Carbon Reduction Plan for Sepura

Publish date: July 2026

Net Zero Commitment

Sepura is committed to achieving Net Zero emissions by 2050.

Near-term targets:

- Reduce scope 1 emissions by 42% by 2030, in line with SBTi guidance and representative of 8.4% annual linear reduction.
- Maintain scope 2 market-based emissions at zero up to and beyond 2035.
- Engage with contract manufacturers to establish emissions reporting mechanisms, with the goal to obtain and use primary data for all from 2027 onward.
- Reduce scope 3 intensity metrics by 51.6% overall by 2030, representative of 13.5% annual compound reduction required to achieve Net Zero by 2050.

Long-term targets:

- Reduce scope 1 and market-based scope 2 emissions by at least 90% by 2050.
- Reduce scope 3 economic and physical intensity by 97% by 2050.
- Neutralise any residual emissions using verified carbon offsets.

Scope 1 emissions: direct greenhouse gas emissions that occur from sources owned or controlled by a company, such as emissions from the combustion of fuels in on-site boilers, furnaces or vehicles.

Scope 2 emissions: indirect greenhouse gas emissions that result from the generation of purchased electricity, steam or other forms of energy consumed by a company.

Scope 3 emissions: all other indirect greenhouse gas emissions that occur in an organisation's value chain, including emissions from upstream and downstream activities.

Sepura's Emissions

Base Year Emissions

Sepura had previously established a January – December 2024 base year, however, the decision has been made to supersede this in favour of the January – December 2025 reporting period. This follows the correction of a material weight unit error in 2024 and the expansion of the emissions inventory in 2025 to establish a complete upstream scope 3 value chain inventory. Further details behind 2024 figures and emissions inventory completeness are provided in the Appendix.

Base Year: CYE 2025

The 2025 reporting period provides a complete representation of all scope 1, 2 and upstream scope 3 emissions sources. This includes the use of a hybrid approach to account for all contract manufacturers within Sepura's value chain. With primary emissions data and material weights being used for 36% of manufacturers and a spend-based approach being applied to the rest.

The base year measurement will be restated if a revision to emission factors used occurs, major methodological updates are published, improved data becomes available or organisational change causes a significant change in base emissions (+/- 5%). This includes instances where contract manufacturers are able to provide emissions data in the future and the opportunity to replace spend-based estimations within the base year arises as a result.

Emissions	**Total (tonnes CO_2e)**
Scope 1	7.1
Scope 2*	Market-based: 0.0 Location-based: 270.0
Scope 3 including: - Purchased Goods and Services - Capital Goods - Fuel and Energy Related Services - Business Travel - Transportation and Distribution (Upstream and Downstream) - Employee Commuting and Homeworking - Operational Water and Water - Leased Assets (Upstream)	13,325.7
Total Emissions*	**Market-based: 13,332.8** Location-based: *13,602.9*

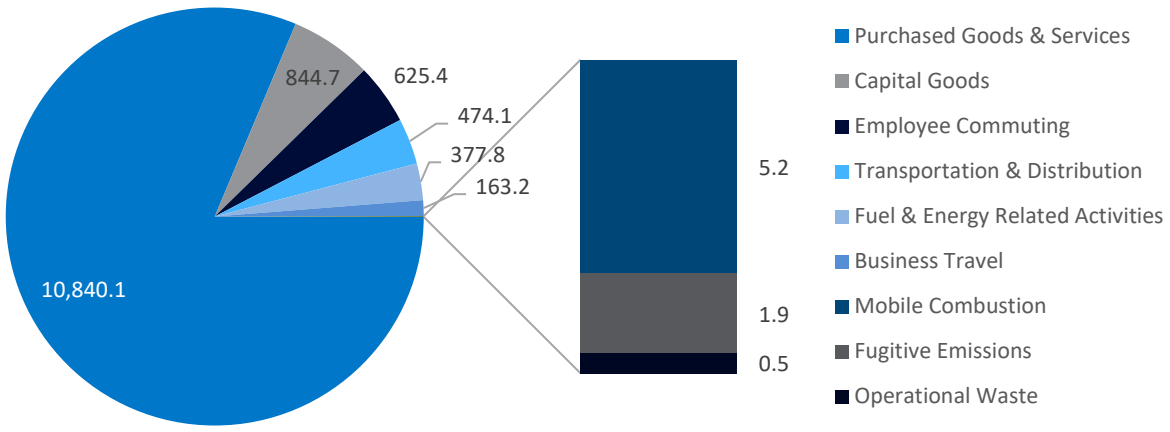
*Purchased electricity can be measured in two ways. A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice). A market-based method therefore takes into account the purchase of electricity via a verified renewable energy tariff. Net Zero targets and reported emissions figures are based off a market-based approach.

