Group Carbon Reduction Plan

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1. Our commitment to achieving Net Zero

RM Plc is committed to achieving Net Zero emissions by 2035 (scope 1 and 2), and for scope 3 before 2050.

RM is proud of its significant progress in reducing its environmental impact having achieved a year-on-year reduction in our scope 1 and 2 emissions of 72% and our combined scopes 1, 2 & 3 of 11% removing a total of 5,868.4 tonnes of CO_2e from our operations.

RM has committed to measure and report more categories of its scope 3 emissions. RM identified that there were three potential material areas to report – these are Purchased goods and services (category 1), Capital goods (category 2) and Use of sold products (category 11).

During FY24, RM undertook a significant project to calculate and report its category 1 emissions for FY23 and its baseline year of FY15. The results of this are now reported in our carbon disclosures and will be updated annually. The data covers the top 80% of RM supply chain by spend.

2. Carbon emissions footprint

In 2014, RM Plc ceased manufacturing hardware to focus on providing educational products and services – the foundation of the company today. We therefore established our carbon baseline year as 2015.

The Scope 1, 2 & 3 baseline used for 2015 has been calculated using the total emissions reported in the Annual Report 2015 combined with results from further analysis as RM has built out its scope 3 emissions reporting.

In December 2024, RM ceased trading of Consortium, the data from our baseline relating to Consortium operations has been removed and the baseline re-calculated.

- Less emissions from building consolidations following the closure of our hardware manufacturing business which occurred after the start of the baseline year.
- Plus, the emissions associated with facilities obtained as part of the acquisition of the Consortium business, including its distribution facilities in June 2017 and the purchase of SoNet in June 2019. The emissions used were an average of the first two years of operation of these companies.
- Less any scope 3 emissions inadvertently included in the 2015 Annual Report.

We have also quoted separately our impacts associated with air travel, an aspect of scope 3 emissions.

2.1. Carbon baseline

Our baseline data is shown in Table 1 below. RM is committed to strengthening its baseline data coverage as accurate data is available. During 2024/25 further carbon emissions for FY15 baseline have been calculated.

Table 1 – Rounded up 2015 emissions data in tCO2e

Description of emission source	Scope	tCO_2e
Energy consumption in kWh from activities involving combustion of fuel in operating our facilities and running our vehicles	1	796
Energy consumption from the purchase of electricity, heat, steam, or cooling	2	1,892
Business travel – air	3	1,017
Train travel (UK)	3	7
Hotel stay (UK)	3	46
Products and services	3	20,361
Employee commuting	3	0[1]
Downstream transportation & distribution	3	0[1]
Upstream transportation & distribution	3	0[2]
Waste management	3	0[3]
Baseline carbon footprint		**24,119[4]**

2.2. Current year footprint

We measure our footprint annually and report this in our Annual Report, using the greenhouse gas protocol. The 2024 data is as reported in the RM annual report.

Table 2 – Rounded up 2024 emissions data in tCO2e

Description of emission source	Scope	tCO2e
Energy consumption in kWh from activities involving combustion of fuel in operating our facilities and running our vehicles	1	95[5]
Energy consumption from the purchase of electricity, heat, steam, or cooling	2	273[6]
Business travel – air	3	86[7]
Business travel – Personal car	3	174[8]
Hotels	3	9
Train travel	3	8
Waste management	3	2.3
Total Carbon footprint (as per 2024 Annual Report)		647.3
Products and services (2024 data)	3	57,127[9]
Total carbon footprint for 2024 (Including additional Scope 3 calculation)		**58,115**

[1] The data for this is not sufficient to set a baseline. RM is establishing how to record and report this information in future disclosures.
[2] RM has begun a project to measure transport emissions and establish an annual figure from FY25, baseline data is under investigation.
[3] RM has included waste management from 2022 reporting period and will be reporting carbon emissions arising from waste management in its annual reporting from 2022.
[4] This data is calculated via spend based methodology, using average factors from USA Environmental Protection Agency (EPA) scope 3 Inventory.
[4] The closure of our warehouse in the UK used by the Consortium business has led to this reduction in scope 1 CO2
[6] RM has a REGO backed electricity contract for all UK sites it operates, the emissions are from our India and non-owned UK sites.
[7] The fall in air travel emission are a direct result of RM policy of reducing air travel to only essential travel
[8] The rise in this area is due to the change in scope reporting for our India cars from scope 1 to 2
[9] This data is a mixture of EPA factors and actual carbon emissions data from our suppliers. The data has been calculated using a spend based methodology. The significant rise is due to one supplier calculation of scope 3, category eleven emissions.

