HCI Limited

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Commitment to Achieving Net Zero

SME HCI Limited (trading as “Perkbox” and hereafter referred to as Perkbox) is committed to achieving Net Zero emissions by 2050.

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: 2025

Additional Details relating to the Baseline Emissions calculations.

Perkbox, then trading as “Vivup” first quantified its baseline emissions in the 2022 calendar year. As of this reporting year (Y-2025), Perkbox have rebaselined their emissions to Y-2025 to better represent their total emissions following the merger of Perkbox and Vivup in 2024.

Business carbon emissions have been quantified and a business carbon emissions inventory created. Significant emission sources have been identified and highlighted. Our baseline emission calculations have been prepared in accordance with the methodology of BS EN ISO 14064-1:2019; Quantification and reporting of greenhouse gas emissions and removal with guidance from the Greenhouse Gas Protocol and SECR guidelines.

The assessment quantification adheres to the Department for Environment, Food and Rural Affairs (DEFRA) guidance on quantifying and reporting greenhouse gas emissions.

This assessment provides a baseline inventory against which carbon reduction achievements can be measured, monitored and reported. The quantification and analysis provided facilitates the setting of a strategic target for carbon reduction, identification of areas of focus for carbon reduction efforts and facilitates monitoring of progress towards those targets.

EMISSIONS	TOTAL (tCO ₂ e)			
Scope 1	1.04			
Scope 2	0.00			
Scope 3 (Included Sources)	1248.5			
	Emissions Category	Emissions (tCO ₂ e)	Included in CRP?	Explanation
	Purchased Goods and Services	808.66	Yes	Emissions associated with the purchase of business services.
	Capital Goods	25.72	Yes	Emissions associated with the purchase of IT goods.
	Well to Tank (location-based)	1.9	Yes	Emissions associated with sources not owned or controlled by Perkbox.
	Transportation and distribution (upstream)	2.00	Yes - Upstream only	Emissions associated with transportation and courier services paid for by Perkbox.

	Waste Generated in Operations	0.1	Yes	Perkbox reports emissions from end-of-life of IT assets and office waste generated.
	Business Travel	165.26	Yes	Perkbox regularly engages with employee air business travel.
	Employee Commuting	43.93	Yes	Perkbox has permanent employees that commute to office locations.
	Employee Home Working	200.95	Yes	Perkbox has permanent employees that spend certain periods working from home.
	Leased assets (upstream / downstream)	N/A	No	Perkbox does not hold any upstream or downstream leased assets.
	Processing, use of, and end-of-life treatment of sold products.	N/A	No	Negligible for Perkbox.
	Franchises	N/A	No	Perkbox is neither a franchisee nor a franchisor with relation to business operations.
	Investments	N/A	No	The UK entity for Perkbox does not hold any investments.
Total Emissions	1249.6			

Current Year Emissions Reporting

Because both the baseline and reporting years are 2025, the emissions data for both periods are the same.

Reporting Year: Y-2025				
EMISSIONS	TOTAL (tCO ₂ e)			
Scope 1	1.04			
Scope 2	0.00			
Scope 3 (Included Sources)	1248.5			
	Emissions Category	Emissions (tCO ₂ e)	Included in CRP?	Explanation
	Purchased Goods and Services	808.66	Yes	Emissions associated with the purchase of business services.
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Transportation and distribution (upstream)	2.00	Yes - Upstream only Yes	Emissions associated with transportation and courier services paid for by Perkbox.	

	Waste Generated in Operations	0.1	Yes	Perkbox reports emissions from end-of-life of IT assets and office waste generated
	Business Travel	165.26	Yes	Perkbox regularly engages with employee air business travel.
	Employee Commuting	43.93	Yes	Perkbox
	Employee Home Working	200.95	Yes	Perkbox
	Leased assets (upstream / downstream)	N/A	No	Perkbox
	Processing, use of, and end-of-life treatment of sold products.	N/A	No	Negligible for Perkbox.
	Franchises	N/A	No	Perkbox is neither a franchisee nor a franchisor with relation to business operations.
	Investments	N/A	No	The UK entity for Perkbox does not hold any investments.
Total Emissions	1249.6			

Operational Boundaries

Locations / Operating Entities

- Perkbox
- Vivup
- Lets Connect IT Solutions Limited
- Beneficium Bidco Limited
- London Office
- Sheffield Office

Time Period

This report covers emissions for the period 1st of January 2025 to 31st of December 2025.

GHG Emission Conversion Factors

GHG Emission Conversion factors are value coefficients that describe the rate at which a given human activity releases greenhouse gases into the atmosphere. Furthr's carbon accounting platform and database was used to streamline data collection, analysis and reporting of Perkbox's GHG emissions. Furthr offers end-to-end carbon reporting functionality, with direct/indirect activities automatically categorised, meaning Scope 1, 2 and 3 conversion factors are automatically assigned to respective Activity Data. Emissions are measured in metric tonnes of carbon dioxide equivalent (tCO₂e). Where tonnage for the measurement of category weight is specified, Furthr refers to metric tonnes. For intensity metric calculations, employees ("staff") are all full-time equivalent employees, including payroll as well as contractors.

