Next 15 Carbon Reduction Plan

Supplier name: Next 15 Group plc*

Publication date: 23.09.2025

At Next 15 Group plc (Next 15), our goal is to use our business as a force for good by delivering sustainable growth for our clients. This is supported by our ESG Strategic Priorities. Please refer to our 2025 ESG Report Next-15-Group-plc-ESG-Report-2025

Next 15 has to date set near-term targets across our operations, which require a 42% reduction in normalised emissions (tCO_2e per FTE) by FY30 against an FY20 baseline. Next 15 is further committed to achieving net-zero emissions by 2050.

As stated in our 2025 ESG Report above, part of our 2025 Annual Report - "at the start of FY25, we planned to submit our targets to the Science Based Targets initiative ('SBTi') for validation in 2025. However, the last year saw significant changes including in Group headcount that impacted our plan to rebaseline to FY25 and underscored the need for deeper understanding and more precise reporting of emissions in our decentralised model. As a result, we have determined that we cannot provide a suitable emissions baseline for SBTi validation at this time. Nevertheless, our commitment to being science-aligned in our approach remains firm, and we will continue refining our emissions data so we can move forward with clarity, purpose, and impact in preparation for recommitting to the SBTi in the critical years ahead."

Our pathway to net-zero and associated carbon reduction targets and action plans are structured in line with our core business operations and bidding entities. We will continue to report our Group reduction targets until we have established and are ready to share our revised science-aligned reduction pathway.

Baseline Emissions Reporting

Additional details relating to the Baseline Emissions calculations.

Our emissions have been calculated for all operations using an operational control approach as described in the GHG Protocol Corporate Accounting and Reporting Standard. Emissions are calculated for Next 15 Group plc as the parent company and allocated per entity.

Our Carbon Reduction Plan is measured against our Financial Year (FY) 2020 (1st Feb 2019 to 31st Jan 2020) baseline year, our first reporting year. Data included within the scope of the Carbon Reduction Plan is listed below. Some additional Scope 3 categories have been measured in the most recent reporting period (FY25), which have been highlighted below with an asterisk. Scope 2 emissions are calculated using the location-based methodology.

Scope 1	· *Purchased natural gas and liquid fuels* · *Fugitive losses from refrigeration/air conditioning/chiller units*
Scope 2	· *Purchased electricity, heat and steam.*
Scope 3	· *Category 1: Purchased goods and services* · *Category 2: Capital goods** · *Category 3: Fuel and energy related activities* · *Category 4: Upstream transportation and distribution* · *Category 5: Waste generated in operations* · *Category 6: Business travel*

***Activate, Agent 3, Archetype, Blueshirt, Elvis, House 337, M Booth, Mach49, MHP, Next 15, Outcast, Plinc, Publitek, Savanta, SMG, The Brandwidth Group, Transform, Twogether, Velocity.** *Please note that BYND and Palladium, who were part of Next 15 Group plc in FY25, are no longer part of Next 15 Group plc.*

- *Category 7: Employee commuting and working from home*
- *Category 13: Downstream leased assets*
- *Category 15: Investments*

Not Applicable Scope 3 Categories

After completing a thorough screening assessment of Next 15's full emissions impact this financial year (FY25), the following Scope 3 categories are deemed not applicable (mostly due to Next 15 being a service-based company, who do not currently sell physical goods to customers).

- *Category 8: Upstream leased assets*
- *Category 9: Downstream transportation and distribution*
- *Categories 10-12: Processing of sold products; use of sold products; end of life of sold products.*
- *Category 14: Franchises*

Reporting Year: FY20[1]

EMISSIONS	TOTAL – all regions (tCO_2e)	UK TOTAL (tCO_2e)	NORTH AMERICA TOTAL (tCO_2e)	APAC TOTAL (tCO_2e)	EMEA TOTAL (tCO_2e)
Scope 1	63.6	21.7	0.0	37.6	4.3
Scope 2 (Location-based)	415.4	150.7	201.9	56.4	6.4
Scope 3	25,931.9	2,103.5	3,065.4	545.4	224.6
Total Emissions	**26,410.9**	**2,275.8**	**3,267.3**	**639.4**	**235.3**

Current Emissions Reporting

Reporting Year: FY25[1]

EMISSIONS	TOTAL – all regions (tCO2e)	UK TOTAL (tCO2e)	NORTH AMERICA TOTAL (tCO2e)	APAC TOTAL (tCO2e)	EMEA TOTAL (tCO2e)
Scope 1	**166.3**	**83.7**	**5.1**	**11.1**	**66.5**
Scope 2 (Location-based)	**626.3**	**341.1**	**196.0**	**80.5**	**8.8**
Scope 3	**54,948.0**	**25,652.5**	**23,177.4**	**5,154.2**	**964.0**
Total Emissions	**55,740.7**	**26,077.2**	**23,378.5**	**5,245.8**	**1,039.2**

[1] Any discrepancies between total and breakdown emissions figures are due to rounding all reported figures to 1 decimal place.