3. Emissions reduction – Scope 1 and 2

In addition to the 2050 Net Zero target, RM Plc has aligned its global emission reduction target to the UK Government target of 78% reduction in carbon impact by 2035. Based on an evaluation of potential carbon reduction opportunities to 2035, we have developed a carbon trajectory to show a staged approach to Net Zero.

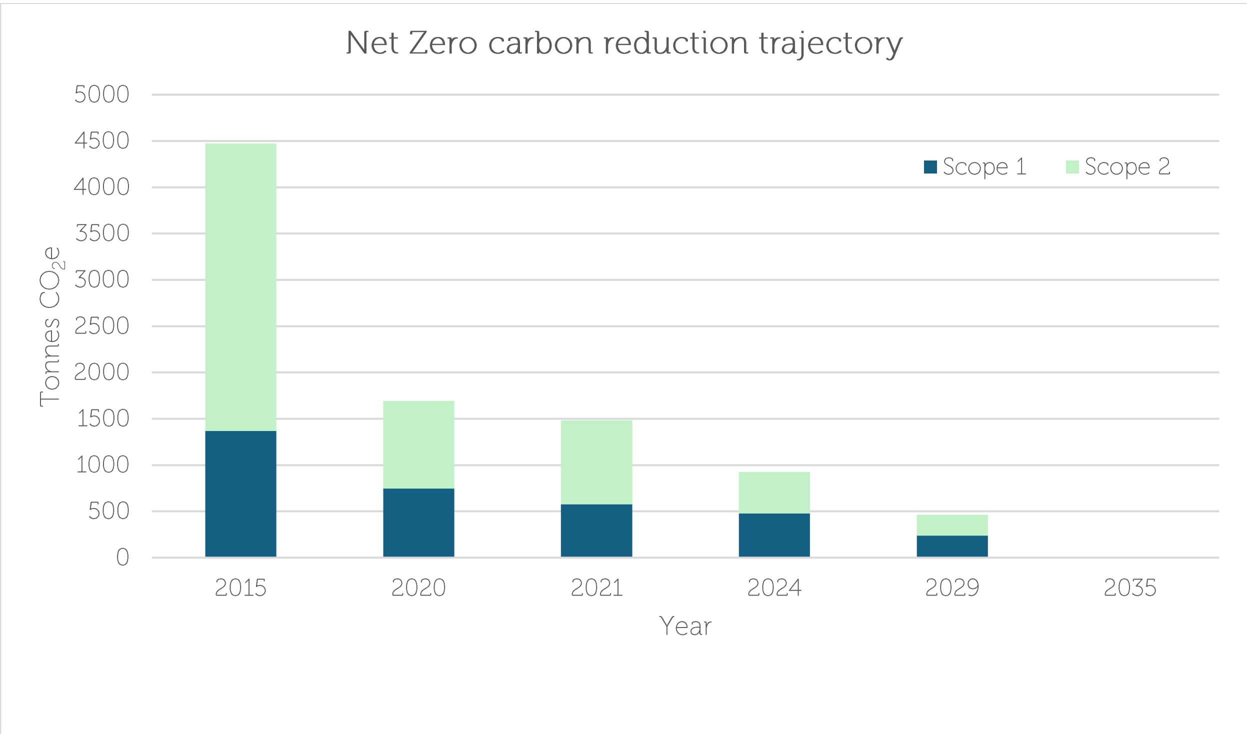
RM has developed a net zero by 2035 on scopes 1 and 2 pathway, this has been approved and signed off by the RM PLC board.

During FY24 RM reduced its scopes one and two emissions by 72% compared to FY23.

RMs remains confident to deliver its Net Zero on Scopes One and Two commitment by 2035 without the use of carbon offsets, however this will depend on the opportunities for the procurement of 100% green electricity in India and the elimination of gas consuming equipment at Harrier Park.

Details on how we plan to achieve this are included in section 4, Carbon Reduction Plans – Scopes 1 and 2, below.

Graph 1 – Net Zero carbon reduction trajectory



4. Carbon reduction plans - Scopes 1 and 2

The following paragraphs set out the actions we have taken to reduce scope 1 and 2 carbon impacts to date and future actions, as we head towards Net Zero by 2035.

