

Carbon Reduction Plan

RSM UK Holdings Ltd – December 2025



RSM UK Holdings Ltd is committed to achieving Net Zero emissions by 2030.

Baseline emissions footprint

Baseline year emissions: Year to March 2020

| Emissions | Total (tCO ₂ e) |
|--|----------------------------|
| Scope 1 | 232.9 |
| Scope 2 | 1,410.0 |
| Scope 3 (Included sources) | |
| Upstream transportation and distribution: Not quantified as yet – this may be something we aim to measure in the future. | |
| Waste generated in operations: This is unlikely to be material but we plan to start measuring from April 2024. | |
| Business travel: | 1,545.8 |
| Employee commuting: Not quantified as yet – this may be something we aim to measure in the future. | |
| Downstream transportation and distribution: Not quantified as we do not transport or distribute physical products. | |
| TOTAL EMISSIONS | 3,188.7 |

Current emissions reporting

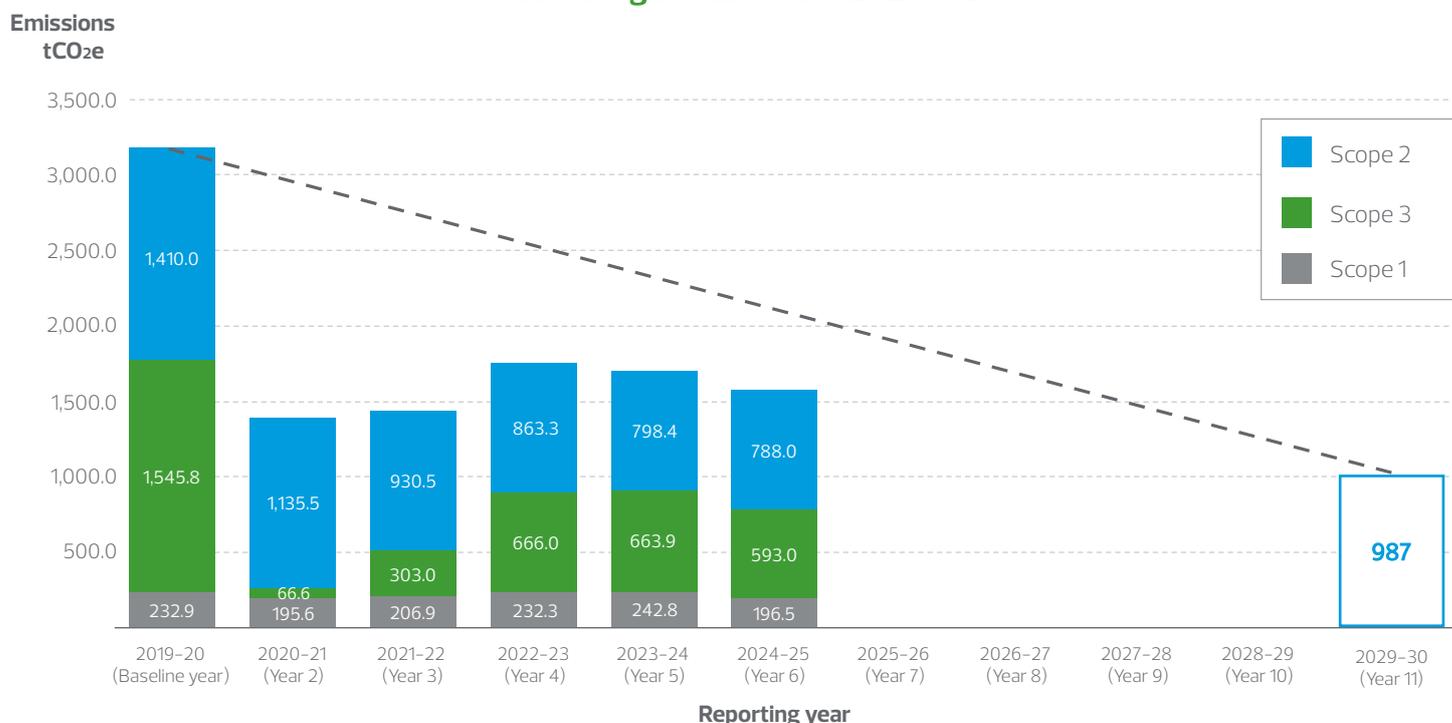
Reporting year emissions: Year to March 2025

| Emissions | Total (tCO ₂ e) |
|--|----------------------------|
| Scope 1 | 196.5 |
| Scope 2 | 788.0 |
| Scope 3 (Included sources) | |
| Upstream transportation and distribution: Not quantified as yet – this may be something we aim to measure in the future. | |
| Waste generated in operations: This is unlikely to be material but we are measuring. | |
| Business travel: | 593.0 |
| Employee commuting: Not quantified as yet – this may be something we aim to measure in the future. | |
| Downstream transportation and distribution: Not quantified as we do not transport or distribute physical products. | |
| TOTAL EMISSIONS | 1,577.5 |

Emissions reduction target

We are committed to becoming Net Zero before 2030 and have set emission reduction targets accordingly. Progress against these targets can be seen in the graph below.

Greenhouse gas emissions – 2020 to 2030



It should be noted that the coronavirus pandemic situation and associated national lockdowns which took place within the Year 2 reporting period, resulted in a significant reduction in the firm's energy consumption.

We project that carbon emissions will reduce to 1,120 tCO₂e by 2028 with a further predicted decrease to 987 tCO₂e by 2030, a reduction of 69% against our baseline.



Carbon reduction projects

Completed carbon reduction initiatives

The carbon emission reduction achieved equates to 1,611.2 tCO₂e, a 51% reduction against the 2020 baseline and the measures will be in effect when performing RSM contracts.

During year 6 the following steps were taken to reduce our environmental impact:

- We ensured, where possible, our office re-fits achieved SKA Gold accreditation, with the aim of consistently achieving this accreditation for all of our office fit outs going forward.
- We continued to source 100 per cent renewable (green) energy where possible.
- We worked with our landlords to encourage investment in lower consumption equipment and a switch to renewable energy sources.
- We set energy and greenhouse gas emissions reduction targets consistent with our net zero carbon commitment.
- We continued to promote and utilise video/audio conferencing (Microsoft Teams), to reduce our business travel.
- We reviewed our travel expenses policy and ensured our people made responsible travel decisions.

- We partnered with Dell on their Asset Resale and Recycling Services scheme to recycle and reuse our old IT equipment, including laptops and consumables.
- We developed an ESG training programme to increase employee awareness.

Going forward the strategy is to:

- Comply with all relevant regulatory requirements.
- Continually monitor environmental performance.
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.
- Eliminate all scope 1 & 2 emissions by eliminating the use of gas from our offices and ensuring all electricity is from renewable sources.
- Maintain control over business travel.
- Use carbon offsetting where further reductions can not be made.

Declaration and sign off

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

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) Standard³.

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



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Andrew Westbrook, Director, RSM

Date: 31/12/2025

¹ghgprotocol.org/corporate-standard

²www.gov.uk/government/collections/government-conversion-factors-for-company-reporting

³ghgprotocol.org/standards/scope-3-standard

rsmuk.com

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