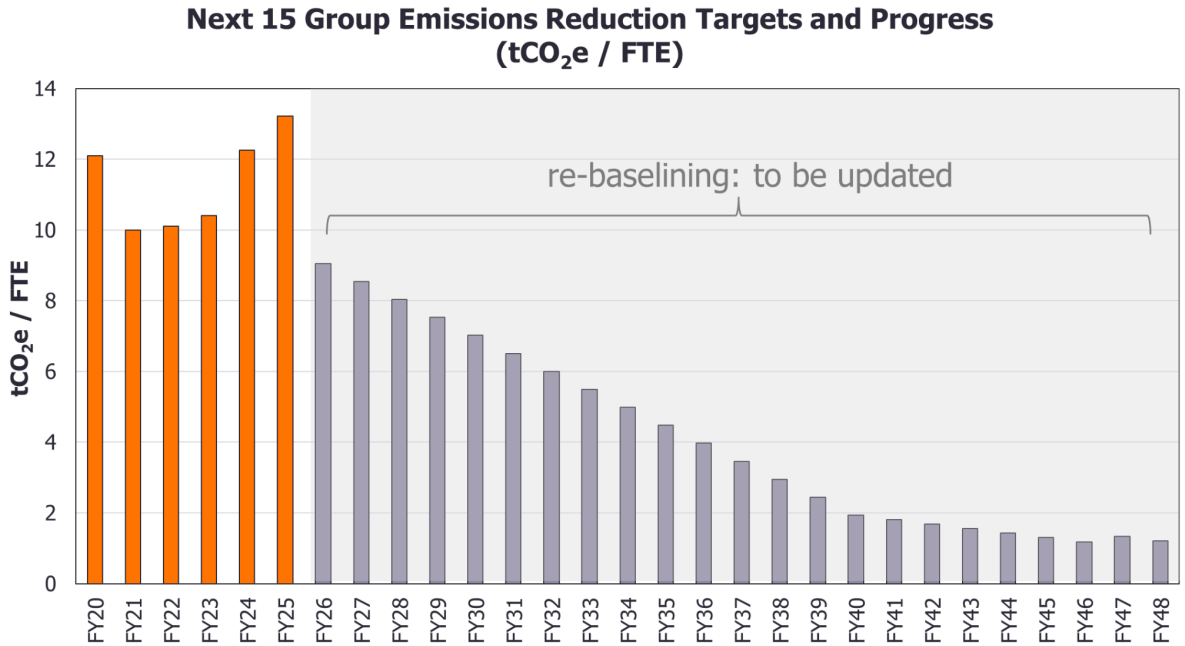
We began measuring our Scopes 1 and 2, and elements of our Scope 3 emissions (water, waste, commuting and business travel) for our first few years of reporting (FY20 and FY21). In FY23, we extended our Scope 3 boundary to also include all purchased goods and services and included EMEA and APAC alongside the UK and North America. In FY24, we further expanded our reporting boundary to include downstream leased assets and upstream transportation and distribution. This year in FY25, we have officially included all emissions generating Scope 3 categories and sources, consistent with our science-aligned approach.