4.1. Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2015 baseline:

- Consolidation of facilities to incorporate new businesses into the group and relocations to better meet company requirements
- Implemented energy efficiency and monitoring programs across our global operations
- Signing of a REGO back electricity contract for UK operations
- Significant focus to a transition to online meetings & cloud-based service delivery
- Rationalisation of real estate into highly efficient buildings

4.2. Future actions and projections

RM has made significant efforts to ensure our buildings are operating at maximum efficiency and continuously monitor energy control systems to ensure they are aligned to operational hours.

India emissions remain a focus till 2035 There are several initiatives that are being reviewed to support the reduction in carbon emissions from electricity consumption, these include:

- Engaging with the state electricity company to obtain accurate carbon factors, currently a country level factor is used, this will ensure RM reports accurate emissions
- Options for 100% green electricity contracts under constant review
- Undertake energy awareness training for all colleagues to reduce electricity consumption onsite

Since the closure of Consortium, RMs gas consumption has decreased significantly. Harrier Park has some gas consuming plant, and due to the age and efficiency of the equipment, it is not economical to replace. RM monitors gas use closely and remains committed to identifying any opportunity to reduce gas consumption.

4.3. Net Zero

RM is cognisant of the challenges to achieve our goal, as such the RM Executive Committee is updated on a quarterly basis & the Environmental, Social and Governance committee of the board is updated on a bi-annual basis, on the progress towards the scope 1 & 2 Net Zero target.

RM is working with our global colleagues to identify and implement strategies and projects that will reduce the emissions from our global operations in the short, medium, and long term.

5. Carbon reduction plans - Scope 3

By far the most challenging impact area to understand and target for any organisation is its scope 3 emissions. RM is committed to achieving Net Zero ahead of 2050 by collaborating with our supply chain partners and addressing scope 3 impacts associated with our products and services.

The first challenge is the accurate measurement of all scope 3 emissions. Since 2022, RM has undertaken the following actions to measure and report its scope 3 emissions:

- From FY23, the following scope 3 categories have been reported: Waste generated from own operations (five), business travel including air, train, taxis & hotel (six)
- Issued to all suppliers to RM Education our Sustainable Suppliers Charter setting out RM commitments and expectation of suppliers
- Undertake a full audit of the waste system at Harrier Park
- Completed a full assessment of category one Products and Services for FY15 and FY23 & FY24. This data has been added into the tables above but was not in the FY23 annual report - this is now reported as standard in our annual report.

5.1. Scope 3 categories' measurements

RM is cognisant of the need to measure and report its scope 3 emissions and is committed to ensuring the most comprehensive scope 3 discourses possible. RM has identified the following categories of scope 3 emissions as material to delivering its Net Zero before 2050 commitments. As such each category was ranked in order of materiality and a date by which initial calculations will be completed and data reported.

Category	Proposed year of calculation	Data included in Annual report from	Estimated materiality
Purchased goods and services (1)	2024	2024	H
Use of sold products (11)	2025	2026	H
Up and downstream transport and distribution emissions (4&9)	2026	2026	M
End of life treatment of sold products (12)	2026	2026	M
Fuel and energy related activities (3)	2024	2024	L
Employee commuting (7)	2025	2025	L

Measuring and reporting of scope 3 is the vital first step in tackling scope 3 emissions. However, on its own, this will not deliver our Net Zero commitment. Achieving Net Zero across our supply chain will require significant technological, political and cultural will. However big the scale of the challenge, RM is determined to play its part.

5.2. Scope 3 reduction proposals

During 2025, RM has engaged with our highest carbon emitting suppliers to identify and develop measures to reduce the carbon impact of our products and services.

Understanding the impact of RMs supply chain emissions are critical, RM is cognisant of the impact our IP products and services will have on our customers scope 3 emissions. RM has already been able to provide our customers with activity-based carbon footprints for the contracts we deliver.

During FY25 RM has provided some of its biggest customers with the carbon footprint of the services purchased from RM. We have also developed partnerships with a number of other customers to seek to understand and support their net zero goals.

6. 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 are reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard10 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting11.

Scope 1 and scope 2 emissions are reported in accordance with SECR requirements. Future scope 3 emissions will be reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (scope 3) Standard12.

This Group-wide Carbon Reduction Plan will be reviewed annually and updated accordingly.

Signed:
Name: Mark Cook
Title: Chief Executive
Date: 11/09/2025

[10] https://ghgprotocol.org/corporate-standard
[11] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[12] https://ghgprotocol.org/standards/scope-3-standard