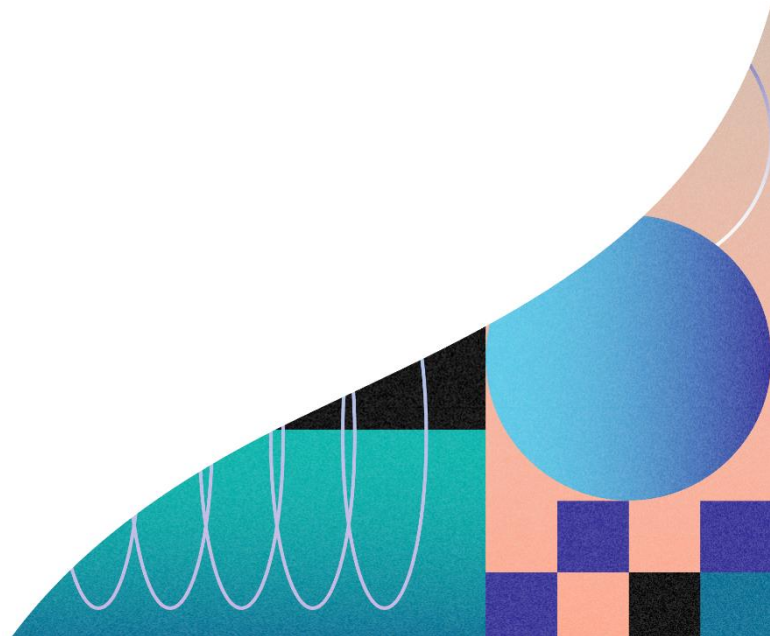


Carbon Reduction Plan

Supplier name: InterSystems United Kingdom & Ireland

April 2025



Commitment to achieving Net Zero

InterSystems United Kingdom & Ireland (UKI) is committed to achieving Net Zero emissions by 2045.

Baseline Emissions Footprint

Baseline Year: 2023

Additional details relating to the emissions calculations for the baseline year 2023.

1. InterSystems is a global software development company with operations and activities across multiple countries. The scope of this document is focused on the business operations of InterSystems UKI only.
2. InterSystems UKI operates two office locations within the UK; one building is owned by the company, based in Windsor (OVS) and the other location (Edinburgh) consists of a leased floor in a larger building. There are approximately 232 staff with a mix of both remote and office based.
3. Our emissions data is reported in line with the GHGP Corporate Accounting and Reporting Standard under the 'Operational Control' approach.
4. We published our initial plan in 2022 using emissions data from 2021 as a baseline. We have since merged two office locations into one with 2023 being the first year we have fully operated from the new location and returned to a more normal operating model following the Covid pandemic. We have therefore reset our baseline to 2023.
5. InterSystems UKI reporting period begins on 1 January and ends on 31 December. Our baseline year for emissions is the year 2023, therefore the reporting period for the baseline year covers 1 January 2023 through 31 December 2023.
6. There are 2 company vehicles included for Scope 1 emissions.
7. Commuting & Homeworking emissions figures are calculated using data from responses to a staff survey and extrapolation to account for non-respondents. 70% of staff responded to the survey for 2023.

Notes relating to review during preparation of April 2025 version:

8. The baseline year emissions are continuously reviewed to ensure accuracy. Scope 2 and 3 have been updated to correct calculation errors. This has had an impact on the emission data previously provided for the 2023 baseline year. The updated figures are shown below and highlighted as blue text.

9. Baseline emissions figures for Upstream Transport & Distribution (T&D) have been updated to also include the T&D emissions for homeworking to align with future reporting.

Changes for Reporting Year: 2024

The following notes relate to the emissions calculations for the year 2024.