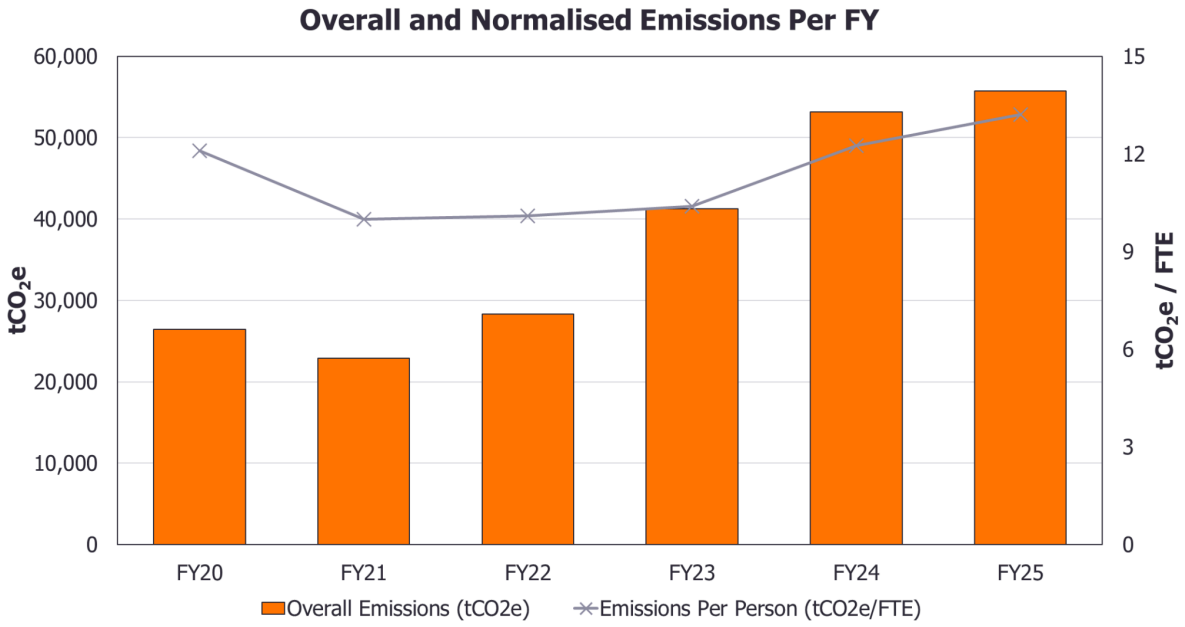
Emissions reduction plans

We set a 4.2% tCO_2e per FTE annual emissions reduction target, requiring us to reduce total emissions by 42% per FTE by our FY30 near-term target date. Up until FY23, Next 15 had achieved the required annual reduction; tCO_2e per FTE reduced by 14% in FY23 against the FY20 baseline, more than the required 12.6% reduction.

However, from FY24-FY25, Next 15 did not achieve the required annual reduction, and in fact saw an increase in our emissions per FTE intensity compared to the 12.1 tCO_2e / FTE FY20 baseline (by 1.2% in FY24, or to 12.3 tCO_2e / FTE, and by 9.2% in FY25, or 13.2 tCO_2e / FTE). This was driven by increases to our Scope 3 emissions. However Next 15 saw a decrease in both Scope 1 and 2 location-based emissions in FY25 compared to FY24 (by 36.0% and 8.4%, respectively).

The charts below set out Next 15's actual annual FY20-FY25 emissions per FTE against our FY20-FY48 modelled reduction pathway.





Carbon reduction initiatives

Current measures taken to reduce emissions:

- Commitment to measuring and setting emissions reduction targets in line with a science-aligned approach.
- Continued transition to renewable electricity tariffs across Next 15 offices, where achievable/more in our control. Refer to page 21 in our Climate-related Financial Disclosures as part of our 2025 ESG Report Next-15-Group-plc-ESG-Report-2025
- Continued consolidation of office space or move to smaller, more efficient spaces, thereby reducing energy and water usage and waste.
- Continued waste reduction initiatives including: office furniture reuse, encouraging employees to refrain from printing, defaulting printers to double-side, black and white, facility-wide recycling collection points for all standard materials and waste streams, and additional recycling streams provided, for example, printer cartridges, coffee pods and batteries.
- Water saving initiatives including: dual function flushes in washrooms, low-flow and motion sensor taps, toilets and urinals, air tap spray heads in kitchens.
- Energy efficiency initiatives including: motion sensor lighting, LED and energy saving bulbs, timer and temperature monitoring heating systems, appliances checked for energy efficiency ratings.
- Continuing to maintain and leverage our new Building Management System (BMS) at our Head Office in London, UK.
- Continuing to ensure a robust and flexible working model to reduce emissions associated with unnecessary employee commuting.
- Continual improvement of our ISO 14001 certified Environmental Management System.

- Continued engagement with our Sustainability Policies (including Environmental) and our Travel & Expenses Policy as part of our 'Next 15 Framework'.
- Continuing to strengthen engagement at both a brand level and with Head Office in capturing relevant emissions-related data, and improving data collection processes, with the aim of achieving reductions over time.
- Continuing to leverage engagement with our global green team, Green 15, to help positively influence behaviours in the context of our environmental stewardship across the Group.

Future measures to be implemented:

- Progress engagement with landlords and building management to encourage responsible procurement e.g. sourcing of renewable electricity suppliers for shared space office locations
- Devise strategy to reduce key Scope 3 emissions associated with purchased goods and services and business travel
- Engage with key suppliers to help improve accuracy of our emissions reporting and progress alignment with our net-zero goals
- Expand 'Sustainability at Next 15' training module portfolio and encourage engagement across the Group.

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 standard [1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[2].

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 has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Next 15 Group plc

Name: Jonathan Peachey

Title: Chief Operating Officer

Date: 23.09.2025

[1]https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf

[2]https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting