



UNCLASSIFIED

WYWM Carbon Reduction Plan

Version 3

WithYouWithMe UK Limited

Global Parent company: WithYouWithMe Pty Ltd (Australia HQ)

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1. Commitment to achieving Net Zero

WithYouWithMe UK Limited, as part of the global WithYouWithMe group, is committed to achieving Net Zero emissions by 2050. This Carbon Reduction Plan applies to the entire global operations of WithYouWithMe Pty Ltd, headquartered in Australia.

2. Baseline Emissions Footprint

Baseline Year: FY25 (01 July 2024 – 30 June 2025)	
Additional Details relating to the Baseline Emissions calculations.	
<p>FY25 marks the organisation’s first year of formal carbon emissions tracking.</p> <p>Scope 1: WYWM is a fully remote, cloud-based technology company that has no company-owned or controlled sources of Scope 1 GHG Emissions.</p> <p>Scope 2: Reported purchased electricity (Scope 2) for WYWM’s global headquarters dates prior to January 2025. Since January 2025 WYWM is an entirely remote work company and has not purchased electricity directly.</p> <p>Scope 3:</p> <ul style="list-style-type: none"> • Cloud Services data sourced from Microsoft’s Emissions Impact Dashboard. • Homework contributions estimated using <i>UK Greenhouse gas reporting: conversion factors 2024 homeworking</i>, office and heating-based conversion factor. Calculation is based on a standard work year for the average number of global FTE during the reporting period. • Staff Travel estimated based on actual corporate travel records for FY25 • See annex A for a detailed breakdown of GHG Protocol Scope 3 categories and explanations for non-reported categories. 	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0

Scope 2	6.88
Scope 3 (Included Sources)	Cloud Services: 2.59 Travel: 81.02 Homeworking: 39.43 TOTAL: 123.04
Total Emissions	129.92

3. Current Emissions Reporting

As FY25 is our first reporting year, our current reporting is as per our baseline reporting in the section above.

4. Emissions Reduction Targets

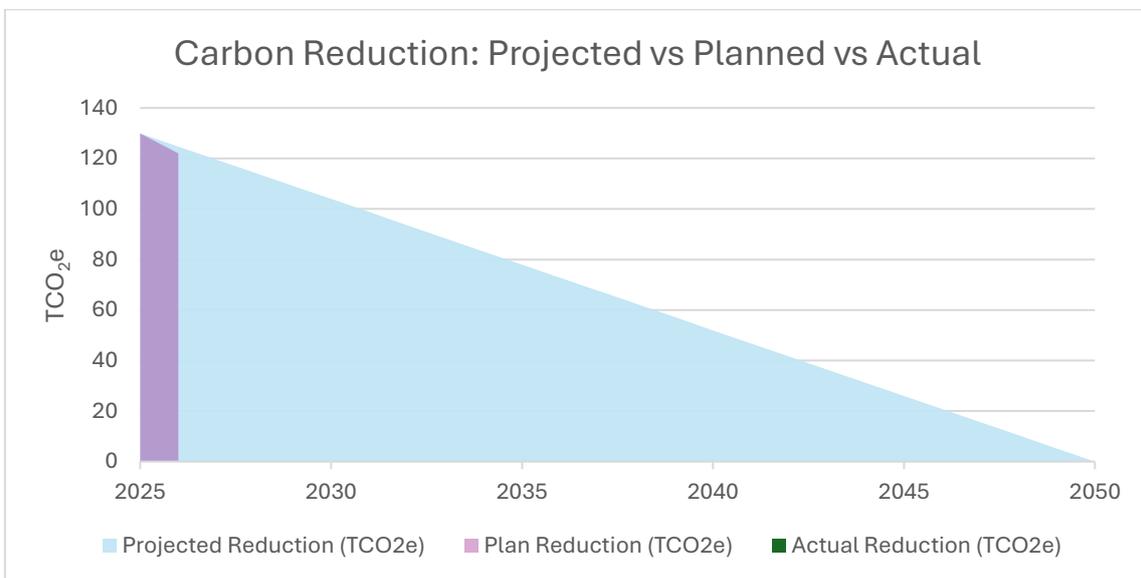
WYWM is committed to achieving net-zero by 2050, aligned with the UK net-zero strategy and continuing to achieve year-on-year reductions in our GHG contributions.

To continue our progress toward achieving net zero, we have adopted the following short-term carbon reduction targets to be achieved in 2026, summarised in the below table. As a small business, forecasting beyond 1 year provides low-quality results that are subject to significant change.