Emissions Intensity Metrics

Base Year: CYE 2025	Intensity Figures
Employees (tCO_2e per FTE)	47.1
Revenue (tCO_2e per €m)	98.3

Based upon 283 FTEs* (full-time employee equivalents), and €135.7 million revenue during the measurement period. Market-based emissions have been used to calculate intensity metrics. *Total FTE figures are inclusive of contractor visits to site.

Emissions Breakdown (tCO2e)



Carbon Reduction

Progress

Following the adjustment of the base reporting year there is no progress against near-term targets to report. Notable progress has however been made with regard to improving the quality of data used in quantifying Sepura's emissions. For the 2025 reporting cycle 73% of the requested component manufacturers were able to provide emissions data, though not all of these were utilised in calculations due to limitations around apportioning totals. This is a positive indication of progress toward supplier emissions reporting systems which are being developed. In combination with Life Cycle Assessment work being carried out with Positive Planet Sepura is establishing a strong position to start actioning supply chain emissions based on real-world data and relationships.

Completed Reduction Initiatives

The table below provides a summary of initiatives implemented to begin addressing emissions. This will be updated annually to reflect actions taken since the latest reporting period and progress made upon previous work.

Activity	Completion Date	Scope
Commissioned Life Cycle Assessments for three models of radio comprising a significant proportion of Sepura's annual sales.	2026	3
Engaged contract manufacturers to begin requesting manufacturing emissions and/or energy associated with Sepura's products.	2025	3
Carbon Awareness Training was delivered to a suite of 13 Sepura staff in September. This aimed to equip attendees with the ability to discuss sustainability related topics with increased confidence and encourage open communication regarding barriers and potential solutions.	2025	-
A building Net Zero audit was carried out by Sepura's landlord, the results of which are integrated in ongoing discussions around improving building energy efficiency.	2025	1, 2, 3
A complete retrofit of lighting across Sepura's premises was completed, with LED fixtures installed throughout.	Q4 2025	2, 3
An employee EV lease scheme has been implemented, with promising initial uptake.	Jan 2025	3

Appointed an ESG manager to champion initiatives surrounding all aspects of ESG, including managing Sepura's emissions, continue to drive progress.	June 2024	1, 2, 3
Developed an ESG strategy focused on Product, People, Planet and Principles. This includes objectives focused on sustainability, including comprehensive data collection to facilitate effective emissions measurement, reporting and management. This strategy includes the consideration and monitoring of ISO 14001 and conflict mineral certifications in procurement decisions.	Sept 2024	1, 2, 3
Established a formal ESG Management Board to facilitate cross organisational buy in and alignment with Sepura's goals.	Nov 2024	1, 2, 3
To foster a collaborative and impact driven approach to improving Sepura's environmental impacts, various internal projects have been rolled out throughout the organisation: • Zero-waste days • Reducing food packaging • Coffee grounds reuse • Food waste bins • Reusing packaging	2024 & onward	1, 2, 3
Sepura has also been ISO 14001 accredited for many years, demonstrating environmental management systems are in place and actively monitored to achieve scope 1 and 2 reductions.	*Pre base year*	1, 2
Procured 100% renewable energy to bring market-based scope 2 emissions to zero across Sepura's premises.	2016	2

Future reporting will highlight progress against the above initiatives and any new successes to maintain a record of progress against the actions suggested below.