Furthr's carbon accounting platform is compliant with ISO 14064-1:2018 1 and is aligned to the GHG Protocol Corporate Accounting and Reporting Standard. It is also compliant with the accounting principles detailed in the IPCC 2019 Refinement to the 2006 IPCC Guidelines for National Greenhouse Gas Inventories and its accompanying database of GHG emissions factors and other related environmental metrics EFDB.

Emission factor databases used to calculate the emissions stated in this report include:

- DEFRA 2025
- Exiobase 3.8.2
- AIB y2025
- IEA 2025
- Supplier-specific emission factors

Emissions Reduction Targets

Perkbox is committed to achieving Net Zero emissions by 2050.

To progress towards Net Zero, this plan sets near-term carbon reduction targets for the period to 2030, achieving a reduction of 31% of total emissions, and a total reduction by 2050 of approximately 90% from the baseline year.

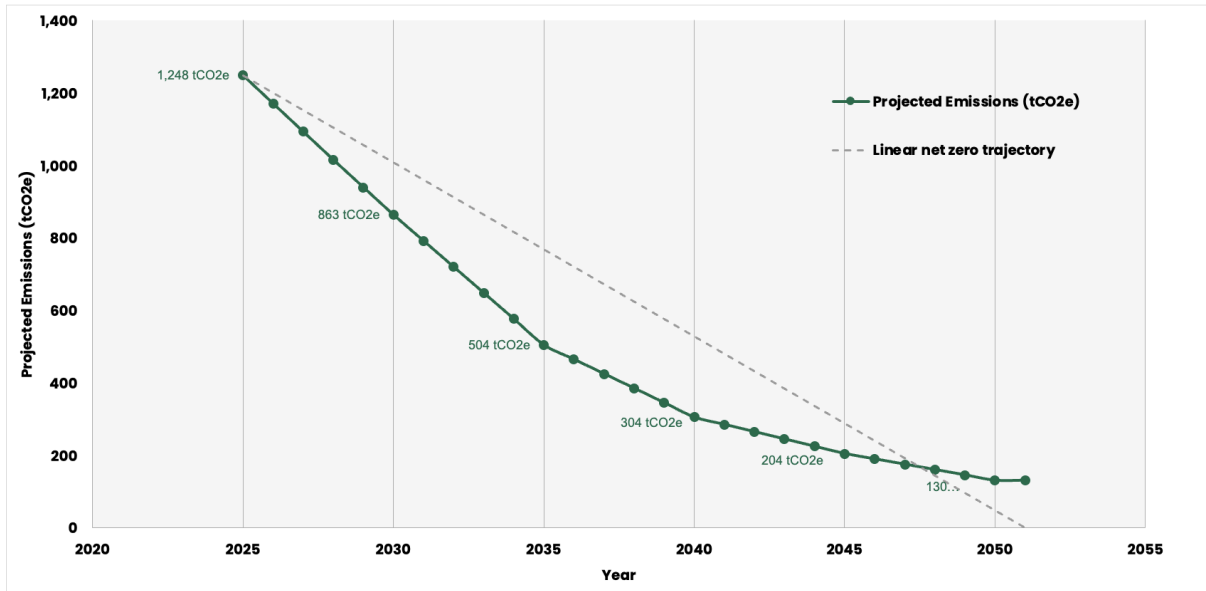
As of 2025, Perkbox's total carbon footprint is 1249.6 metric tonnes of carbon dioxide equivalent (tCO₂e), with Scope 3 accounting for approximately 99.9% of emissions. This showcases a need to address indirect emissions generated through Perkbox's operations.

Perkbox's primary emissions hotspots were identified were identified as the following categories (in descending order of total emissions):

- Purchased Goods and Services (Scope 3)
- Employee Home Working (Scope 3)
- Business Travel: Air (Scope 3)

We have identified a number of initiatives which will support reduction of emissions in these areas, in line with a Net Zero by 2050 target. As the baseline year

is 2025, progress against these targets will be reported starting from the 2026 carbon reduction plan.



Carbon Reduction Initiatives

Completed Carbon Reduction Initiatives

Perkbox has taken active steps to embed sustainability into both day-to-day operations and longer-term planning, with a number of initiatives underway or in development. The following measures are in progress and will contribute directly to ongoing carbon reduction:

- Continued to actively promote the Cycle to Work Scheme as a contributor to cleaner commuting, offering manageable monthly payments to colleagues and their wider client base
- Developed a business plan to onboard Love Electric – an electric vehicle provider – enabling colleagues and their wider client base to access more affordable electric cars through salary sacrifice
- Implemented plans to adopt the Furthr Basic App, which will drive employee engagement with Perkbox's ESG commitments
- Maintained a robust Responsible Procurement process, underpinned by a clear Responsible Procurement Charter that all third parties entering

Perkbox's supply chain must adhere to, applied on a risk-based Tier framework

- Engaged an IT recycling supplier to collect broken or decommissioned hardware, with a commitment to zero landfill
- Shifting away from overland flights wherever practicable
- Reinstating a car sharing scheme to allow employees to display their home location and coordinate shared commutes
- Launching a programme of ESG Lunch and Learn sessions to build employee knowledge of carbon reduction and promote individual pledges across the business
- Implementing a volunteering policy offering two paid days per employee, with data capture being introduced to understand participation trends