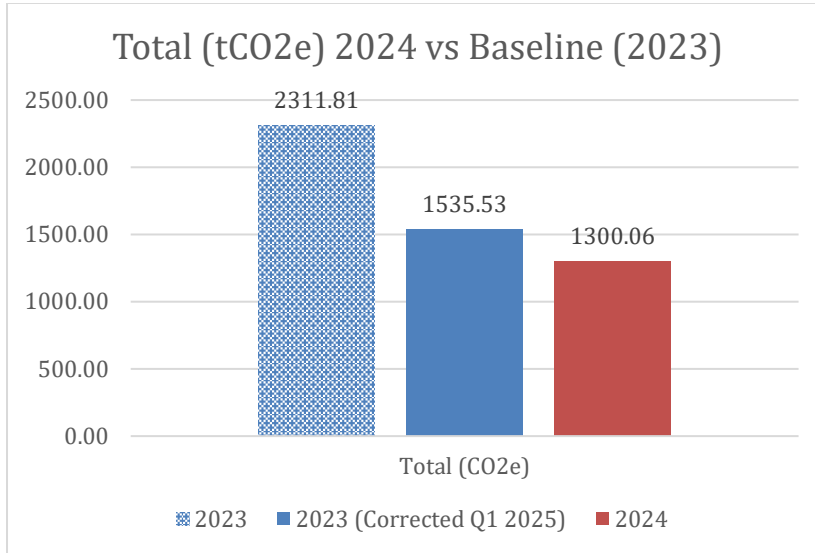
1. Staff numbers, within scope, have decreased to 222.
2. The accuracy of the Business Travel emissions data has been improved due to the use of InterSystems' partnered travel agents' emissions data rather than using estimates.
3. The accuracy of the Commuting & Homeworking emissions data has been improved due to an increased response rate to the staff survey providing more accurate data and reducing the degree of estimation. 89% of staff responded to the survey for 2024.

| All figures tCO ₂ e | Baseline year emissions: 2023 (Updated figures shown blue) | Current year: 2024 |
|--|---|--------------------|
| EMISSIONS TOTAL | 1535.5 (see Baseline Year 2023 note 8 above) | 1300.06 |
| Scope 1 | | |
| Total | 10.8 | 11.3 |
| | Consists of natural gas supply to one on site boiler in OVS. Air conditioning units in use across all offices. Company vehicle use for business purposes is included within this. | |
| Scope 2 | | |
| Total | 98.3 (see Baseline Year 2023 note 8 above) | 94.9 |
| | Consists of electricity supply to all office locations. | |
| Scope 3 (Included Sources) | | |
| Total | 1426.4 (see Baseline Year 2023 note 8 above) | 1193.9 |
| Upstream Transport & Distribution (T&D) | 8.5 (see Baseline Year 2023 note 8 above) | 8.9 |
| | The significant change was due to a correction in conversion factor. This is the T&D emissions associated with the supply of electricity to all sites and for homeworking. | |
| Waste | 3.3 | 4.1 |
| | Consists of waste materials generated from both office locations, both landfill and recycling. | |

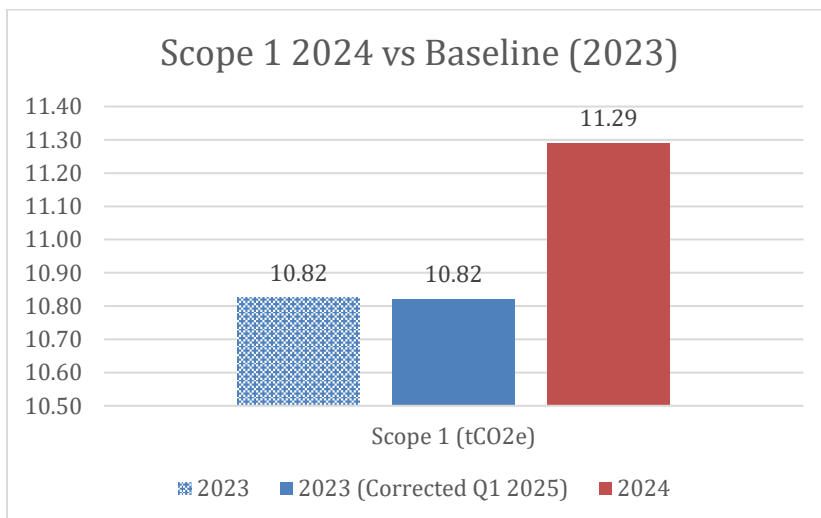
| All figures tCO ₂ e | Baseline year emissions: 2023 (Updated figures shown blue) | Current year: 2024 |
|--|---|--------------------|
| Business Travel | 1198.1 | 925.2 |
| | Total emissions associated with all business travel linked to UKI business operations. This mainly involves travel to customer sites and employee travel across office locations within and outside the UKI. | |
| Commuting | 153.4 (see Baseline Year 2023 note 8 above) The significant change is due to a corrected calculation. | 231.7 |
| | Commuting emissions are based on results of a staff survey to identify distance and mode of transport / car size, etc. The data is extrapolated to account for the remaining staff that did not respond. | |
| Homeworking | 63.1 | 24.0 |
| | Energy costs associated with home working. | |
| Downstream Distribution & Transport | 0 | 0 |
| | As a software company, we provide a service with the associated emissions arising from employee travel to support customers (within Business Travel). We do not have any physical goods that we sell and have therefore excluded this category. | |