WYWM aims to:

- Reach net-zero across Scope 1 and 2 in 2025 with the closure of our last global physical office location.
- Achieve a ~23% reduction in cloud services through the closure of our Canadian data center in 2026
- Achieve a further ~20% reduction in cloud services through the *rightsizing* of cloud infrastructure in 2026
- Ongoing reduction in staff travel will occur; however, this has not been quantified in terms of tCO₂e at the time of reporting.
- During lifecycle replacement of ICT assets, we aim to procure low-energy usage equipment to reduce our GHG contributions from homeworking.

EMISSIONS	Baseline Total (tCO ₂ e)	Target Total (tCO ₂ e)	Reduction Percentage (tCO ₂ e)
Scope 1	0	0	0
Scope 2	6.88	0	100%
Scope 3	Cloud Services: 2.59 Travel: 81.02 Homeworking ¹ : 39.43 TOTAL: 123.04	Cloud Services: 1.59 Travel: 81.02 Homeworking: 39.43 TOTAL: 122.04	Cloud Services: 38% Travel: 0% Homeworking: 0% Total: 0.8%
Total Emissions	129.92	122.04	6%



5. Carbon Reduction Projects

5.1. Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented during or since the FY25 baseline year. The reduction achieved by these schemes have not been quantified in tCO₂e due to occurring within the first reporting period.

- Transitioned to a remote-first workforce, closing our Sydney office in January 2025
- Ended commercial electricity use (Scope 2) by transitioning to 100% remote operations in January 2025
- Continued use of Microsoft Azure cloud services powered by renewable energy
- Shifted training and delivery models to favour virtual engagements, significantly reducing travel

- Partnered with environmentally responsible service providers during the Sydney office closure:
 - Engaged Ridly for sustainable rubbish removal practices <https://ridlyrubbishremoval.com.au/about/sustainability/>
 - Used ACT Logistics for secure and environmentally responsible e-waste and computer recycling <https://actlogistics.com.au/>

5.2. Future Carbon Reduction Initiatives

In the future we hope to implement further measures such as:

- Reduce our cloud services GHG contributions through a review of global cloud services and streamlining of service operations.
- Introducing low-emission or offset options for future essential travel while continuing to reduce overall travel requirements
- Evaluate alignment with the Science-Based Targets initiative and sustainability certifications
- Maintain digital-first service delivery and low-emission workforce policies

6. Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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, and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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) Standard.

This Carbon Reduction Plan applies to both WithYouWithMe UK Limited and its global parent company, WithYouWithMe Pty Ltd, and confirms our joint commitment to achieving Net Zero by 2050. Environmental management measures described in this Plan will be in effect during the performance of all relevant contracts.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body) and will be published on our company website.

Signed on behalf of WithYouWithMe UK Limited:



Thomas Larter

CEO, WithYouWithMe Pty Ltd

Date: 9/26/2025 | 10:51 AM AEST

Appendix A: GHG Scope 3 contributing factors.

1. Purchased goods and services

- a. WYWM does not routinely purchase physical goods as part of any down or upstream activities. Purchased services are software based and included in 'Cloud Services'.

2. Capital goods

- a. Not applicable. WYWM does not have any capital goods.

3. Fuel- and energy-related activities (not included in scope 1 or scope 2)

- a. Not applicable. WYWM has no fuel and energy related activities

4. Upstream transportation and distribution

- a. Not applicable. WYWM has no upstream transportation or distribution.

5. Waste generated in operations

- a. Not applicable. WYWM does not produce any physical waste in operations.

6. Business travel

- a. Included in travel.

7. Employee commuting

- a. Not applicable. WYWM is a 100% remote work company.

8. Upstream leased assets

- a. Not applicable. WYWM does not lease any assets.

9. Downstream transportation and distribution

- a. Not applicable. WYWM does not have any downstream transportation or distribution.

10. Processing of sold products

- a. Included in cloud services & homeworking. All WYWM products are processed from team home-based work locations, and in cloud computing environments.

11. Use of sold products

- a. Included in cloud services, all sold products are cloud based.

12. End-of-life treatment of sold products

- a. Not applicable. No physical products sold.

13. Downstream leased assets

- a. Not applicable. No downstream leased assets.

14. Franchises

- a. Not applicable. No Franchises.

15. Investments

- a. Not applicable. No investments.