CLIMATE ACTION PLAN

1. Introduction

Index Professional is committed to responsible business practices, in alignment with the UN Sustainable Development Goals (SDGs) and the Ten Principles of the UN Global Compact. Our Climate Action Plan outlines our commitment to promoting positive environmental impact and protecting our planet. We are committed to supporting the global ambition to limit global warming to 1.5°C, in line with the goals of the Paris Agreement. To support this, Index Professional has set a net zero target of 2050. This Plan sets out the actions we will take to achieve this goal and reduce our environmental impact by embedding sustainable practices across our business operations.

While reducing greenhouse gas emissions is central to tackling climate change, we recognise that a narrow focus on carbon alone can lead to unintended negative impacts on nature and people if not carefully managed. For example, the extraction of raw materials used in low-carbon technologies such as electric vehicle batteries may affect high-conservation-value ecosystems and local communities if environmental and social safeguards are not in place.

As such, Index Professional has adopted a holistic approach to climate action that considers climate change alongside biodiversity, ecosystem integrity, and social impacts. We seek to ensure that the actions we take to reduce emissions also support nature, protect ecosystems and their associated services (such as food and water), and contribute positively to communities and other stakeholders. This Climate Action Plan is published on our website and is accessible to all stakeholders, including employees, customers, suppliers, and investors, for transparency and accountability. It applies to all our operations and employees and covers our direct activities as well as relevant impacts within our supply chain.

2. Scope and Governance

This Climate Action Plan has been formally reviewed and approved by the Board of Directors. The Board retains overall accountability for this plan, with day-to-day responsibilities assigned to Ben Devonport, Director, while all staff are responsible for implementation and performance. In carrying out their responsibilities, the Board will have regard to its duties under Section 172 of the Companies Act, including the impact of the company's operations on communities and the environment. Progress will be reviewed at least annually at senior management level.

3. Our Commitments

Energy and fuel transition: We will continue to transition towards lower-carbon fuels and energy sources across our operations. This includes improving energy efficiency, increasing the use of renewable energy, and reducing reliance on fossil fuels wherever possible, in line with our net zero target. We will:

- Improve our energy efficiency by 20% by 2030
- Increase our renewable energy use by 20% by 2030
- Measure our Scope 1, 2 and 3 emissions by 2030

To improve our energy efficiency, we will implement measures such as LED lights and actions to improve our building energy performance (insulation, heating, and cooling systems).

Raising awareness: We are committed to creating a culture of climate action at Index Professional. We will:

- Embed environmental considerations into all company policies, procedures, and decision-making processes by 2030
  Ensure 100% of employees complete sustainability training by 2030, supported by relevant resources and guidance on the latest regulations and legislation related to carbon reduction by 2030, keeping all staff up to date with changes affecting our policies and procedures

Reducing emissions from travel: We will prioritise virtual meetings and video conferencing where appropriate, reducing the overall need for business travel, and encourage lower-carbon modes of transport such as rail instead of air travel. We will also incentivise and support employees to use public transport, cycling, walking, and car-sharing for commuting and business travel where feasible.

Circular economy and resource use: We are committed to promoting and enabling circular economy principles across our operations. This includes prioritising the efficient use of resources and reducing reliance on virgin materials by supporting reuse, repair, refurbishment, repurposing, and recycling where practicable. We will seek to minimise waste, reduce overall consumption of raw materials and energy, and continuously improve resource efficiency across our activities. We will:

- Incorporate a company-wide recycling programme by 2030, prioritising waste reduction, reuse, and circular economy principles
- Reduce total waste by 20% by 2030
- Increase recycling volumes by 20% by 2030

Sustainable procurement: We work with our suppliers and service providers to minimise emissions, protect nature, and respect social considerations across the value chain. We will seek to work with suppliers that have a clear climate strategy, are transparent about their greenhouse gas emissions, and demonstrate responsible environmental and social practices. We will:

- Ensure 100% of our suppliers are screened for environmental and human rights impacts by 2050
- Engage with clients, suppliers, and other stakeholders across the real estate lifecycle to enable informed decision-making and mitigate environmental impacts associated with fit-out, new build, and renovation projects

Local sourcing: Where materials or services are required, we will seek to source locally where this demonstrably reduces net greenhouse gas emissions and supports local economies, without compromising environmental or social standards.

Biodiversity: We recognise the interdependence between climate stability, biodiversity, and healthy ecosystems. We will seek to avoid, minimise, and where possible mitigate adverse impacts on biodiversity, ecosystem integrity, and critical ecosystem services such as clean water, soil health, and food systems. When making decisions related to energy, transport, materials, and procurement, we will consider potential impacts on natural environments and aim to support nature-positive outcomes alongside emissions reductions. We will:

- Ensure 100% of our suppliers are screened for environmental and human rights impacts, taking biodiversity into consideration, by 2050

People, Communities and Stakeholders: We recognise that climate-related actions can have varying impacts on people and communities. We are committed to considering the effects of our approach on local communities, minority and vulnerable groups – including women, children, older people, and individuals with disabilities – as well as other affected stakeholders. We will identify and manage potential social risks associated with our climate actions, including those within our value chain, while supporting employee volunteering, charity engagement, recycling, and waste reduction initiatives, and encouraging partners to adopt similar commitments. Our approach aims to deliver inclusive, just, and equitable outcomes as we transition to a lower-carbon economy. To support this, we will:

- Annually review this plan and our actions to identify and manage risks impacting people, communities, and stakeholders
- Implement initiatives that promote equality, diversity, and inclusion across our business and sector

Climate advocacy and responsible investment: We recognise the importance of collective action and policy engagement in addressing climate change. We will:

- Engage in climate advocacy where appropriate and annually review our memberships of trade associations to ensure alignment with the objectives of the Paris Agreement
- Seek to ensure that financial investments, including assets and pension funds where applicable, are aligned with the objectives of this Climate Action Plan and support the transition to a low-carbon, climate-resilient economy

4. Resource Allocation

We have allocated the necessary human, technical, and financial resources to deliver our Climate Action Plan effectively, including:

- Sustainability Lead/Manager to oversee the implementation and coordinate efforts across departments
- HR team to support employee engagement, training programmes, and embedding sustainability into company culture and policies
- Finance team to allocate budget, track sustainability-related expenditure
- Procurement team to integrate sustainability criteria into supplier selection processes
- Senior Management team to provide oversight, ensure accountability, and review progress against targets

5. Stakeholder Engagement

We will actively engage with stakeholders to support the delivery of this plan. This includes:

- Employees through training and internal engagement initiatives
- Suppliers by integrating sustainability criteria into procurement
- Customers by communicating our progress clearly and transparently
- Investors and partners through transparent reporting and ongoing dialogue.

6. Monitoring, Reporting, and Transparency

We are committed to transparently reporting our progress against this plan. We will publish annual updates on our targets, in line with recognised international frameworks. This information will be made publicly available to our stakeholders in the form of a Sustainability/Impact Report.

7. Policy Review

This Climate Action Plan will be reviewed every three years and approved by our Board. Updates or changes will be communicated publicly and internally to ensure transparency and alignment with best practices in sustainability and sustainable business conduct.

Approved on behalf of the Board of Directors by:

Ben Devonport and **Aaron Ganley**

Date:

1st September 2026