

# Carbon Reduction and Next Steps Report

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## Year 2025 Reporting

This report marks TTC Group's fourth consecutive year of calculating its corporate greenhouse gas (GHG) footprint in accordance with the Greenhouse Gas Protocol. Over this period the organisation has continued to expand the scope, quality and accuracy of its emissions data while progressing toward its long-term Net Zero ambitions.

The purpose of this Next Steps Report is to provide a clear overview of TTC's current emissions profile and to identify practical areas where further reductions can be achieved across Scopes 1, 2 and 3.

Over the past four reporting years, TTC has successfully eliminated its operational emissions on a market-based basis. Scope 1 emissions have been reduced to zero following the removal of company vehicles, and Scope 2 emissions are reported as zero through the purchase of 100 percent renewable electricity supported by REGO certification. As a result, TTC's emissions profile is now almost entirely driven by indirect Scope 3 emissions occurring across the organisation's value chain.

Understanding the sources of these emissions is therefore critical to identifying effective reduction strategies for the coming years.

## Current Progress and Key Metrics

TTC Group's total greenhouse gas footprint for the 2025 reporting year is:

Total emissions:

499.58 tCO<sub>2</sub>e (location based)

480.88 tCO<sub>2</sub>e (market based)

Market-based emissions are lower because TTC purchases renewable electricity through a REGO-backed Power Purchase Agreement, which reduces Scope 2 emissions to zero under market-based accounting

Scope 1 emissions:

0.00 tCO<sub>2</sub>e

Scope 2 emissions:

18.70 tCO<sub>2</sub>e location based

0.00 tCO<sub>2</sub>e market based

Scope 3 emissions:

480.88 tCO<sub>2</sub>e

Intensity metrics (Scope 1–3 market based):

3.18 tCO<sub>2</sub>e per full-time equivalent employee

0.0065 kg CO<sub>2</sub>e per £1 turnover

5.22 tCO<sub>2</sub>e per 100 sq ft of office space

With operational emissions effectively eliminated, Scope 3 emissions now represent the dominant component of TTC's carbon footprint. These emissions arise from a range of indirect activities including digital infrastructure, professional services, employee commuting, remote working and business travel.

The increase in reported emissions over the reporting period primarily reflects improved Scope 3 data capture and the continued growth of TTC Group’s operations rather than a decline in environmental performance.

### Annual Comparison

| Year     | Total Emissions (tCO <sub>2</sub> e) | Scope 1 (tCO <sub>2</sub> e) | Scope 2 (tCO <sub>2</sub> e) | Scope 3 (tCO <sub>2</sub> e) |
|----------|--------------------------------------|------------------------------|------------------------------|------------------------------|
| 2022     | 137.18                               | 0.53                         | 23.31                        | 113.34                       |
| 2023     | 160.74                               | 0.00                         | 22.90                        | 137.84                       |
| 2024     | 314.91                               | 0.00                         | 0.00                         | 314.91                       |
| 2025     | 480.88                               | 0.00                         | 0.00                         | 480.88                       |
| % Change | 250.54                               | - 100                        | - 100                        | 324.36                       |

### Drivers of the Increase in Scope 3 Emissions

Several structural developments explain the increase in Scope 3 emissions reported in the 2025 inventory.

Firstly, TTC Group has expanded its business operations and integrated additional companies into the organisation. This growth has increased overall operational activity, including the use of digital services, professional services and employee commuting associated with the expanded workforce.

Secondly, TTC has significantly improved the scope and quality of its emissions reporting. Earlier reporting cycles relied partially on spend-based estimates for certain categories where activity data was unavailable. In the 2025 reporting cycle, the organisation has begun transitioning toward activity-based data sources wherever possible.

A clear example of this improvement is the transition from spend-based emissions estimates for online meeting platforms to usage-based emissions calculations derived from actual meeting activity. This methodological shift provides a more accurate representation of digital service emissions associated with TTC’s operations.

Finally, TTC’s operational model as a service-based organisation means that digital infrastructure and professional services represent a substantial proportion of the company’s value-chain emissions. As the organisation grows and delivers more services through digital platforms, emissions associated with data services, internet usage and cloud-based infrastructure naturally increase.

These improvements mean that TTC’s emissions inventory now provides a more comprehensive and transparent view of its true carbon footprint.

### Emissions Profile and Key Contributors

Analysis of the 2025 emissions inventory highlights several key categories that contribute the majority of TTC’s carbon footprint.

