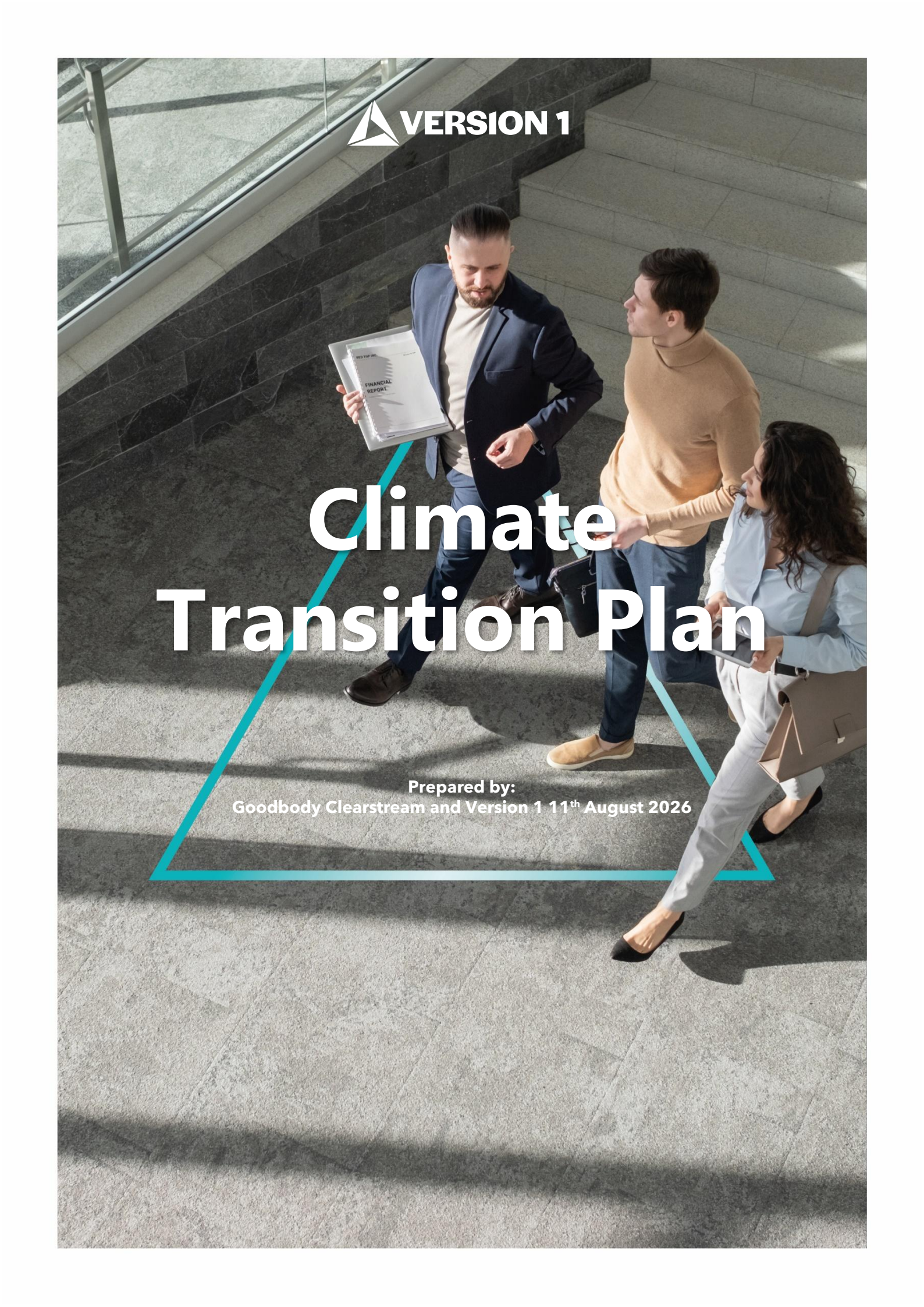




 **VERSION 1**

Climate Transition Plan

Prepared by:
Goodbody Clearstream and Version 1 11th August 2026

Contents

1. FOREWORD	4
1.1. Approach to Transition Planning	4
1.2. Greenhouse Gas Emissions Target	4
1.3. Standards	5
1.4. Business Model Mapping	6
1.4.1. Upstream	6
1.4.2. Own Operations	6
2. CLIMATE POLICY	7
3. GOVERNANCE	8
3.1. Board-Level Oversight	8
3.2. Managing Climate Risks and Opportunities	8
3.3. Building Board-Level Competency	8
3.4. Culture	9
3.5. Incentives and Remuneration	9
3.6. Skills, Competencies and Training	9
3.7. Progress of Implementation	10
4. FINANCIAL PLANNING	11
5. CLIMATE RESILIENCE AND SCENARIO ANALYSIS	12
5.1.1. Physical Risks	12
5.1.2. Transition Risks	12
5.1.3. Opportunities	12
6. CARBON FOOTPRINT AND TARGETS	13
6.1. Emission Reduction Targets	13
6.2. Scope 1, 2 and 3 Emissions	14
6.3. Locked-in GHG Emissions	14
7. DECARBONISATION STRATEGY AND IMPLEMENTATION	15
7.1. Introduction	15
7.2. Decarbonisation Pathway Modelling Methodology	15
7.3. Decarbonisation Levers	15
7.4. Organisational Decarbonisation Levers	15
7.5. Decarbonisation Pathway Modelling Results	16
7.6. Decarbonisation Implementation Roadmap	16
8. STAKEHOLDER ENGAGEMENT	19

