

The background of the slide is a close-up photograph of vibrant green moss growing on a dark, textured rock surface. The moss is dense and covers most of the visible rock. The lighting is soft, highlighting the texture of the moss.

# Inspired Limited Streamlined Energy & Carbon Reporting (SECR)

FY2025

Produced by Inspired

Version 1

**INSPIRED**



# Contents

---

|                             |    |
|-----------------------------|----|
| Overview                    | 02 |
| Annual Reporting Figures    | 06 |
| Energy Efficiency Narrative | 12 |
| Appendix                    | 14 |

---

# Overview

**INSPIRED**

# Introduction

SECR disclosures are mandatory for quoted companies and large unquoted UK companies for financial years beginning on or after 1 April 2019.

This report summarises **Inspired Limited's (Inspired) energy consumption, associated greenhouse gas emissions, energy efficiency actions, and energy performance** in accordance with the UK Government's Streamlined Energy and Carbon Reporting (SECR) framework. SECR is implemented through the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018.

The mandatory disclosures required for compliance with the Regulations are presented on pages 7, 8, 10, 13 and 16 of this report.

The appendix (page 14) sets out the methodologies applied in calculating all energy and carbon metrics disclosed within the report.

In line with legislative requirements, Inspired is required to disclose its UK energy consumption, associated emissions, intensity metrics, and details of energy efficiency actions undertaken during the reporting period. In addition to these mandatory UK disclosures, Inspired has also voluntarily included energy consumption and emissions data for its global operations.

Inspired is a UK-incorporated entity and the parent company of Inspired Energy Solutions (IES).

An operational boundary has been applied for the purposes of this report.

To achieve 100% data coverage for SECR reporting, 38.96% of total consumption data has been estimated, representing an increase from FY2024 (29.99%).

# Key findings

## Reporting Year: 1<sup>st</sup> January 2025 – 31<sup>st</sup> December 2025

### Year-on-year Changes

- Natural Gas & Refrigerants emissions have increased by 54.31% in FY2025 compared to FY2024.
- Electricity emissions have decreased by 25.23% in FY2025 compared to FY2024.
- Transport emissions have decreased by 11.48% in FY2025 compared to FY2024.
- The intensity metric has decreased by 2.68% in FY2025 compared to FY2024.

### Energy Saving Projects: Highlights

- Air Conditioning/Ventilation Control
- Automated Monitoring and Targeting Optimisation

Inspired's **Scope 1 direct emissions and Scope 3 indirect emissions** (arising from the combustion of natural gas, refrigerants, and transportation fuels) totalled **300.48 tCO<sub>2</sub>e** for the reporting year. These emissions resulted from the combustion of **1,195,903 kWh of fuel** and represent a **reduction of 0.75%** compared with the year ending December 2024.

**Scope 2 indirect emissions** from purchased electricity totalled **46.50 tCO<sub>2</sub>e** for the reporting year. These emissions resulted from the consumption of **268,989 kWh of electricity** used in day-to-day business operations, including electricity purchased from the grid and electricity self-generated from on-site solar panels. This represents a **reduction of 25.23%** compared with the year ending December 2024.

Inspired's operations recorded an emissions intensity of **0.48 tCO<sub>2</sub>e per Full-time Equivalent (FTE)** during the reporting year. This represents a **2.68% reduction** in operational carbon intensity compared with the year ending December 2024.

# Carbon and Energy Overview

Table 1: Energy Source Breakdown for Total UK and Global Location-Based Emissions.

|  | Natural Gas & Refrigerants | Electricity | Transport | Total            |
|--|----------------------------|-------------|-----------|------------------|
| <b>2025 Carbon &amp; Energy Consumption</b>  |                            |             |           |                  |
| kWh  | 236,691                    | 268,989     | 959,212   | <b>1,464,892</b> |
| tCO <sub>2</sub> e                           | 76.21                      | 46.50       | 224.28    | <b>346.99</b>    |
| <b>2024 Carbon &amp; Energy Consumption*</b> |                            |             |           |                  |
| kWh  | 270,002                    | 303,487     | 1,136,778 | <b>1,710,267</b> |
| tCO <sub>2</sub> e                           | 49.38                      | 62.19       | 253.37    | <b>364.94</b>    |
| YOY percentage change (tCO <sub>2</sub> e)   | +54.31%                    | -25.23%     | -11.48%   | -4.92%           |

Table 2: Emission Intensity Breakdown for Total UK and Global Location-Based Emissions.

|  | Natural Gas & Refrigerants | Electricity | Transport | Total       |
|--|----------------------------|-------------|-----------|-------------|
| FY2025 tCO <sub>2</sub> e per FTE          | 0.11                       | 0.06        | 0.31      | <b>0.48</b> |
| FY2024 tCO <sub>2</sub> e per FTE*         | 0.07                       | 0.08        | 0.34      | <b>0.49</b> |
| YOY percentage change (tCO <sub>2</sub> e) | +57.94%                    | -23.47%     | -9.40%    | -2.68%      |

\*FY2024 Scope 1 Natural Gas and Scope 2 Grid-Supplied Electricity consumption and emissions have been restated due to improved data quality. Please see the Appendix for further details.

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places. Any year-on-year comparison calculations have been conducted using complete, unrounded figures.



# Annual Reporting Figures

**INSPIRED**

# Total Energy Consumption (kWh)

The following tables show the consumption and associated emissions for financial years ending December 2025 and December 2024 for all operations.

Inspired has chosen to disclose its consumption and emissions data for the group's global operations, in addition to mandatory UK consumption and emissions data. Total consumption and location-based emissions are reported in Tables 3 and 5.

Scope 1 consumption and emissions include direct combustion of natural gas, refrigerants, and fuels utilised for transportation operations, for example, company vehicle fleets.

Scope 2 consumption and emissions cover indirect emissions related to the consumption of purchased electricity in day-to-day business operations, electricity self-generated from solar panels, and electric transportation.

Scope 3 consumption and emissions cover emissions resulting from sources not directly owned by Inspired i.e., grey fleet business travel undertaken in employee-owned vehicles only.

Table 3: Inspired Limited Total UK and Global Energy Consumption (kWh)

| Utility and Scope                   | FY2025 Consumption kWh |                       |                  | FY2024 Consumption kWh* |                       |                  |
|-------------------------------------|------------------------|-----------------------|------------------|-------------------------|-----------------------|------------------|
|                                     | UK                     | Global (excluding UK) | Total            | UK                      | Global (excluding UK) | Total            |
| <b>Scope 1 Total</b>                | <b>441,342</b>         | <b>0</b>              | <b>441,342</b>   | <b>479,050</b>          | <b>0</b>              | <b>479,050</b>   |
| Natural Gas (Scope 1)               | 236,691                | 0                     | 236,691          | 270,002                 | 0                     | 270,002          |
| Transportation (Scope 1)            | 204,651                | 0                     | 204,651          | 209,048                 | 0                     | 209,048          |
| <b>Scope 2 Total</b>                | <b>267,361</b>         | <b>10,480</b>         | <b>277,841</b>   | <b>291,953</b>          | <b>11,534</b>         | <b>303,487</b>   |
| Grid-Supplied Electricity (Scope 2) | 244,137                | 10,480                | 254,617          | 282,880                 | 11,534                | 294,414          |
| Transportation (Scope 2)            | 8,852                  | 0                     | 8,852            | 0                       | 0                     | 0                |
| Self-Generation (Scope 2)           | 14,372                 | 0                     | 14,372           | 9,073                   | 0                     | 9,073            |
| <b>Scope 3 Total</b>                | <b>745,709</b>         | <b>0</b>              | <b>745,709</b>   | <b>927,730</b>          | <b>0</b>              | <b>927,730</b>   |
| Transportation (Scope 3)            | 745,709                | 0                     | 745,709          | 927,730                 | 0                     | 927,730          |
| <b>Total</b>                        | <b>1,454,412</b>       | <b>10,480</b>         | <b>1,464,892</b> | <b>1,698,733</b>        | <b>11,534</b>         | <b>1,710,267</b> |

\*FY2024 Scope 1 Natural Gas and Scope 2 Grid-Supplied Electricity consumption have been restated due to improved data quality. Please see the Appendix for further details.