Digital infrastructure and online services represent the largest emissions source. Internet service providers, website hosting and digital meeting platforms account for a significant proportion of total emissions due to the energy required to power data centres, network infrastructure and cloud computing systems.

Purchased goods and professional services also represent a substantial component of the footprint. As TTC expands its service delivery and operational capacity, emissions associated with external service providers naturally increase.

Employee commuting and remote working form another important category. Although remote working can reduce office energy consumption and business travel, the associated emissions from home heating, electricity use and employee commuting remain part of the organisation’s value-chain footprint.

Together these categories reflect the operational reality of a modern digital service organisation and provide a clear indication of where future reduction strategies should focus.

### Emission Profile Summary

Identified areas contributing significantly to overall emissions that require revision include business travel, energy usage, and commuting patterns.



Scope 3 emissions represent 100 % of the total carbon footprint.



DATA CENTER

IT, Website and Data Services account for 59.26 % of the total carbon footprint.



Embedded emissions in technology contribute 3.16 % of total emissions

### Digital Collaboration, Technology Infrastructure and Emissions

As a technology-enabled service organisation, TTC Group relies heavily on digital infrastructure to deliver its services. This includes online training platforms, cloud hosting, internet connectivity, video conferencing tools and other data-driven services. While these technologies contribute to indirect Scope 3 emissions through the energy consumption of data centres and telecommunications networks, they also enable substantial emissions reductions by reducing the need for physical travel and in-person meetings.

In the 2025 reporting year, digital infrastructure and technology services represent the largest source of TTC’s Scope 3 emissions. Key contributors include internet service providers, cloud-based platforms, online meeting tools and website hosting. These services rely on global data centres, server infrastructure and telecommunications networks which consume electricity and therefore carry associated carbon emissions.

However, it is important to consider these emissions within the context of how TTC delivers its services. Digital platforms allow meetings, training programmes and operational collaboration to take place remotely, significantly reducing the need for travel, accommodation and physical meeting venues. Research comparing in-person events with fully virtual participation has found that online collaboration can generate up to 66 times lower greenhouse gas emissions than equivalent face-to-face events, primarily because travel-related emissions are avoided.

For organisations such as TTC that operate nationally and increasingly deliver services through digital platforms, video conferencing and remote collaboration tools play a critical role in reducing travel-related emissions. Although digital services carry their own energy requirements, the overall emissions associated with remote collaboration are typically far lower than those associated with physical meetings requiring transportation and accommodation.

As TTC continues to expand its digital service delivery, understanding and managing the carbon impact of digital infrastructure will remain an important part of the organisation’s sustainability strategy. Future reduction opportunities include improving website efficiency, optimising cloud hosting configurations, selecting lower-carbon technology providers and monitoring digital infrastructure emissions using specialised measurement tools.

By improving the efficiency of its digital systems while continuing to prioritise remote collaboration where appropriate, TTC can reduce the carbon intensity of its operations while maintaining effective service delivery and minimising travel-related emissions.

## Business Growth Context

TTC Group has experienced substantial financial growth during the reporting period. Turnover has increased from £48.7 million in 2022 to £73.8 million in 2025, representing growth of approximately 52 percent.

As the organisation expands its services and operational capacity, increases in certain indirect emissions are expected. For this reason, TTC will focus not only on reducing absolute emissions where possible but also on improving emissions efficiency relative to business growth.

Tracking emissions intensity alongside total emissions allows the organisation to monitor progress while continuing to scale its operations.

## PAS 2060 Emission Sources: 2025 % of Emissions

The following table summarises the distribution of TTC's 2025 emissions across the major Scope 3 categories included within the inventory.