8.1. Engagement with Supply Chains and Partners	19
8.2. Engagement with Reporting Frameworks.....	19
8.3. Engagement with Communities	19
8.4. Engagement with Customers.....	19
9. APPENDICES.....	21
9.1. Appendix (I): List of Climate Risks and Opportunities.....	21
9.2. Appendix (II): CSRD Alignment.....	21

1. FOREWORD

1.1. Approach to Transition Planning

At Version 1, we believe that climate change and biodiversity loss are challenges that concern us all, and that everyone has a role to play. We are committed to taking action to reduce our environmental impact and to supporting others to do the same. Our climate ambition is grounded in both responsibility and opportunity. As we move forward, we remain committed not only to achieving our own environmental, social, and governance (ESG) goals, but also to enabling our customers to meet theirs. Through collaboration, shared learning, and innovative solutions, we see powerful potential to drive sustainability beyond our own operations.

In 2024, we deepened our understanding of our wider impact across the value chain, strengthening partnerships with suppliers and customers alike. These relationships are increasingly rooted in ethical and sustainable practices that support long-term growth. We have also evolved our social impact strategy by consolidating our Education & Employability and Community First pillars into a new Giving Back pillar. Our remaining five ESG pillars — Environmental Sustainability, Health and Wellbeing, Diversity, Inclusion and Belonging, Responsible Procurement, and Giving Back — remain aligned to the UN Sustainable Development Goals that are most material to our business.

Looking ahead to 2025 and beyond, Version 1 is progressing on its journey to a low-carbon economy. A major milestone this year was completing our first double materiality assessment (DMA) under the Corporate Sustainability Reporting Directive (CSRD). This rigorous process, shaped by sector screening and stakeholder engagement, confirmed ESRS E1 – Climate Change as a key material topic.

This Climate Transition Plan reflects our strategic commitment to climate action. It goes beyond regulatory alignment to embed decarbonisation into our business model. We have measured our emissions, identified key levers for reduction, mapped a roadmap for transition, and assessed both the risks and opportunities posed by climate change. These steps are helping to future-proof our operations, and those of our customers, through meaningful and measurable action.

1.2. Greenhouse Gas Emissions Target

In 2021, Version 1 set internal net zero targets using a 2019 baseline: to reach net zero in our operations (Scopes 1 and 2) by 2025, and across our full value chain (Scope 3) by 2035. As our ambition matured, we aligned with the Science Based Targets initiative (SBTi) Net-Zero Standard, resetting our baseline to 2022 and shifting our focus to deep, science-based emissions reductions.

Against this 2022 baseline, our Scope 3 emissions have fallen by **81%**, and total emissions have fallen by **80%**, to **5,042.57 tCO₂e** in the 2025 reporting year. Combined Scope 1 and 2 emissions, however, rose to **216.10 tCO₂e** in 2025, above the 2022 baseline of 48.7 tCO₂e. This increase was driven by lapsed renewable electricity contracts, the removal of unsupported renewable claims, and grid emissions at our India office. We expect Scope 1 and 2 emissions to fall again once renewable electricity contracts are renewed, which is reflected in the 2026 reporting year.

These reductions have been delivered through targeted interventions: switching to renewable electricity across most offices, optimising building energy use with LED upgrades and smart sensors, and embedding energy-efficient practices across our estate. Our hybrid "Naturally Digital" working model has also played a critical role in emissions reduction, with commuting emissions now 59% below the 2022 baseline.

Internally, we are building a culture of climate action. The Version 1 Climate School, our role-based climate literacy programme delivered in partnership with AXA Climate School, equips employees across functions with the skills, understanding, and urgency needed to reduce emissions in their day-to-day work.

Waste reduction is another key focus. We are committed to achieving zero waste offices by 2030 and are already making strong progress. We have eliminated e-waste to landfill, with 96% of e-waste now repurposed, re-manufactured, re-sold, or donated. In our physical offices, 92% of office waste is currently diverted from landfill, supported by dedicated signage, local waste audits, and ongoing staff engagement.

Beyond our own footprint, we recognise the dual role we play in transforming the digital ecosystem:

- **Greening of IT:** Optimising cloud infrastructure, modernising legacy systems, and reducing digital emissions, backed by tools such as our Migration Carbon Emissions Savings Calculator and certified Green Software Practitioners.
- **Greening by IT:** Helping customers across sectors, from manufacturing to finance, embed sustainability into their operations through data, automation, and digital innovation.

Looking ahead, the implementation of our Sustainable Procurement Policy and Supplier Engagement Plan will be key to value chain decarbonisation. As of 2025, 50% of our key suppliers have emissions reduction targets in place, and we continue to work toward our 80% target.

While we no longer rely on offsetting to achieve carbon neutrality, we continue to support nature-based solutions. Since 2021, we have prevented over 7,100 tCO₂e through 17 verified carbon avoidance projects, in more recent years to offset our business travel emissions. We also fund the planting of a tree for every new employee, reinforcing our long-term commitment to environmental restoration.

