Carbon Reduction Plan

Supplier name: InterSystems United Kingdom & Ireland

June 2026 (FY2025)

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 (2023) 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. InterSystems first published a plan in 2022 for Fiscal Year FY2021. Due to significant changes both in operating model (due to return to normal working practices after Covid) and infrastructure (merging two office locations), a new baseline was set as FY2023. 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. Commuting & Homeworking emissions figures are calculated using data from responses to a staff survey and extrapolation to account for non-respondents. Notes relating to changes made to the FY2023 calculations during the preparation of FY2025 version: 1. Figures included in the FY2023 (and FY2024) Carbon Reduction Plans (CRP) were based on spend-based estimates made at the time using unknown reference sources. This was identified during the work to produce the FY2025 CRP. As a result, the figures used have been recalculated using known reference sources (CEDA by Watershed) and included in previous year's figures. 2. Additional data not provided during the creation of the FY2023 CRP has been sourced and included in the revised figures for FY2023 and FY2024 during the creation of this year's plan.

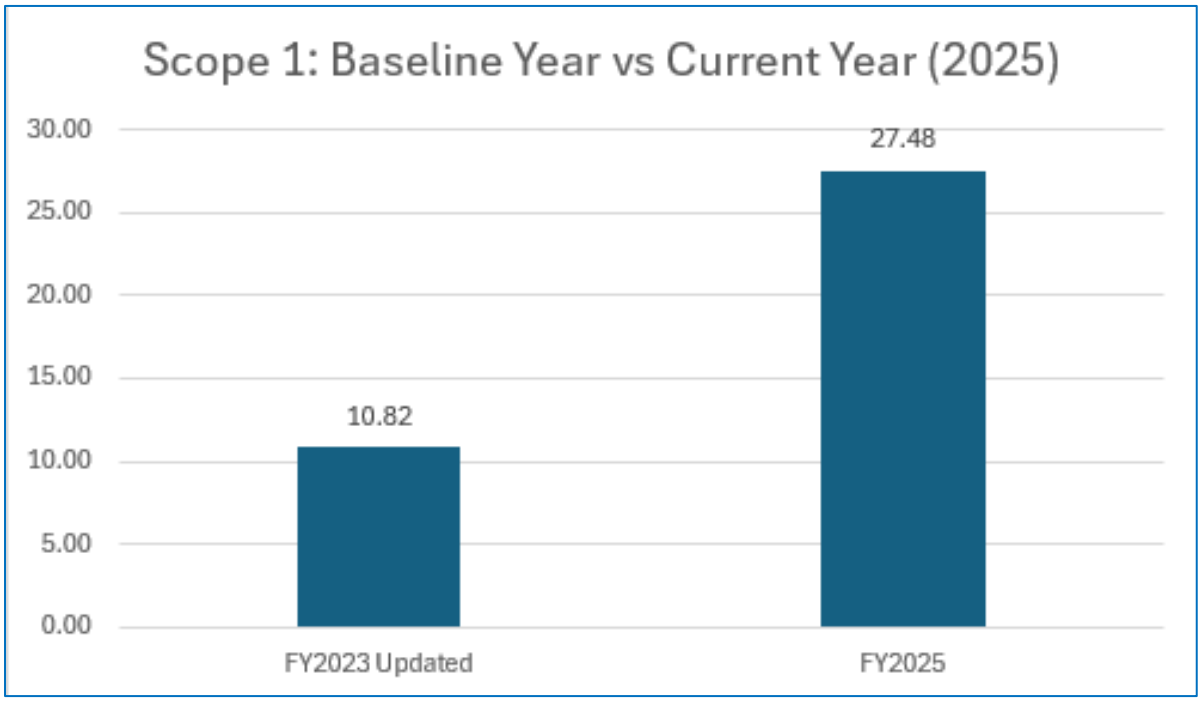
Changes for Reporting Year: 2025
The following notes relate to the emissions calculations for the year 2025. 1. Staff numbers, within scope, have increased from approximately 232 to an average of 245 (accounting for partial year joiners / leavers). 2. Additional data has been included in FY2025 CRP. At this time, this is only available as spend-based data. Spend-based reference sources (CEDA by Watershed) have been used to produce emissions related to this activity (and retrospectively for FY2023 and FY2024 as described above).