## Total Location-based Emissions (tCO<sub>2</sub>e)

Table 4: Inspired Limited Total Emissions Intensity Metrics.

| Intensity Metrics                         | FY2025 | FY2024 |
|---|--------|--------|
| Total FTE                                 | 723    | 740    |
| Location-Based tCO <sub>2</sub> e per FTE | 0.48   | 0.49   |
| % change                                  | -2.68% |        |

Table 5: Inspired Limited Total UK and Global Location-based Emissions (tCO<sub>2</sub>e)

| Utility and Scope                   | FY2025 Emissions (tCO <sub>2</sub> e) |                       |               | FY2024 Emissions (tCO <sub>2</sub> e)* |                       |               |
|-------------------------------------|---------------------------------------|-----------------------|---------------|--|-----------------------|---------------|
|                                     | UK                                    | Global (excluding UK) | Total         | UK                                     | Global (excluding UK) | Total         |
| <b>Scope 1 Total</b>                | <b>126.12</b>                         | <b>0.00</b>           | <b>126.12</b> | <b>95.98</b>                           | <b>0.00</b>           | <b>95.98</b>  |
| Natural Gas (Scope 1)               | 43.31                                 | 0.00                  | 43.31         | 49.38                                  | 0.00                  | 49.38         |
| Refrigerants (Scope 1)              | 32.90                                 | 0.00                  | 32.90         | 0.00                                   | 0.00                  | 0.00          |
| Transportation (Scope 1)            | 49.91                                 | 0.00                  | 49.91         | 46.59                                  | 0.00                  | 46.59         |
| <b>Scope 2 Total</b>                | <b>44.78</b>                          | <b>3.29</b>           | <b>48.07</b>  | <b>58.57</b>                           | <b>3.62</b>           | <b>62.19</b>  |
| Grid-Supplied Electricity (Scope 2) | 43.21                                 | 3.29                  | 46.50         | 58.57                                  | 3.62                  | 62.19         |
| Transportation (Scope 2)            | 1.57                                  | 0.00                  | 1.57          | 0.00                                   | 0.00                  | 0.00          |
| <b>Scope 3 Total</b>                | <b>172.80</b>                         | <b>0.00</b>           | <b>172.80</b> | <b>206.77</b>                          | <b>0.00</b>           | <b>206.77</b> |
| Transportation (Scope 3)            | 172.80                                | 0.00                  | 172.80        | 206.77                                 | 0.00                  | 206.77        |
| <b>Total</b>                        | <b>343.70</b>                         | <b>3.29</b>           | <b>346.99</b> | <b>361.32</b>                          | <b>3.62</b>           | <b>364.94</b> |

\*FY2024 Scope 1 Natural Gas and Scope 2 Grid-Supplied Electricity emissions have been restated due to improved data quality. Please see the Appendix for further details.

N.B. The reported Scope 1, 2 and 3 emissions and intensity metrics have been rounded to two decimal places. Any year-on-year comparison calculations have been conducted using complete, unrounded figures.

## Voluntary Dual-Reporting

Inspired dual-report on location-based and market-based emissions factors. Market-based emissions demonstrate the carbon reduction achieved by renewable electricity procurement. Market-based emissions are reported in tCO<sub>2</sub> only and reflect the specific emissions associated with the purchasing of green gas certificates and renewable energy guarantees of origin (REGO) contracts. Refer to the appendix for market-based methodology. Total market-based emissions are reported in Table 7.

Table 7: Inspired Limited Total UK and Global Location and Market-based Emissions

| Utility and Scope                     | FY2025 Emissions                  |                                 | FY2024 Emissions***               |                                 |
|---------------------------------------|-----------------------------------|---------------------------------|-----------------------------------|---------------------------------|
|                                       | Location-based tCO <sub>2</sub> e | Market-based tCO <sub>2</sub> e | Location-based tCO <sub>2</sub> e | Market-based tCO <sub>2</sub> e |
| <b>Scope 1 Total</b>                  | <b>126.12</b>                     | <b>82.87</b>                    | <b>95.98</b>                      | <b>46.66</b>                    |
| Natural Gas (Scope 1)*                | 43.31                             | 0.05                            | 49.38                             | 0.06                            |
| Refrigerants (Scope 1)                | 32.90                             | 32.90                           | 0.00                              | 0.00                            |
| Transportation (Scope 1)              | 49.91                             | 49.91                           | 46.59                             | 46.59                           |
| <b>Scope 2 Total</b>                  | <b>48.07</b>                      | <b>1.57</b>                     | <b>62.19</b>                      | <b>0.00</b>                     |
| Grid-Supplied Electricity (Scope 2)** | 46.50                             | 0.00                            | 62.19                             | 0.00                            |
| Transportation (Scope 2)              | 1.57                              | 1.57                            | 0.00                              | 0.00                            |
| <b>Scope 3 Total</b>                  | <b>172.80</b>                     | <b>172.80</b>                   | <b>206.77</b>                     | <b>206.77</b>                   |
| Transportation (Scope 3)              | 172.80                            | 172.80                          | 206.77                            | 206.77                          |
| <b>Total</b>                          | <b>346.99</b>                     | <b>257.23</b>                   | <b>364.94</b>                     | <b>253.43</b>                   |

\*Scope 1 market-based emissions are reported in tCO<sub>2</sub>e and reflect the specific Scope 1 emissions associated with purchasing green gas certificates.