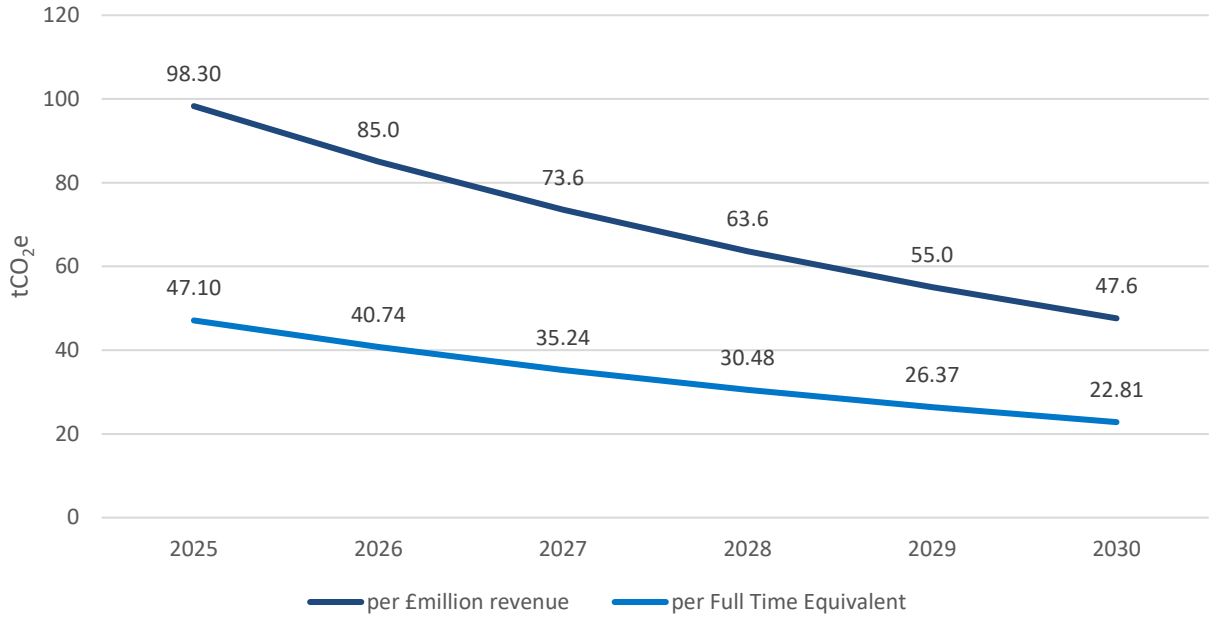
Future Carbon Reduction Plans

In the future we will consider implementing further measures such as:

- Engaging with the landlord to align on decarbonisation plans, improving building efficiency, reducing energy waste, and consider exploring on-site generation opportunities.
- Implementing low-cost measures to optimise heating, cooling, lighting, and equipment use, while prioritising energy efficiency in future procurement decisions.
- Expanding employee engagement to promote energy-saving behaviours, including switching off equipment and increasing awareness through training and internal communications.
- Reviewing HVAC systems to improve monitoring, prevent leaks, and transition to lower global warming potential refrigerants to reduce fugitive emissions.

Near-Term Reduction Projections (scope 3)

Based upon the above completed and planned initiatives, it is projected that scope 3 FTE and economic intensity will decrease by at least 51.6%, to 23.3 tCO_2e and 56.9 tCO_2e respectively by 2030. Progress against these projections will be documented in future reporting alongside minimum annual compound reductions detailed below.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standards 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].

This Carbon Management Plan has been reviewed and approved by Sepura's Executive Team.

Chris Barnes – CEO
July 2026

[1] https://ghgprotocol.org/corporate-standard
[2] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

Historic Emissions Reporting

Prior to appointing Positive Planet to assist with emissions measurement and reporting, Sepura's Streamlined Energy and Carbon Reporting (SECR) figures were reported with inclusion of grey fleet emissions in scope 1. This accounting approach does not align with GHG Protocol Guidance or SECR guidance, which recommends aligning with GHG Protocol approaches to the categorisation of business activities into scope 1, 2 and 3. It was therefore not possible to establish a scope 1 base year based upon existing published emissions data due to misalignment of emissions accounting approaches.

Following discussions Positive Planet recommended that historic measurements be restated in company reports, with allocation of employee-owned vehicle mileage into scope 3 -Business Travel emissions. This is intended to bring previous measurements into alignment with best practice and allow consideration of pre-2024 reporting periods in the establishment of a scope 1 and 2 base year. Collation of historic HVAC maintenance reports would also be required to inform considerations around base years.

When measuring Sepura's emissions Positive Planet follows the GHG Protocol Corporate Accounting and Reporting Standard (+ supporting materials), this includes allocation of grey fleet emissions into scope 3 – Business Travel.