1.3. Standards

While the international landscape for climate transition planning standards continues to evolve, Version 1 is committed to aligning with emerging best practice and regulatory expectations. In the European context, the Corporate Sustainability Reporting Directive (CSRD) requires companies to disclose how their business models and strategies support the transition to a sustainable, climate-resilient economy.

To ensure that our Climate Transition Plan reflects a credible and robust approach, we have aligned its structure and content to the following key standards and frameworks:

- **Carbon Disclosure Project (CDP) Transition Plan Technical Note:** This guidance outlines the components of a credible climate transition plan for organisations disclosing through CDP. Our plan has adopted this framework to ensure clarity, transparency, and alignment with stakeholder expectations.

- **European Sustainability Reporting Standards (ESRS):** These standards provide the reporting architecture mandated by the CSRD. Our disclosures reflect alignment with ESRS E1 – Climate Change, as identified through our recent double materiality assessment, and we continue to monitor the evolving ESRS implementation guidance to ensure full compliance.
- While Version 1 is not subject to the EU Paris-Aligned Benchmark (PAB) criteria, we are committed to pursuing science-aligned climate targets and principles that reflect the ambition of the Paris Agreement.

1.4. Business Model Mapping

This Climate Transition Plan outlines Version 1's strategic pathway to decarbonisation in line with our public climate commitments and science-based targets. A key element of this process involves critically assessing our current business activities and identifying where strategic transformation is required across our operations and value chain.

Our double materiality assessment, conducted in alignment with the CSRD, served as a foundation for this analysis. It highlighted the business functions most exposed to climate-related risks and opportunities and helped us identify where we can drive the greatest impact through emissions reductions and climate resilience.

1.4.1. Upstream

Our upstream activities include procurement of client IT hardware and cloud hosting services. As we do not own data centres, the emissions intensity of these services lies with third parties. However, we believe it is essential that our supply chain reflects the same ambition we hold ourselves to. That is why we are actively engaging with suppliers and driving alignment through our Sustainable Procurement Policy and Supplier Engagement Plan. As of 2025, 50% of our key suppliers have emissions reduction targets in place, and we are working to increase this to 80%.

1.4.2. Own Operations

Our internal operations encompass the design, build, and ongoing support of IT systems for clients. Decarbonisation of our operational footprint is a strategic priority, and we have made strong progress across energy efficiency, electrification, and waste management.

- 90% of our office portfolio runs entirely on electricity.
- 100% of our offices have transitioned to LED lighting.
- 85% of our electricity is sourced from renewable providers. Note: the renewable share fell in 2025 due to lapsed contracts, which increased our market-based Scope 2 emissions; renewal is expected to restore this in 2026.
- We have also made strong gains in resource use and circularity, with zero e-waste sent to landfill and 92% of general office waste now diverted from landfill through reuse, recycling, and energy recovery.

This integrated approach is helping us embed climate-conscious practices into the core of how we operate, delivering both carbon and cost savings while reducing our environmental impact.

2. CLIMATE POLICY

Version 1 has adopted a comprehensive Environmental Policy aligned with the objectives of the Paris Agreement. We are committed to limiting global temperature rise to well below 2°C, with efforts to cap it at 1.5°C, by pursuing science-based targets focused on reducing greenhouse gas emissions, improving energy efficiency, and increasing the use of renewable energy.

Our policy is built on six core environmental themes that underpin our climate strategy:

- Emission Reduction
- Waste and Conservation
- Education and Mobilisation
- Collaboration
- Innovation
- Green Procurement

Greenhouse gas emissions are calculated in line with ISO 14064-3, and we ensure full compliance with applicable environmental legislation. The policy is not just a written commitment; it is actively championed by senior leadership, with oversight from our Directors and Management Teams. Their involvement reinforces our broader goals of pollution prevention, resource conservation, and responsible consumption.

All environmental-related policies are stored centrally within our Integrated Management System, where they are subject to regular review and updates. In addition to our core Environmental Policy, a number of supporting policies directly contribute to our climate targets and reflect our company values:

- **Sustainable Group Business Travel Policy:** Encourages environmentally responsible travel practices.
- **Hybrid Working Policy:** Supports emissions reduction through reduced commuting.
- **Environmental Policy:** Establishes governance, risk management, and accountability for sustainability across our operations.

Additional supporting documents address hazardous substances, waste management, and refrigeration gases, ensuring our environmental management system is comprehensive and robust.

Version 1 has set clear and measurable environmental objectives, including our commitment to achieve net zero across our value chain by 2045. We report progress annually through the Carbon Disclosure Project (CDP) and maintain certification to the ISO 14001:2015 standard. In 2025, Version 1 achieved an A score from CDP, the highest possible rating, placing us on the global A List and in the top 4% of companies assessed worldwide.

3. GOVERNANCE

3.1. Board-Level Oversight

Strong governance is fundamental to the success of our Climate Transition Plan. At Version 1, climate-related oversight sits at the highest levels of the organisation, involving the CEO, CFO, COO, Head of ESG, Environmental Sustainability Manager, Risk Manager, and Procurement Manager. Environmental and climate considerations are fully integrated into our strategic decision-making, ensuring they are embedded across both operations and governance.

