CARBON REDUCTION PLAN · PPN 006

Carbon Reduction Plan

Our plan under PPN 006 to reach net zero by 2040 in every country in which Anthrion operates.

Provider: Anthrion

Published: December 2025

Base year 2025	2030 target	Per capita by 2040	Net zero
53.8 tCO_2e	32.3 tCO_2e	−80 %	2040
	−40% vs. 2025		all countries

Commitment to net zero

Anthrion is committed to achieving net zero emissions by 2040 in every country in which it operates (Germany, Italy, Spain, the United Kingdom, Sweden, Finland and Greece), in line with and ahead of the UK government's 2050 target. For clarity: this net zero commitment applies to the UK operations by 2040 at the latest.

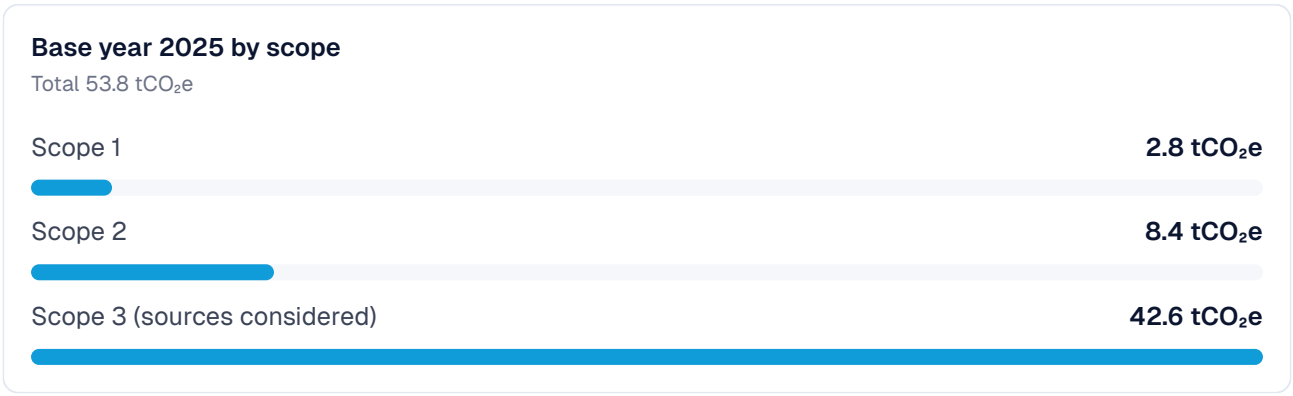
NET ZERO TARGET

2040

Absolute reduction target of 32.3 tCO_2e by 2030 (−40%), per-capita reductions of 50% by 2030 and 80% by 2040.

Baseline emissions footprint

2025 represents Anthrion's first comprehensive carbon footprint; it is both the base year and the current year. As a consulting and software configuration company with no physical product manufacturing, our main emission sources are office energy consumption, business travel and digital infrastructure. The calculations are based on estimated usage patterns across seven companies in six countries, applying industry-standard emission factors and conservative estimates where precise data was not available.