| Emissions Source                              | Unit of Measure | Carbon (tCO <sub>2</sub> e) | % Emissions  |
|---|-----------------|-----------------------------|--------------|
| <b>Scope 1 (Direct)</b>                       |                 |                             |              |
| <b>Scope 1 Total</b>                          |                 |                             |              |
| <b>Scope 2 (Energy, Indirect)</b>             |                 |                             |              |
| National Grid Building 1                      | kWh             | 18.70                       | 3.89         |
| Market Based Building 1                       | kWh             | 0.00                        | 0.00         |
| <b>Scope 2 Market Based Total</b>             |                 | 0.00                        | 0.00         |
| <b>Scope 2 Location Based Total</b>           |                 | 18.70                       | 3.89         |
| <b>Scope 1 + 2 Total (MB)</b>                 |                 | 0.00                        | 0.00         |
| <b>Scope 3</b>                                |                 |                             |              |
| <b>Purchased Goods &amp; Services (Cat 1)</b> |                 |                             |              |
| Staff Training                                | £               | 1.18                        | 0.24         |
| Service Contractors Cleaning                  | £               | 5.75                        | 1.19         |
| Zoom Hosting                                  | Hours           | 98.55                       | 20.49        |
| Internet Service Providers                    | £               | 186.41                      | 38.76        |
| Professional Services (Financial & Auditors)  | £               | 15.82                       | 3.29         |
| Professional Services (Legal)                 | £               | 2.09                        | 0.43         |
| Professional Services (Insurance)             | £               | 18.40                       | 3.83         |
| Food & Beverage Hospitality                   | £               | 2.67                        | 0.56         |
| <b>Total Cat 1</b>                            |                 | <b>330.86</b>               | <b>68.80</b> |
| <b>Capital Goods (Cat 2)</b>                  |                 | <b>0.00</b>                 | <b>0.00</b>  |
| IT Equipment                                  | £               | 15.17                       | 3.16         |
| Desks & Office Furniture                      | £               | 0.29                        | 0.06         |
| <b>Total Cat 2</b>                            |                 | <b>15.46</b>                | <b>3.22</b>  |

|  |            |              |             |
|--|------------|--------------|-------------|
| <b>Fuel and Related Activities (Cat 3)</b>   |            | <b>0.00</b>  | <b>0.00</b> |
| T&D Electricity                              | kWh        | 1.96         | 0.41        |
| WTT Business Car Small Petrol                | Miles      | 0.55         | 0.11        |
| WTT Business Car Med Petrol                  | Miles      | 0.54         | 0.11        |
| WTT Business Car Small Diesel                | Miles      | 0.23         | 0.05        |
| WTT Business Car Medium Diesel               | Miles      | 1.42         | 0.29        |
| WTT Business Unknown Car Avg                 | Miles      | 3.82         | 0.79        |
| WTT Business Car Electric                    | Miles      | 0.21         | 0.04        |
| T&D Business Car Electric                    | Miles      | 0.08         | 0.02        |
| WTT Employee Commute Car Petrol              | Miles      | 6.62         | 1.38        |
| WTT Employee Commute Car Diesel              | Miles      | 2.25         | 0.47        |
| WTT Employee Commute Car Hybrid              | Miles      | 0.44         | 0.09        |
| WTT Employee Commute Car Electric            | Miles      | 0.44         | 0.09        |
| T&D Employee Commute Car Electric            | Miles      | 0.16         | 0.03        |
| WTT Employee Commute Taxi                    | Miles      | 0.09         | 0.02        |
| WTT Employee Commute Local Bus               | Miles      | 0.01         | 0.00        |
| WTT Employee Commute National Rail           | Miles      | 0.08         | 0.02        |
| <b>Total Cat 3</b>                           |            | <b>18.89</b> | <b>3.93</b> |
| <b>Waste (Cat 5)</b>                         |            | <b>0.00</b>  | <b>0.00</b> |
| Waste - Paper & Board                        | Tonnes     | 0.00         | 0.00        |
| Waste - Commercial Industrial - Dry Mixed    | Tonnes     | 0.01         | 0.00        |
| Waste - Cardboard                            | Tonnes     | 0.00         | 0.00        |
| Waste - General Waste                        | Tonnes     | 0.00         | 0.00        |
| Waste - Food                                 | Tonnes     | 0.00         | 0.00        |
| Water Supply                                 | Cubic Mtrs | 0.06         | 0.01        |
| Water Sewage                                 | Cubic Mtrs | 0.06         | 0.01        |
| <b>Total Cat 5</b>                           |            | <b>0.14</b>  | <b>0.03</b> |
| <b>Business Travel (Cat 6)</b>               |            | <b>0.00</b>  | <b>0.00</b> |
| Land Travel Business Car Small Petrol        | Miles      | 1.95         | 0.41        |
| Land Travel Business Car Medium Petrol       | Miles      | 1.89         | 0.39        |
| Land Travel Business Car Small Diesel        | Miles      | 0.96         | 0.20        |
| Land Travel Business Car Medium Diesel       | Miles      | 5.93         | 1.23        |
| Land Travel Business Car Unknown Average     | Miles      | 14.53        | 3.02        |
| Land Travel Business Car Electric            | Miles      | 0.81         | 0.17        |
| Land Travel Business Rail Transport services | £          | 4.44         | 0.92        |
| Hotel Stay (Out of London)                   | Nights     | 2.34         | 0.49        |