Our senior leadership team is responsible for approving and overseeing our sustainability policies and climate-related strategies. Their active involvement ensures that carbon reduction initiatives are aligned with our overall business priorities and that the organisation remains focused on delivering meaningful results.

Environmental goals and actions are embedded into our annual business planning process, guided by our Climate Transition Plan. The Head of ESG reports quarterly to the Board of Management, providing updates on progress and alignment with strategic objectives. In addition, monthly Business Review Meetings (BRMs) with senior leaders ensure that any potential risks or barriers are surfaced early, enabling proactive course correction.

Environmental targets are developed by the Environmental Sustainability Manager, validated by the Head of ESG, and submitted to the Board for approval. This ensures that targets are ambitious, credible, and achievable, anchored in both operational realities and strategic intent.

3.2. Managing Climate Risks and Opportunities

Oversight of climate-related risks and opportunities is led by our Chief Operating Officer (COO), who reports directly to the CEO and is a member of the Board. The COO ensures that climate resilience is embedded into our operational strategy, compliance processes, and employee engagement efforts. This includes oversight of environmentally focused strategies and incentive structures designed to promote sustainable behaviours across the business.

Climate priorities are reflected in our business planning and quarterly objectives, ensuring every part of the organisation contributes to the achievement of our environmental goals.

3.3. Building Board-Level Competency

Following our acquisition by Partners Group, a new Board member with ESG expertise was appointed to further strengthen our climate governance. As a signatory of the UN Principles for Responsible Investment, Partners Group actively shares ESG best practice across its portfolio. Our appointed Board member also brings cross-sectoral experience from another Partners Group company that successfully embedded sustainability into its business model and achieved EcoVadis Gold status, placing it among the top 2% of companies globally.

In addition to this leadership expertise, our CFO contributes best-in-class insight into environmental reporting, while our People Success Coaches support leadership development and employee training, helping to inspire climate action across all levels of the business.

3.4. Culture

Our Climate Transition Plan is a reflection of Version 1's core values — Honesty and Integrity, Excellence, No Ego, Customer First, Personal Commitment, and Drive. These values shape not only how we operate, but also how we respond to the challenge of climate change. The need for climate action is reinforced by three key drivers that influence both our business strategy and culture:

- **Customer Expectations:** Growing demand for environmentally responsible partners and sustainable, low-carbon supply chains.
- **Regulatory Compliance:** Anticipating and preparing for evolving requirements, including the Corporate Sustainability Reporting Directive (CSRD).
- **Market Trends:** Responding to the accelerating transition to a green economy and the commercial opportunities it brings.

To meet these drivers, we are embedding sustainability into our culture at every level of the organisation. Our approach includes sustainable travel and hybrid working policies, facilities improvements such as renewable electricity and LED lighting, quarterly education and engagement campaigns delivered in partnership with the AXA Climate School, and a dedicated innovation team developing digital solutions that reduce emissions.

We actively cultivate a culture of sustainability through regular employee engagement, including annual environmental surveys and cross-functional collaboration. Our "Responsibility and Accountability" framework assigns environmental ownership to specific business functions, with oversight by the ESG team to ensure alignment and impact.

3.5. Incentives and Remuneration

Sustainability performance is integrated into Version 1's quarterly objective-setting and bonus structure, ensuring alignment with our overall Business Plan across all levels of the organisation, from senior leadership to operational teams.

While environmental targets are not embedded in every individual's goals, a number of key roles — including the CEO, COO, CFO, CTO, Facilities Manager, Environmental Sustainability Manager, and Procurement Team — carry specific objectives linked to our net zero and sustainability strategy. These include:

- Reducing greenhouse gas emissions
- Implementing emission reduction initiatives
- Delivering on climate transition actions
- Supporting broader environmental targets

Objectives and targets are reviewed annually to remain consistent with evolving regulations, science, and business priorities, keeping sustainability performance relevant, ambitious, and actionable.

3.6. Skills, Competencies and Training

Building climate literacy and capability across our workforce is a core pillar of Version 1's Climate Transition Plan. In 2025 we launched the Version 1 Climate School, delivered in partnership with AXA Climate School, to equip employees with the knowledge and confidence to take action on climate change. This short, role-based training is available via

our Learning Management System and focuses on the science of climate change, the impacts on business and society, and how individuals can contribute to a low-carbon future through their day-to-day work.

As we decarbonise our business and support our customers to do the same, we recognise the need to continuously develop and deepen the following skills across key functions:

- **Carbon Accounting and Data Analysis:** Building capability to accurately measure, report, and reduce the carbon footprint of services and operations in line with evolving standards.
- **Sustainable Procurement:** Ensuring our teams can evaluate suppliers based on environmental impact and embed sustainability into procurement decisions.
- **Change Management and Employee Engagement:** Supporting cultural and operational change through strong internal engagement and leadership at all levels.
- **Climate Risk and Resilience:** Following the completion of our first climate scenario analysis, we will further invest in developing skills in climate risk assessment and adaptation planning.

3.7. Progress of Implementation

Version 1 has been calculating its greenhouse gas emissions since 2019, laying the foundation for informed climate action. In 2021, we developed our first Environmental Strategy and launched a timebound Climate Action Plan aimed at reducing emissions in line with our internally set intensity-based net zero targets. Since then, our understanding and approach to climate action have matured significantly. We have since established Science-Based Targets, further aligning our strategy with global best practices.