Supporting measures include:

- Updates to the finance system to capture car mileage, fuel type, and vehicle used when expensing travel, enabling more accurate carbon data going forward
- Use of a travel management platform, supporting transparent and traceable business travel data
- Improving the recording of public transport journeys not booked through the primary travel management platform, ensuring all employee travel is fully accounted for within carbon reporting
- Improving data visibility of the Tier 1 and 2 supplier Net Zero and CRP information captured

Near and Long-term Reduction Initiatives

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

Activity no.	Scope and GHG category	Reduction initiative	% Transition	Target date	Total planned tCO ₂ e reduction %
1	Scope 1 1.1 Stationary Combustion	Replace all gas boilers with heat pumps or electric boilers, eliminating direct Scope 1 combustion emissions from heating.	100%	2035	0.1%

2	Scope 3 3.1 Purchased Goods & Services	Eliminate software and cloud emissions through net zero strategies and green hosting by switching to renewable-powered data centres and requiring net zero commitments from all software suppliers.	100%	2035	13.8%
3	Scope 3 3.1 Purchased Goods & Services	Eliminate emissions of electronics purchases through supplier engagement, changes to our procurement policy, and net zero requirements at contract renewal.	90%	2040	12.4%
4	Scope 3 3.1 Purchased Goods & Services	Eliminate professional services emissions through supplier engagement, changes to our procurement policy, and net zero requirements at contract renewal.	92%	2050	29.5%
5	Scope 3 3.1 Purchased Goods & Services	Switch to plant-based or low-carbon catering for all restaurant meals and on-site catering.	100%	2028	0.4%
6	Scope 3 3.1 Purchased Goods & Services	Eliminate emissions of post and telecommunication services through supplier net zero requirements.	90%	2040	1.0%
7	Scope 3 3.1 Purchased Goods & Services	Eliminate emissions of recreational, cultural and sporting services through supplier engagement and procurement policy.	90%	2040	1.3%
8	Scope 3 3.2 Capital Goods	Formalise lifecycle management of IT hardware through repair-first, refurb-first procurement and certified end-of-life recycling standards. Minimum 5-year device life policy.	100%	2030	1.5%
9	Scope 3	Eliminate upstream T&D	80%	2030	0.1%

	3.4 Upstream Transportation & Distribution	emissions by selecting low-carbon couriers, shifting freight from road to rail/sea, and requiring EV fleets from logistics providers.			
10	Scope 3 3.6 Business Travel	Eliminating flight emissions via a video-first travel policy; rail-mandatory for journeys under 4 hours; SAF procurement for unavoidable flights.	90%	2045	8.6%
11	Scope 3 3.6 Business Travel	Eliminating business land and sea travel emissions by mandating EVs for all hire cars and taxis; virtual meetings as default; encouraging rail over car travel.	80%	2040	2.9%
12	Scope 3 3.6 Business Travel	100% of hotel stays are in zero carbon certified hotels.	70%	2030	0.1%
13	Scope 3 3.7 Employee Commuting & Homeworking	Eliminate employee commuting emissions through cycle to work schemes and the use of electric vehicles.	50%	2035	1.8%
14	Scope 3 3.7 Employee Commuting & Homeworking	All employees switch from gas to electric heating at home, achieved through support schemes and awareness communications.	100%	2035	11.7%
15	Scope 3 3.7 Employee Commuting & Homeworking	All employees switch to green electricity tariffs at home, achieved through support schemes and awareness communications.	100%	2040	4.3%
16	Residual Emissions	Neutralise residual emissions (remaining 10% from Base Year), with durable carbon removal projects.	100%	2050	Residual Emissions ≈10%

Enabling & Supporting Initiatives

Initiative	Launch Year	Activities	Deliverable
Business Travel: Spend to Activity-Based Measurement	2027	Improve emissions measurement data quality for the portion of business travel currently calculated on a spend basis	Increase in activity data for Scope 3 Business Travel
Supply Chain Data Programme	2027	<ul style="list-style-type: none"> • Launch data system to capture supplier activity data across all significant spend categories, feeding into GHG inventory • Capture net zero plans and emissions data associated with supply chain, with a priority focus on Purchased Goods & Services (Cat 3.1, 64% of total emissions) 	<ul style="list-style-type: none"> • Increase in primary data used to build Scope 3 GHG inventory • Supply chain decarbonisation modelling through to 2050 • Priority suppliers identified and engaged on an ongoing basis
Environmental Management System (EMS) Build and Roll-out under ISO 14001	2026	Develop an Environmental Management System formalising governance, objectives, operational controls, audits, corrective actions, and management review.	<ul style="list-style-type: none"> • EMS Build • ISO 14001 Accreditation • Ongoing use of EMS to deliver reduction initiatives

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 standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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:

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Date:

Signed on behalf of Furthr Ltd



Henry Bishop, Director

Date: Apr 23, 2026

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>