All figures tCO_2e	Baseline year emissions: 2023 (2026 Review)	Current year: 2025
EMISSIONS TOTAL	**1535.54 (1722.46 2026 review)**	**1436.36**
Scope 1		
Total	**10.82**	**27.48**
	Consists of natural gas supply to one on site boiler in OVS (Windsor). Air conditioning units in OVS (Windsor). Company vehicle use for business purposes is included within this.	
Scope 2		
Total	**98.30**	**85.63**
	Consists of electricity supply to all office locations.	
Scope 3 (Included Sources)		
Total	**1426.41 (1613.33 2026 review)**	**1323.25**
Upstream Transport & Distribution (T&D)	**8.50** The significant change was due to a correction in conversion factor.	**8.96**
	This is the T&D emissions associated with the supply of electricity to all sites.	

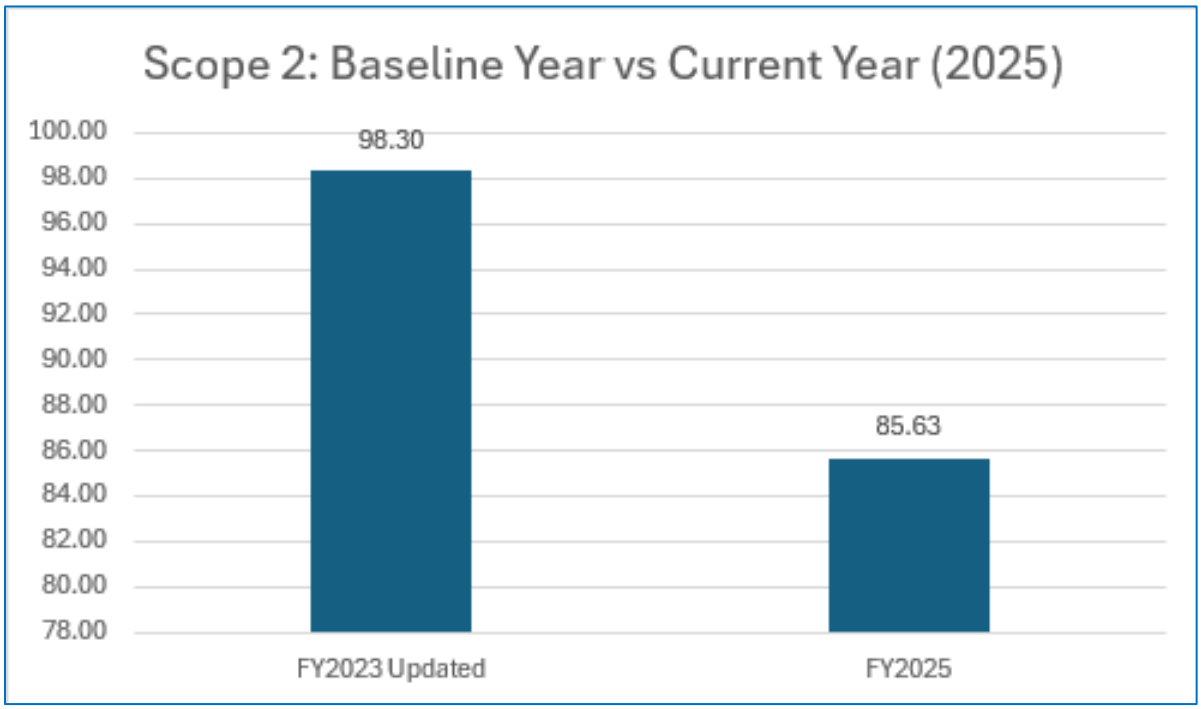
All figures tCO_2e	Baseline year emissions: 2023 (2026 Review)	Current year: 2025
Waste	**3.31**	**4.11**
	Consists of waste materials generated from both office locations, both landfill and recycling. OVS (Windsor) also have composted waste emissions.	
Business Travel	**1198.13 (1385.05 2026 review)**	**1097.19**
	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	**153.37** The significant change is due to a corrected calculation.	**155.90**
	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	**63.10**	**57.09**
	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