Version 1 formally launched its Climate Transition Plan in 2025, marking a significant milestone in our journey, bringing together the progress already made across emissions reduction, employee engagement, governance, and resilience into a unified framework.

Implementation is well underway, with key actions embedded in our business planning cycles, governance structures, and employee engagement programmes. We remain committed to tracking, reviewing, and reporting on progress annually, ensuring continuous improvement and clear accountability as we work toward our long-term climate goals.

4. FINANCIAL PLANNING

Version 1 recognises the critical importance of integrating climate considerations into financial planning and investment decisions.

We have taken key steps to advance climate resilience, including a comprehensive Climate Resilience and Scenario Analysis which quantified the potential financial impacts of identified climate-related risks and opportunities, as well as the estimated cost of mitigation and adaptation responses.

While we have not yet disclosed the specific financial resources allocated to implementing this Climate Transition Plan, this is a strategic priority for the coming years. Similarly, EU Taxonomy alignment and disclosure have not yet been completed but are firmly embedded in our sustainability roadmap as we continue to mature our reporting in line with evolving regulatory expectations.

We are committed to enhancing transparency and ensuring that future financial planning fully supports the successful delivery of our climate objectives.

5. CLIMATE RESILIENCE AND SCENARIO ANALYSIS

Version 1 conducts an annual climate scenario analysis to assess the resilience of our business to the evolving impacts of climate change. This analysis builds on our double materiality assessment and draws on recognised scientific frameworks, including the IPCC AR6 and NGFS climate models, to evaluate both physical and transition risks, as well as emerging opportunities.

The assessment covers our global operations, with a focus on the regions and functions where climate-related risks are most material, and where we can deliver the greatest positive impact through adaptation and mitigation.

5.1.1. Physical Risks

Climate-induced disruptions such as extreme heat and water stress are projected to increase significantly in the coming decades.

- Heatwaves are expected to double under a 2°C scenario and increase fivefold under a 4°C scenario, posing risks to labour productivity and operational continuity, particularly in high-exposure regions such as India and Australia.
- Water scarcity presents potential operational risks for data centre infrastructure, especially in drought-prone areas.

5.1.2. Transition Risks

The shift toward a low-carbon economy brings regulatory, financial, and market risks:

- Stricter ESG regulations, increased customer demand for low-carbon services, and the introduction of carbon pricing may impact our competitive positioning.
- Failure to align with evolving sustainability expectations could limit access to green finance, affecting long-term growth and investment potential.

5.1.3. Opportunities

Proactive climate action offers strategic business advantages:

- Growth in sustainable digital services, energy-efficient operations, and strong ESG credentials position us to unlock cost savings, attract climate-conscious investors, and enter new markets.
- We are well-placed to support customers through both the greening of IT (reducing digital emissions) and the greening by IT (enabling climate-smart transformation through technology).

6. CARBON FOOTPRINT AND TARGETS

Version 1 defines its GHG emissions boundary using the operational control approach, in line with the GHG Protocol Corporate Standard. This means we account for 100% of the emissions from operations over which we have operational control.

Our organisational boundary includes all offices where we maintain operational control across Ireland, the United Kingdom, Slovenia, Spain, Australia, India, and the United States. This ensures a consistent and transparent basis for tracking our emissions across global operations.

In 2023, we enhanced the accuracy of our purchased goods and services emissions reporting by transitioning from the retired Quantis Scope 3 Evaluator to an Environmentally Extended Input-Output (EEIO) model, aligned with Science Based Targets guidance. We maintained this EEIO methodology through 2024 and 2025, supporting year-on-year consistency and expanding our reporting to include well-to-tank and tank-to-wheel emissions across all transport modes.

In 2025, our total emissions were **5,042.57 tCO₂e**, representing an 80% reduction from our 2022 baseline. This reflects both real progress in Scope 3, particularly in Purchased Goods and Services (down 87% versus baseline), and continued improvements to data quality and methodology. Scope 3 emissions per employee have reduced by 85% since 2022.

6.1. Emission Reduction Targets

Version 1 has set clear and measurable emission reduction targets to guide our progress toward net zero. These targets reflect both our original intensity-based commitments and our alignment with the Science Based Targets initiative (SBTi), ensuring our trajectory is in line with climate science and the goals of the Paris Agreement.

Intensity-based Net Zero Targets (2019 baseline)

- Reduce Scope 1 and 2 emissions per capita to net zero by 2025
- Reduce Scope 3 emissions per capita to net zero by 2035

Science-Based Near-Term Targets (2022 baseline) — Approved by SBTi

- Reduce Scope 1 and 2 absolute emissions by 50% by 2032
- Reduce Scope 3 absolute emissions by 30% by 2032

Science-Based Net Zero Targets (2022 baseline) — Approved by SBTi

- Reduce Scope 1 and 2 absolute emissions by 90% by 2045
- Reduce Scope 3 absolute emissions by 90% by 2045

6.2. Scope 1, 2 and 3 Emissions

Scopes	2022 tCO ₂ e	2024 tCO ₂ e	2025 tCO ₂ e	% change vs 2022	Near-term Target 2032	Net Zero Target 2045
Scope 1	11.7	10.3	9.77	-16%	50%	90%
Scope 2 *	37.6	93.38	145.85	+288%	50%	90%
Scope 3	25,129.20	6,545.84	4,886.95	-81%	30%	90%
Total	25,178.50	6,948.42	5,042.57	-80%		

* Scope 2 is reported on a market-based basis. Figures shown are 2022 baseline, 2024, and 2025 reporting years.