Sources of baseline emissions

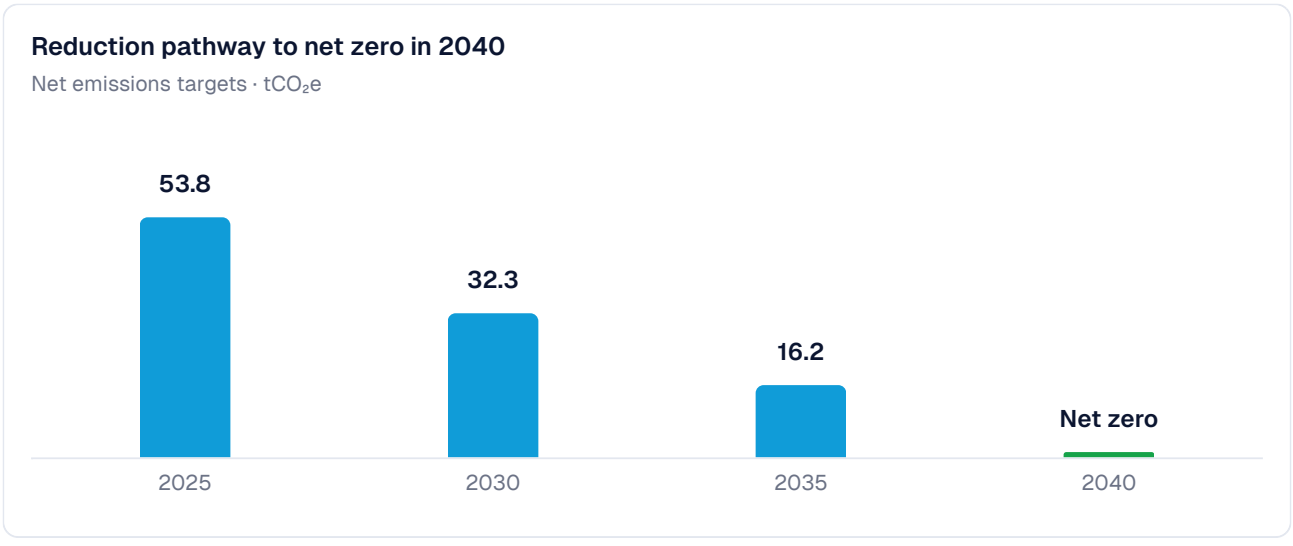
Scope 1
2.8 tCO_2e
Estimated use of company vehicles by members of the leadership team who regularly drive for business (~15,000 km per year in total).

Scope 2
8.4 tCO_2e
Electricity consumption in hot-desk offices at four locations (Germany, Sweden, UK, Spain) for around 18 employees (~350 kWh per employee per year).

Scope 3
42.6 tCO_2e
Business air travel (~280,000 km per year), home working incl. ground transport, and cloud computing infrastructure (Salesforce instances for ~10 customers).

Emissions reduction targets

We expect carbon emissions to fall over the next five years, with an absolute reduction target of 32.3 tCO_2e by 2030 (a reduction of 40%). As Anthrion is a growing company, absolute emissions may initially rise with headcount growth; our commitment is therefore to meet per-capita reduction targets of 50% by 2030 and 80% by 2040 while implementing offsetting programmes to reach net zero in all countries of operation by 2040.



Implemented reduction measures

The following measures have been implemented since the 2025 baseline and have achieved a reduction of 0.8 tCO_2e (1.5% against the 2025 baseline):

Hot-desk workplaces (~1 tCO_2e/year)
Introduction of hot-desk workplaces instead of fixed office space.

Virtual meetings (~2 tCO_2e/year)
Preference for virtual meetings wherever possible.

Green electricity (~3 tCO_2e/year)
Selection of green electricity providers where available for the hot-desk offices.

Conscious travel bookings (~2 tCO_2e/year)
Company-wide awareness of environmental responsibility when booking travel.

Planned reduction measures

2026	**Data and measurement** Investment in Salesforce Net Zero Cloud, comprehensive carbon accounting systems and regular carbon footprint audits.
2026 to 2027	**Travel reduction** Regional sales and account management structures, improved virtual collaboration and carbon-conscious travel approvals.
2027 to 2028	**Operational efficiency** Switching to climate-neutral cloud providers and optimizing Salesforce configurations for greater energy efficiency.
2028 to 2040	**Carbon offsetting** Procurement of verified carbon credits with a focus on permanent removal and transparent reporting of net emissions.

Declaration and sign-off

This Carbon Reduction Plan has been prepared in accordance with PPN 006 and the associated guidance and reporting standards. Emissions have been reported in accordance with the GHG Reporting Protocol corporate standard and the relevant SECR and Scope 3 standards. It has been reviewed and signed off by the Board in accordance with PPN 06/21.



Thomas Charuhas
CEO · 1 December 2025