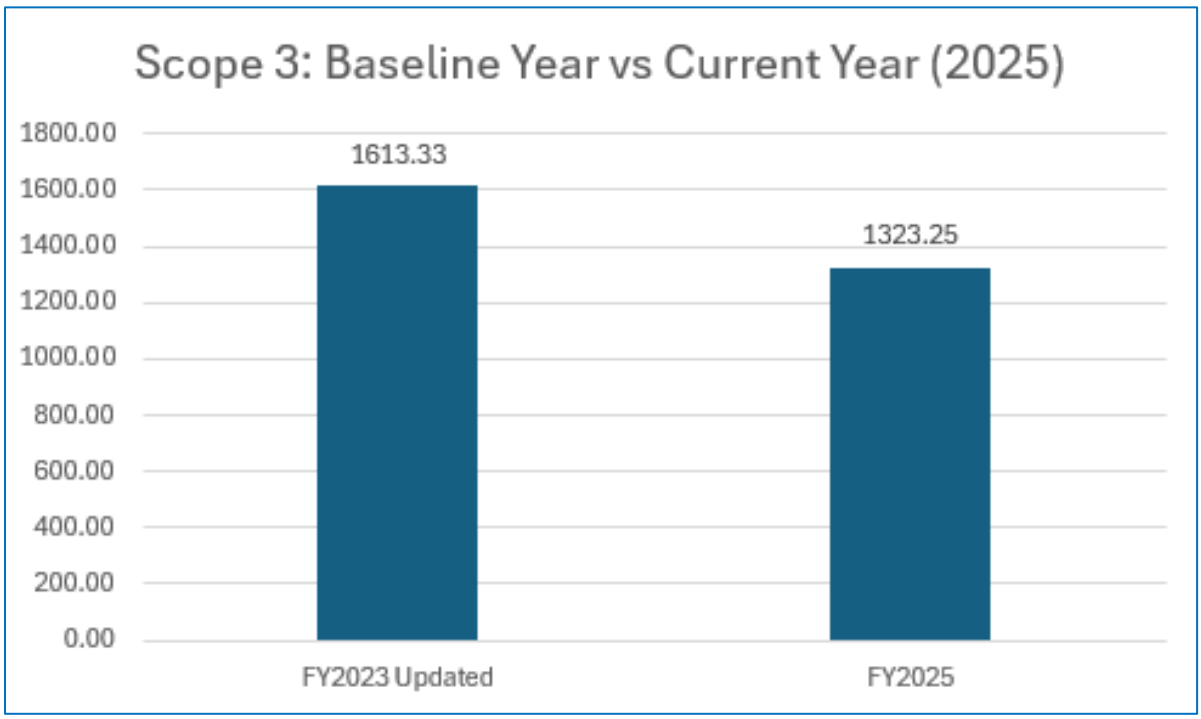
Scope 1



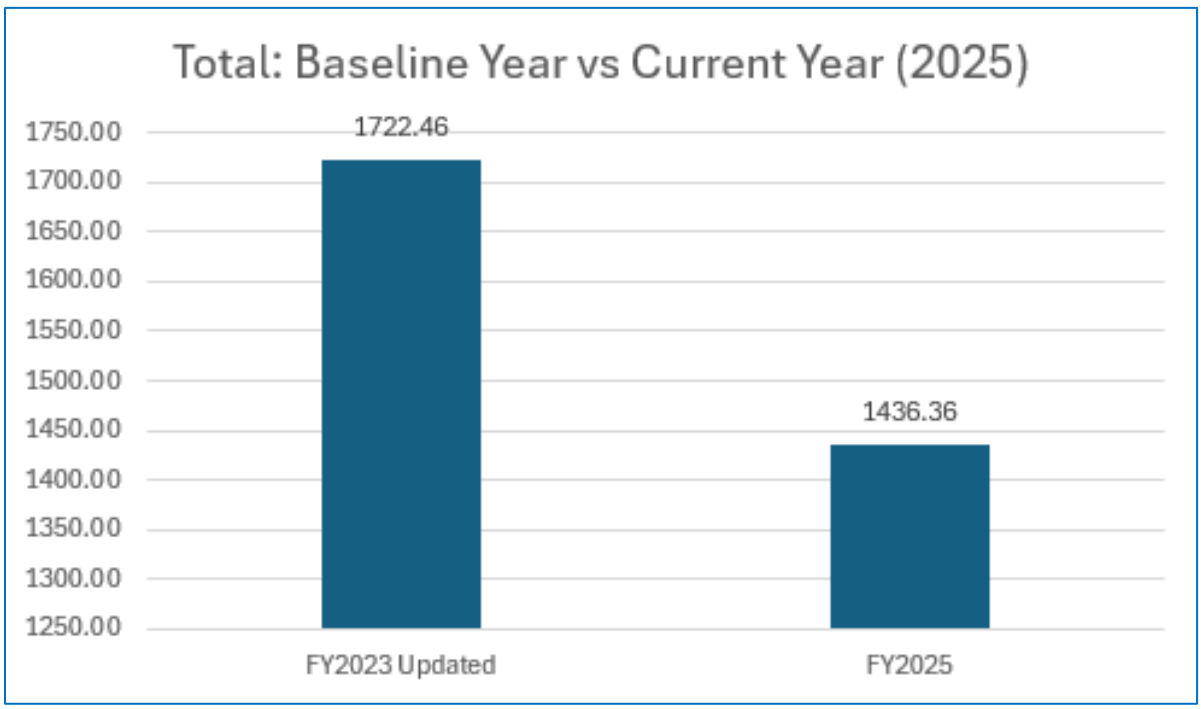
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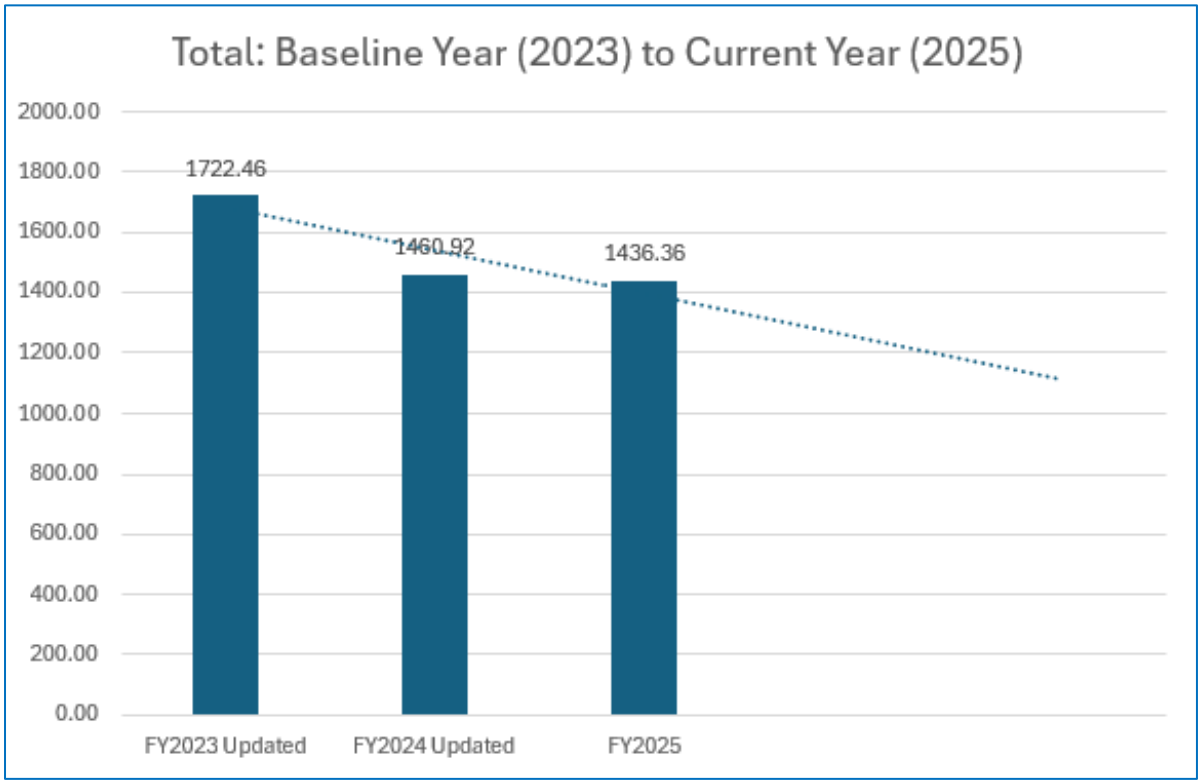
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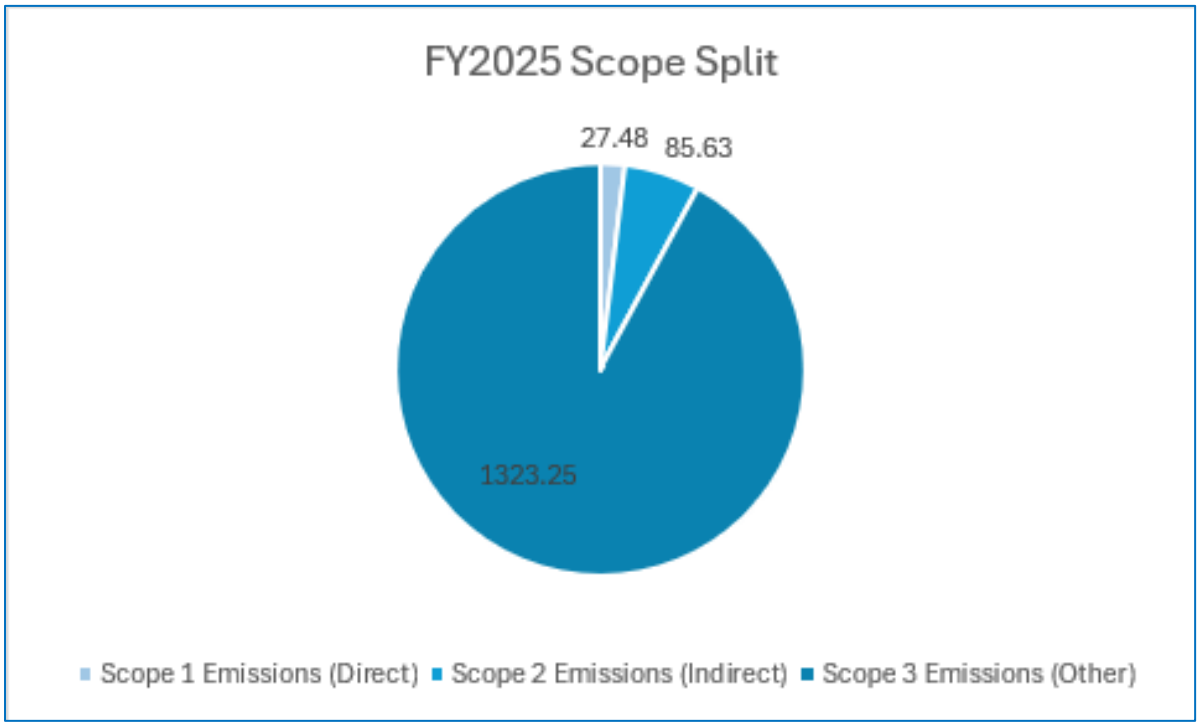
Total



Trend Since Baseline



Split of Emission Categories



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 over 60% 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 of our business flight emissions coming from flights booked through the travel agent.

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 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 supporting our waste reduction, we have reviewed 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 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 that outlines the sustainable transport options available to employees and promotes alternatives to single-occupancy car use, such as walking, cycling, public transport, and car sharing, supported by on-site facilities

like cycle parking, showers, and lockers. It supports the organisation's Carbon Reduction Plan by reducing commuting-related emissions through highlighting lower-carbon travel choices and helping embed more sustainable travel behaviours among staff.

The UKI organisation adopts a hybrid office work pattern with office-based staff working from home 1 day 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, Scope 2, 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:

Signature: Colin Henderson (Jul 6, 2026 16:35:30 GMT+1)

Email: colin.henderson@intersystems.com

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Colin Henderson. Country Manager, United Kingdom

07/06/2026

Date: ……

PPN-0621 Carbon Reduction Plan 2026 (1)

Final Audit Report 2026-07-06

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