Note on Scope 1 & 2: Combined Scope 1 and 2 emissions rose to 216.10 tCO₂e in 2025, above the 2022 baseline of 48.7 tCO₂e. The main drivers were lapsed renewable electricity contracts, the removal of unsupported renewable claims, and grid emissions from the India office. Scope 1 and 2 emissions are expected to fall again once renewable electricity contracts are renewed, with the impact reflected in the 2026 reporting year. Scope 3 fell 81% versus the 2022 baseline (25% year-on-year), and total emissions fell 80% versus baseline.

6.3. Locked-in GHG Emissions

Understanding and assessing locked-in greenhouse gas emissions is a growing area of focus for Version 1, as we continue to mature our climate strategy and address long-term decarbonisation challenges.

Locked-in emissions refer to future GHG emissions that are likely to occur due to existing investments, assets, or contractual arrangements, regardless of ongoing efforts to decarbonise. These emissions are effectively "committed" based on decisions already made, and may persist throughout the lifetime of the associated infrastructure or contract.

For Version 1, key examples of potential locked-in emissions include:

- **Data Centre Contracts:** Long-term agreements (e.g., 10-year contracts) with cloud providers operating in regions where electricity grids are still heavily reliant on fossil fuels, such as parts of Southeast Asia or the United States. These arrangements may result in indirect (Scope 3) emissions that are committed for the duration of the contract.
- **Internal IT Infrastructure:** Office equipment, laptops, and servers typically follow a 5–7 year depreciation cycle. These assets consume electricity throughout their lifetime, meaning that upgrades to more energy-efficient alternatives are delayed, resulting in continued Scope 2 and 3 emissions until replacement.

7. DECARBONISATION STRATEGY AND IMPLEMENTATION

7.1. Introduction

Version 1's decarbonisation strategy outlines a structured, scenario-based approach to reducing greenhouse gas emissions across Scopes 1, 2, and 3. As the urgency of climate action accelerates, this strategy provides a clear, science-aligned framework to guide our transition to a low-carbon future, anchored in global climate goals and best practice.

Our methodology consists of five key components:

- **Baseline Emissions Assessment:** A full review of current emissions across our operations and value chain, serving as the foundation for strategic planning.
- **Business-as-Usual (BAU) Forecasting:** Emissions projections assuming no further mitigation, to help quantify the gap between current practices and net zero goals.
- **Decarbonisation Levers:** Identification and evaluation of emissions reduction opportunities, including energy efficiency, electrification, renewable energy, sustainable procurement, and supplier engagement.
- **Scenario Modelling:** Assessment of different pathways and timelines to achieve our climate targets, incorporating operational, technological, and policy variables.
- **Implementation Roadmap:** A phased plan for delivery of short-, medium-, and long-term decarbonisation actions across the business.

This strategy was developed through cross-functional collaboration and is designed to be dynamic, enabling Version 1 to make informed, adaptive decisions as we respond to new risks, technologies, and business realities.

7.2. Decarbonisation Pathway Modelling Methodology

Version 1 applies a structured and data-driven methodology to model decarbonisation pathways. This approach helps us understand past and future emissions trends, identify high-impact intervention areas, and evaluate strategies to meet our emission reduction targets in line with climate science. The key components of our modelling approach are the analysis of historic emissions, business-as-usual emission forecasting using linear regression, the inclusion of decarbonisation levers, and multi-scenario analysis combining levers at varying levels of ambition.

7.3. Decarbonisation Levers

Version 1's decarbonisation strategy combines expected industry-wide improvements with targeted organisational actions to reduce emissions across Scopes 1, 2, and 3. Projected external improvements are based on Ireland's Environmental Protection Agency (EPA) GHG Emissions Projections Report, and reflect technological advancements, regulatory and policy measures (including the EU ETS), renewable energy growth, and wider sectoral transformation.

7.4. Organisational Decarbonisation Levers

To accelerate emissions reduction beyond sectoral trends, Version 1 has identified a suite of targeted initiatives, grouped into strategic focus areas:

Lever Category	Description
Renewable Energy Adoption	Procurement of RECs or GoOs; onsite solar installations; EV charging infrastructure.
Energy Efficiency & Management	Smart sensors, LED upgrades, Building Energy Management Systems (BEMS), HVAC optimisation, insulation, and energy audits.
Carbon-Conscious Building Design	Use of low-carbon materials; leak prevention in HVAC; heat pump integration; water efficiency.
Services Decarbonisation	Cloud optimisation, energy-efficient algorithms, eco-certified hardware, low-impact IT design.
Sustainable Office Practices	Waste reduction, digital-first processes, reusable materials, remote working policies.
Transportation & Mobility	Public transport incentives, EV schemes, carpooling, sustainable travel policies.
Circular Economy & Resources	Refurbished tech, responsible disposal, supplier engagement, and take-back schemes.

