



Carbon Reduction Plan

Supplier name: Exa Networks Ltd

Publication date: 07/01/2026

Commitment to achieving Net Zero

Exa Networks Ltd is committed to achieving Net Zero emissions by 2050 across Scopes 1, 2 and 3 in order to reduce our carbon impact.

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 (01/01/2023 to 31/12/2023)	
Additional Details relating to the Baselines Emissions calculations	
Baseline figures have been recalculated in November 2025 using the tool “Equipoise Advanced Business Carbon Calculator”	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	28.65
Scope 2	23.75
Scope 3 (Included Sources)	27.24 3.1 Purchased Goods & Services
	93.98 3.2 Capital Goods & Services
	13.81 3.3 Fuel- and energy-related activities
	0 3.4 Upstream transportation and distribution
	0.12 3.5 Waste generated in operations / water used in operations
	5.16 3.6 Business travel
	50.37 3.7 Employee commuting & remote working
	0 3.8 Upstream leased assets
	0 3.9 Downstream transportation and distribution



Total Emissions	243.09
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Current Emissions Reporting

Baseline Year: 2024 (01/01/2024 to 31/12/2024)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	31.46
Scope 2	24.5
Scope 3 (Included Sources)	26.76 3.1 Purchased Goods & Services
	89.61 3.2 Capital Goods & Services
	14.58 3.3 Fuel- and energy-related activities
	0 3.4 Upstream transportation and distribution
	0.13 3.5 Waste generated in operations / water used in operations
	8.94 3.6 Business travel
	50.37 3.7 Employee commuting & remote working
	0 3.8 Upstream leased assets
	0 3.9 Downstream transportation and distribution
Total Emissions	246.35

Emissions reduction targets

Long Term Target

In order to continue our progress to achieving Net Zero, we aim to reduce our scope 1, 2 and 3 emissions by 90% by 2050 compared to our baseline year and offset the remaining unavoidable emissions through verified carbon credits.

Short Term Target

We project that our total carbon emissions will decrease over the next five years to 199.31 tCO₂e by 2030, a reduction of 18.01%. To facilitate this reduction, we plan to implement the following projects:

People & Culture

- Implementation of a hybrid working policy for employees to reduce commuting emissions and improve work-life balance.



- Provide training for employees on improving environmental practices in the workplace.

Governance

- Implement a ISO 14001 compliant Environmental Management System.
- Improve the accuracy of our emission reports by identifying data collection gaps and calculation methods.

Operations

- Reduce business travel by encouraging employees to use remote technology where possible.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

In order to reduce our carbon emissions, we have implemented the following practices and projects within the organisation to date.

Buildings and Infrastructure

- In 2025, a project to install 200 solar panels at our headquarters in Bradford was completed. We expect this to contribute towards a reduction of our scope 2 emissions in the following years.
- Motion activated lighting is in use in all operational and common areas in our building.
- LED lighting has been installed in the majority of areas to reduce scope 2 emissions.

Waste

- Increased waste segregation in communal areas to encourage recycling and waste

People & Culture

- Employees are provided with the opportunity to join a Bike to Work Scheme through their employment benefits.
- Our offices are located in a central city location with public transport links available within walking distance.

Governance

- Improved reporting accuracy through the use of a carbon reporting tool.



Operations

- Technology and devices are available to allow employees to work and meet remotely, reducing unnecessary business travel.

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 standard¹³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting¹⁴.

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) Standard¹⁵.

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:

Michael Syree Michael Syree 2026-01-07

¹³ <https://ghgprotocol.org/corporate-standard>

¹⁴ www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

¹⁵ <https://ghgprotocol.org/standards/scope-3-standard>