Baseline Year vs Current Reporting Period

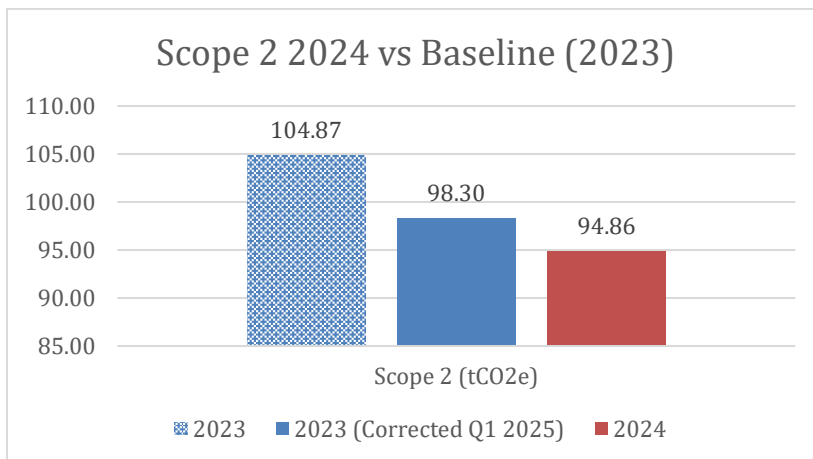
Total



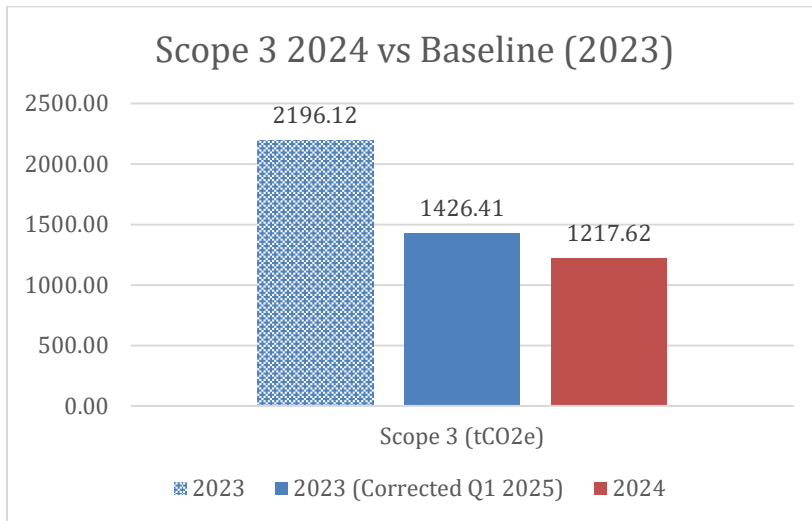
Scope 1



Scope 2



Scope 3



Emissions reduction targets

InterSystems UKI is committed to achieving net zero emissions by 2045. It is our intention to practicably minimise all emissions and then utilise offsetting schemes to ensure that our carbon footprint will achieve net zero by 2045. InterSystems commitment to sustainability is highlighted on our website (InterSystems Corporation: Sustainability)

Business travel is our highest category of emissions, accounting for 71.2% of our total emissions and this will be a key focus in our strategy. We have a travel policy to ensure the need for travel is considered and used appropriately, including requiring employees to book their travel using our partnered travel agent. This is evidenced by the high percentage (approx. 98%) of flights booked via the travel agent.