These levers offer practical, scalable solutions to reduce emissions across our operations and supply chain. Implementation is aligned with our Decarbonisation Roadmap, supporting our commitments under the SBTi and evolving regulatory expectations.

7.5. Decarbonisation Pathway Modelling Results

Version 1's decarbonisation pathway modelling begins with our baseline 2022 organisational carbon footprint and applies scenario-based modelling to forecast emissions over time. The model incorporates expected business growth, industry-level improvements (such as grid decarbonisation and supply chain efficiencies), and organisational decarbonisation levers such as energy efficiency, renewable energy procurement, and supplier engagement. Each pathway is evaluated against climate targets aligned with the SBTi, with benchmarks for limiting warming to 1.5°C or well below 2°C.

Figures 1–4 from the original plan (Scope 1&2 and Scope 3 abatement charts and forecast pathways) are image-based and are not reproduced in this Word version. Insert the updated chart images here before circulating externally.

7.6. Decarbonisation Implementation Roadmap

The following table illustrates Version 1's planned or current decarbonisation initiatives, their time horizon of occurrence, and their carbon abatement potential.

Category	No.	Initiative	Time Horizon / Abatement
Renewable Energy Adoption	1	Procurement of renewable energy certificates (RECs) or guarantees of origin (GoOs)	Short Term – High
	2	Purchase of green energy from certified renewable energy providers	Short Term – High

Category	No.	Initiative	Time Horizon / Abatement
	3	Expansion of existing electric car charging points at offices to support EV transition	Medium Term – Low
	4	Installation of onsite solar panels	Long Term – High
Energy Efficiency & Management	5	Installation of sensors to automate control of lighting	Short Term – High
	6	Implement building energy management systems (BEMS) to centralise controls	Long Term – High
	7	High level building insulation	Long Term – Medium
	8	Heat recovery systems	Long Term – Medium
	9	Smart controls and monitoring HVAC systems to optimise operations	Short Term – Medium
	10	Transition to LED lighting throughout offices and facilities	Short Term – Medium
	11	Purchase of energy-efficient appliances and equipment	Short Term – Low
	12	Scheduling of regular energy audits of the buildings	Short Term – Low
	13	Switch-off policies for lighting, appliances, and computers outside working hours	Short Term – Low
	14	Solar water heating	Long Term – Low
	15	Optimisation of data centre cooling systems (e.g., liquid cooling, hot/cold aisle containment)	Long Term – Low
Carbon-Conscious Building Design	16	Avoidance of F-gases leakage in HVAC and refrigeration systems	Short Term – High
	17	Alternative heating systems for buildings (e.g., heat pumps, geothermal heating)	Long Term – Medium
	18	Water usage sensors	Long Term – Medium
	19	Purchase of low embodied carbon or eco-friendly building materials/products	Long Term – Medium
	20	Smart retrofitting of existing buildings to achieve net-zero standards	Long Term – Medium
Services Decarbonisation	21	De-scoping/changing elements of the design of products to minimise material use and energy consumption	Short Term – Low
	22	Integration of energy-efficient algorithms in software development	Short Term – Low

Category	No.	Initiative	Time Horizon / Abatement
	23	Optimisation of cloud infrastructure for energy efficiency (e.g., server virtualisation, workload optimisation)	Short Term – Low
	24	Procurement of hardware with eco-certifications for data centres (e.g., ENERGY STAR, TCO Certified)	Short Term – Low
Sustainable Office Practices	25	Reusable dinnerware and crockery for office kitchenette	Short Term – Low
	26	Implementation of waste reduction strategies, including recycling programs and composting	Short Term – Low
	27	Transition to digital-first processes to reduce paper usage	Short Term – Low
	28	Installation of water refill stations to discourage single-use plastic bottles	Short Term – Low
	29	Encourage remote working policies to minimise office-related emissions	Short Term – Low
Transportation & Mobility	30	Promotion of public transport, biking, or carpooling initiatives for employees	Short Term – Medium
	31	Sustainable business travel policy	Short Term – Medium
	32	Provision of financial incentives for electric vehicle (EV) purchases or leasing	Long Term – Low
Employee Engagement & Behavioural Change	33	Establishment of green teams or sustainability committees to champion initiatives	Short Term – Low
	34	Conduct employee training on sustainability and carbon reduction best practices	Short Term – Low
	35	Climate literacy training and role-based decarbonisation	Short Term – High
Circular Economy & Resource Management	36	Purchase of refurbished company mobile phones	Short Term – Low
	37	Implementation of hardware take-back schemes to ensure proper recycling or refurbishment	Short Term – Medium
	38	Reduce, reuse, and recycle initiatives for WEEE (office electronics)	Short Term – Medium
	39	Refurbish, donate, or recycle IT hardware (laptops, monitors)	Short Term – Medium
	40	Collaboration with suppliers to improve the sustainability of procured products	Short Term – High

8. STAKEHOLDER ENGAGEMENT

Version 1 recognises that meaningful climate action is only possible through strong stakeholder collaboration. Our Climate Transition Plan is supported by proactive engagement with suppliers, reporting bodies, and community partners to ensure a shared and inclusive approach to sustainability.