|                                    |        |               |               |
|------------------------------------|--------|---------------|---------------|
| Hotel Stay (In London)             | Nights | 0.03          | 0.01          |
| <b>Total Cat 6</b>                 |        | <b>32.89</b>  | <b>6.84</b>   |
| <b>Employee Commute (Cat 7)</b>    |        | <b>0.00</b>   | <b>0.00</b>   |
| Working from Home                  | Hours  | 45.72         | 9.51          |
| Employee Commute Car Petrol        | Miles  | 23.41         | 4.87          |
| Employee Commute Car Diesel        | Miles  | 9.39          | 1.95          |
| Employee Commute Car Hybrid        | Miles  | 1.71          | 0.36          |
| Employee Commute Car Plugin Hybrid | Miles  | 0.01          | 0.00          |
| Employee Commute Car Electric      | Miles  | 1.70          | 0.35          |
| Employee Commute Taxi              | Miles  | 0.37          | 0.08          |
| Employee Commute Local Bus         | Miles  | 0.02          | 0.00          |
| Employee Commute National Rail     | Miles  | 0.31          | 0.06          |
| <b>Total Cat 7</b>                 |        | <b>82.64</b>  | <b>17.19</b>  |
| <b>Scope 3 Total</b>               |        | <b>480.88</b> | <b>100.00</b> |
| <b>Total Scope 1, 2 &amp; 3</b>    |        | <b>480.88</b> | <b>100.00</b> |

### Key Achievements to Date

TTC has already implemented several measures that contribute to improved sustainability and operational efficiency.

The consolidation of newly acquired business units into a single headquarters building has reduced the need for multiple operational sites, improving overall energy efficiency.

Remote and flexible working arrangements have been expanded, reducing the need for unnecessary travel and enabling more efficient use of office space.

Energy efficiency improvements have been implemented within the office environment, including the transition to LED lighting and improved water management systems.

Digital tools and online platforms have been adopted to reduce paper consumption and support remote service delivery.

The organisation has also implemented a salary sacrifice scheme to support employees in transitioning to electric vehicles.

These initiatives demonstrate TTC's commitment to reducing emissions across its operations while maintaining operational efficiency.

### Identified Opportunities and Next Steps

Future emissions reductions will primarily focus on addressing the most material Scope 3 sources identified within the inventory.

Digital infrastructure will remain a key area of focus. TTC can work with technology providers to improve the efficiency of websites, cloud hosting and online platforms while exploring tools that measure and optimise the carbon footprint of digital operations.

Business travel policies can be further refined to prioritise lower-carbon transport options such as rail travel and remote meetings. Where travel is unavoidable, TTC can prioritise accommodation providers with transparent sustainability credentials.

Employee engagement will also play an important role in reducing emissions. Encouraging sustainable commuting options such as car sharing, cycling and electric vehicle adoption can help reduce transport-related emissions while supporting employee wellbeing.

Technology lifecycle management represents another opportunity for emissions reduction. Extending the lifespan of IT equipment, refurbishing devices and prioritising sustainable procurement practices can significantly reduce embedded carbon associated with technology.

Supplier engagement will also become increasingly important as TTC continues to expand. Working collaboratively with suppliers to understand and reduce their emissions can drive improvements across the organisation's value chain.

### **Strategic Pathway Toward Net Zero**

Achieving Net Zero requires a structured long-term approach that addresses both operational emissions and the wider value chain.

For TTC Group, future progress will focus on four key pillars.

First, improving data quality and expanding the use of activity-based emissions reporting across Scope 3 categories.

Second, improving the efficiency of digital infrastructure and online service delivery.

Third, supporting lower-carbon commuting and travel behaviours across the workforce.

Fourth, engaging suppliers and service providers to reduce emissions across the organisation's extended operational ecosystem.

Alongside these initiatives, TTC may choose to support verified nature-based climate projects to compensate for unavoidable emissions while reduction strategies are implemented.

### **Conclusion**

TTC Group has made significant progress in reducing its operational emissions and improving the transparency and quality of its greenhouse gas reporting. The organisation has successfully eliminated Scope 1 and market-based Scope 2 emissions and now maintains a comprehensive view of its Scope 3 emissions.

As a service-based organisation, the majority of TTC's carbon footprint arises from indirect activities across its value chain. Continued improvements in data quality, digital infrastructure efficiency and supplier engagement will therefore be central to achieving long-term emissions reductions.

This Next Steps Report provides the foundation for TTC's continued progress toward Net Zero while supporting sustainable business growth and operational resilience.