In line with our commitment to reducing carbon emissions, the UKI organisation has agreed to fully offset the emissions generated by all business flights undertaken in 2024. With approximately 2,900 flights recorded, resulting in 839.81 tCO₂e, this initiative reflects our positive approach to managing our environmental impact. The offset will be delivered through the Gold Standard-certified *Institutional Improved Cookstoves for Schools and Institutions* project in Uganda, which was selected not only for its verified emissions reductions but also for its strong social impact, particularly in supporting young people’s access to safer, healthier educational environments.

Carbon Reduction Projects

Our office location in Windsor is EPC Grade A rated and has a state-of-the-art building management system (Trend) that controls and provides readings for all equipment in the building. It also has solar panels which offset some of our electricity usage, PIR lighting motion sensors and EV charging points.

The building is also set up with the Demand Logic Platform. This provides live insight on building operational performance, in particular the Heating, Ventilation & Air-Conditioning (HVAC) systems. This has had a marked impact on the operational and environmental performance of OVS.

We are certified to ISO 14001 Environmental Management. As part of the supporting management system, we have objectives set which are monitored on a quarterly basis which our UKI offices maintain compliance with. Achievements within this include:

- Provision of facilities to promote recycling of office and kitchen waste (where appropriate).
- Ongoing education / appropriate notices to staff to minimise production of office waste.
- Energy-saving lighting installed on all fittings.
- Water-saving devices installed in all bathrooms.
- Facilities to recycle all company-provided electronic equipment (post-treatment to remove storage devices).
- Facilities to recycle all printer cartridges, etc. within the location.

In 2024, we introduced 3 new objectives to minimise;

- Plastic bottles usage
- Paper usage
- Electricity usage

In supporting our waste reduction, we have reviewed at the use of plastics and single use items. We have removed single use plastic bottles and switched all single use items to biodegradable products. Both offices have reintroduced reusable / washable cutlery and have dishwashers available to help washing be more efficient. Staff have been provided with reusable water bottles and have hot, cold and sparkling water dispensers at both office locations and 'pod' coffee machines have been removed from both locations. We have reduced the number of general waste bins available which reduced the amount of waste and plastic generated, encourages employees to recycle more as well as reducing the number of plastic waste bags used.

We have developed a travel plan for our Windsor location, this includes provision of travel packs to all staff to raise awareness of public transport options for commuting to work. There is also an option for UKI staff to ask for assistance from the Facilities department to cover 'public transport season tickets' in order to promote the usage of public transport. The new office location has increased cycle facilities as well as showers and lockers.

The UKI organisation adopts a hybrid office work pattern with office-based staff working from home 2 days every week and remote staff having flexible work patterns.

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 (Protocol T. G.) and uses the appropriate Government emission conversion factors for greenhouse gas company reporting(GOV.UK: Greenhouse gas reporting: conversion factors 2024)

Scope 1 and Scope 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (SECR)(GOV.UK: Environmental reporting guidelines: including Streamlined Energy and Carbon Reporting requirements) 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 (Greenhouse Gas Protocol: 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:

.....

Colin Henderson. Country Manager, United Kingdom

Date:

Signature: 
Colin Henderson (Apr 24, 2025 07:48 GMT+1)

Email: colin.henderson@intersystems.com







PPN-0621 Carbon Reduction Plan 2025

Final Audit Report

2025-04-24

| | |
|-----------------|--|
| Created: | 2025-04-24 |
| By: | Cameron Spencer (Cameron.Spencer@intersystems.com) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAAYAPOgMX66yxllP5cvno8oNUhC_qqjNLS |