8.1. Engagement with Supply Chains and Partners

Supplier engagement is critical to achieving our indirect (Scope 3) emissions reduction targets. In 2024, we began rolling out our Sustainable Procurement Policy to both new and existing suppliers. This is supported by a Supplier Code of Conduct, which outlines our expectations around legal compliance, ethical standards, environmental performance, human rights, and health and safety. In 2025, we lowered our supplier spend threshold from €100,000 to €50,000 to widen coverage.

We surveyed our highest-spend suppliers and now assess them using Sustain IQ, an ESG performance tool that evaluates partners across people, profit, and planet. This system gives each key supplier a red, amber, or green rating, allowing us to identify where collaboration is needed and where joint decarbonisation initiatives can be developed.

8.2. Engagement with Reporting Frameworks

In 2025, Version 1 completed its first double materiality assessment under the Corporate Sustainability Reporting Directive (CSRD). This process enabled us to map our business model and engage upstream, downstream, and internal stakeholders through surveys, interviews, and peer dialogue, to identify and prioritise impacts, risks, and opportunities.

Separately, Version 1 achieved an **A score** in its 2025 CDP (Carbon Disclosure Project) assessment, the highest possible rating, placing us on the global A List and in the top 4% of companies assessed worldwide. This is an improvement on our previous A- rating and reflects our progress in climate governance, risk management, and transparency.

8.3. Engagement with Communities

Through our Community First initiative, we support local charities and non-profits across all our operating regions. This includes fundraising, volunteering, and targeted sponsorships that align with four key UN Sustainable Development Goals: No Poverty, Zero Hunger, Reduced Inequalities, and Sustainable Cities and Communities.

Our global Community First charity partners include ALONE (Ireland), Storehouse (Northern Ireland), Social Bite (Scotland), Samaritans (England), Yo Soy Tù (Spain), and Community First India.

8.4. Engagement with Customers

At Version 1, we recognise that our customers, particularly in the public sector, are increasingly focused on the environmental, social, and economic outcomes of their projects. Since the introduction of the Public Services (Social Value) Act over a decade ago, we have actively supported our customers in delivering social value beyond contractual obligations.

Social value is a key differentiator for Version 1 in the UK and Northern Ireland. We are currently delivering on this commitment across 24 active projects that incorporate specific

social value goals, aligning with the broader ESG priorities of our public sector partners. Our dedicated social value team delivers initiatives such as workplace exposure and skills development (over 80 placement experiences for schools), partnerships with youth-focused organisations, and climate education initiatives such as Climate Fresk workshops delivered in partnership with Speakers for Schools.

9. APPENDICES

9.1. Appendix (I): List of Climate Risks and Opportunities

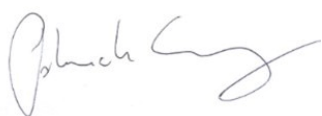
Type	Description	Category	Financial Significance	Likelihood / Horizon
Risk	Reduced labour productivity as a result of extreme weather events.	Physical – Acute	3 – High (€500k–€1m)	Likely / 5–10 yrs
Risk	Increased water stress affecting use of data centres.	Physical – Chronic	3 – High (€500k–€1m)	Likely / 5–10 yrs
Risk	Risk of reputational damage due to poor ESG performance.	Transitional – Market	3 – High (€500k–€1m)	Highly Likely / 2–5 yrs
Risk	Shifts in customer preferences toward low-carbon products/services.	Transitional – Market	3 – High (€500k–€1m)	Highly Likely / 5–10 yrs
Risk	Increased cost in energy due to high demand with limited supply.	Transitional – Market	3 – High (€500k–€1m)	Likely / 2–5 yrs
Opportunity	Implement more energy efficient technologies in buildings.	Efficiency	2 – Medium (€300k–€500k)	Highly Likely / Same yr
Opportunity	Strong ESG performance leading to access to finance.	Market	2 – Medium (€300k–€500k)	Highly Likely / Same yr
Opportunity	Opportunity to move into new markets with more sustainable products.	Market	2 – Medium (€300k–€500k)	Likely / 2–5 yrs

9.2. Appendix (II): CSRD Alignment

Below is a table mapping the alignment of this Climate Transition Plan to the disclosure requirements of ESRS E1-1. It is important to note that a Climate Transition Plan is not mandatory as part of the CSRD; businesses can opt out with a time-bound declaration of intention to produce a CTP.

ESRS E1-1 Disclosure	Description	CTP Section
16 (a)	GHG emission reduction targets	5, 5.3
16 (b)	Decarbonisation Levers	6, 6.3
16 (c)	Decarbonisation Actions	1.3, 6.6
16 (d)	Locked in GHG emissions	5, 5.2
16 (e)	EU Taxonomy Disclosure	4
16 (f)	CapEx associated with coal, oil and gas-related economic activities.	4

ESRS E1-1 Disclosure	Description	CTP Section
16 (g)	EU Paris Aligned Benchmarks	1, 1.4
16 (h)	Transition plan is embedded in the overall strategy of the business	3, 3.1, 3.2, 3.3
16 (i)	Approval of CTP by management and supervisory bodies.	3, 3.1, 3.2, 3.3
16 (j)	Explanation on progress of CTP	3, 3.7

Signed:


Patrick Cooney

Version 1 CFO