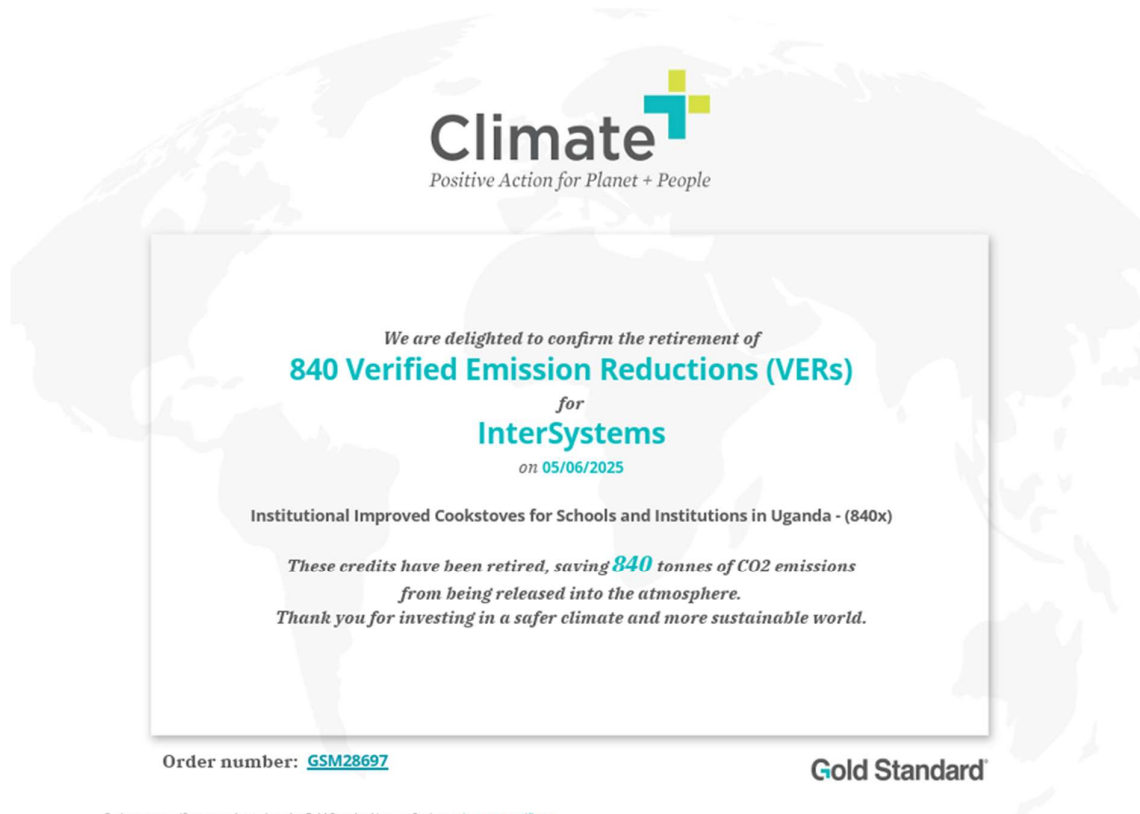
"PPN-0621 Carbon Reduction Plan 2025" History

-  Document created by Cameron Spencer (Cameron.Spencer@intersystems.com)
2025-04-24 - 5:41:34 AM GMT- IP address: 92.234.158.175
-  Document emailed to colin.henderson@intersystems.com for signature
2025-04-24 - 5:41:41 AM GMT
-  Email viewed by colin.henderson@intersystems.com
2025-04-24 - 6:44:56 AM GMT- IP address: 104.28.89.79
-  Signer colin.henderson@intersystems.com entered name at signing as Colin Henderson
2025-04-24 - 6:48:28 AM GMT- IP address: 85.255.236.12
-  Document e-signed by Colin Henderson (colin.henderson@intersystems.com)
Signature Date: 2025-04-24 - 6:48:30 AM GMT - Time Source: server- IP address: 85.255.236.12
-  Agreement completed.
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Verification of Carbon Credit Purchase

Below is a certificate to provide proof of the purchase of 840 tCO₂e to offset all business flights taken by UKI InterSystems employees across 2024.

[Carbon Credit Purchase Certificate](#)



Retirement certificates are hosted on the Gold Standard Impact Registry, [view your certificate](#).

Gold Standard | Chemin de Balexert 7-9 1219 Châtelaine, International Environment House 2, Switzerland | [goldstandard.org](#), +41 22 788 70 80, [help@goldstandard.org](#)