\*\*Emissions from Grid-Supplied Electricity (Scope 2) are captured and reported in tCO<sub>2</sub> only, due to the market-based methodology. Please see the Appendix for further details.

\*\*\*FY2024 Scope 1 Natural Gas and Scope 2 grid-supplied electricity consumption and emissions have been restated due to improved data quality. Please see the Appendix for further details.

N.B. The reported Scope 1, 2 and 3 emissions and intensity metrics have been rounded to two decimal places.

Table 6: Inspired Limited Total Emissions Intensity Metrics.

| Intensity Metrics                       | FY2025        | FY2024 |
|---|---------------|--------|
| Total FTE                               | 723           | 740    |
| Market-Based tCO <sub>2</sub> e per FTE | 0.36          | 0.34   |
| <b>% change</b>                         | <b>+3.89%</b> |        |

# Subsidiary Reporting - Total Energy Consumption (kWh)

Inspired Limited's subsidiary, Inspired Energy Solutions (IES), qualifies for SECR as an individual entity. The consumption and emission figures for the financial year ending December 2025 and December 2024 are detailed in Tables 8 and 9.

Table 8: Inspired Energy Solutions Total UK Energy Consumption (kWh)

|                                     | FY2025 Consumption kWh | FY2024 Consumption kWh* |
|-------------------------------------|------------------------|-------------------------|
| <b>Utility and Scope</b>            | <b>UK</b>              | <b>UK</b>               |
| <b>Scope 1 Total</b>                | <b>245,082</b>         | <b>228,882</b>          |
| Natural Gas (Scope 1)               | 41,184                 | 38,433                  |
| Transportation (Scope 1)            | 203,898                | 190,449                 |
| <b>Scope 2 Total</b>                | <b>149,656</b>         | <b>124,648</b>          |
| Grid-Supplied Electricity (Scope 2) | 130,900                | 115,575                 |
| Transportation (Scope 2)            | 4,385                  | 0                       |
| Self-Generation (Scope 2)           | 14,372                 | 9,073                   |
| <b>Scope 3 Total</b>                | <b>305,781</b>         | <b>368,827</b>          |
| Transportation (Scope 3)            | 305,781                | 368,827                 |
| <b>Total</b>                        | <b>700,520</b>         | <b>722,357</b>          |

Table 9: Inspired Energy Solutions Total UK Location-Based Emissions (tCO<sub>2</sub>e)

|                                     | FY2025 Emissions tCO <sub>2</sub> e | FY2024 Emissions tCO <sub>2</sub> e |
|-------------------------------------|-------------------------------------|-------------------------------------|
| <b>Utility and Scope</b>            | <b>UK</b>                           | <b>UK</b>                           |
| <b>Scope 1 Total</b>                | <b>90.17</b>                        | <b>49.48</b>                        |
| Natural Gas (Scope 1)               | 7.54                                | 7.03                                |
| Refrigerants (Scope 1)              | 32.90                               | 0.00                                |
| Transportation (Scope 1)            | 49.73                               | 42.45                               |
| <b>Scope 2 Total</b>                | <b>23.95</b>                        | <b>23.93</b>                        |
| Grid-Supplied Electricity (Scope 2) | 23.17                               | 23.93                               |
| Transportation (Scope 2)            | 0.78                                | 0.00                                |
| <b>Scope 3 Total</b>                | <b>69.27</b>                        | <b>82.20</b>                        |
| Transportation (Scope 3)            | 69.27                               | 82.20                               |
| <b>Total</b>                        | <b>183.39</b>                       | <b>155.61</b>                       |

\*FY2024 Scope 1 Natural Gas and Scope 2 grid-supplied electricity consumption have been restated due to improved data quality. Please see the Appendix for further details.

N.B. The reported Scope 1, 2 and 3 emissions have been rounded to two decimal places. Any year-on-year comparison calculations have been conducted using complete, unrounded figures.

# Year-on-year analysis

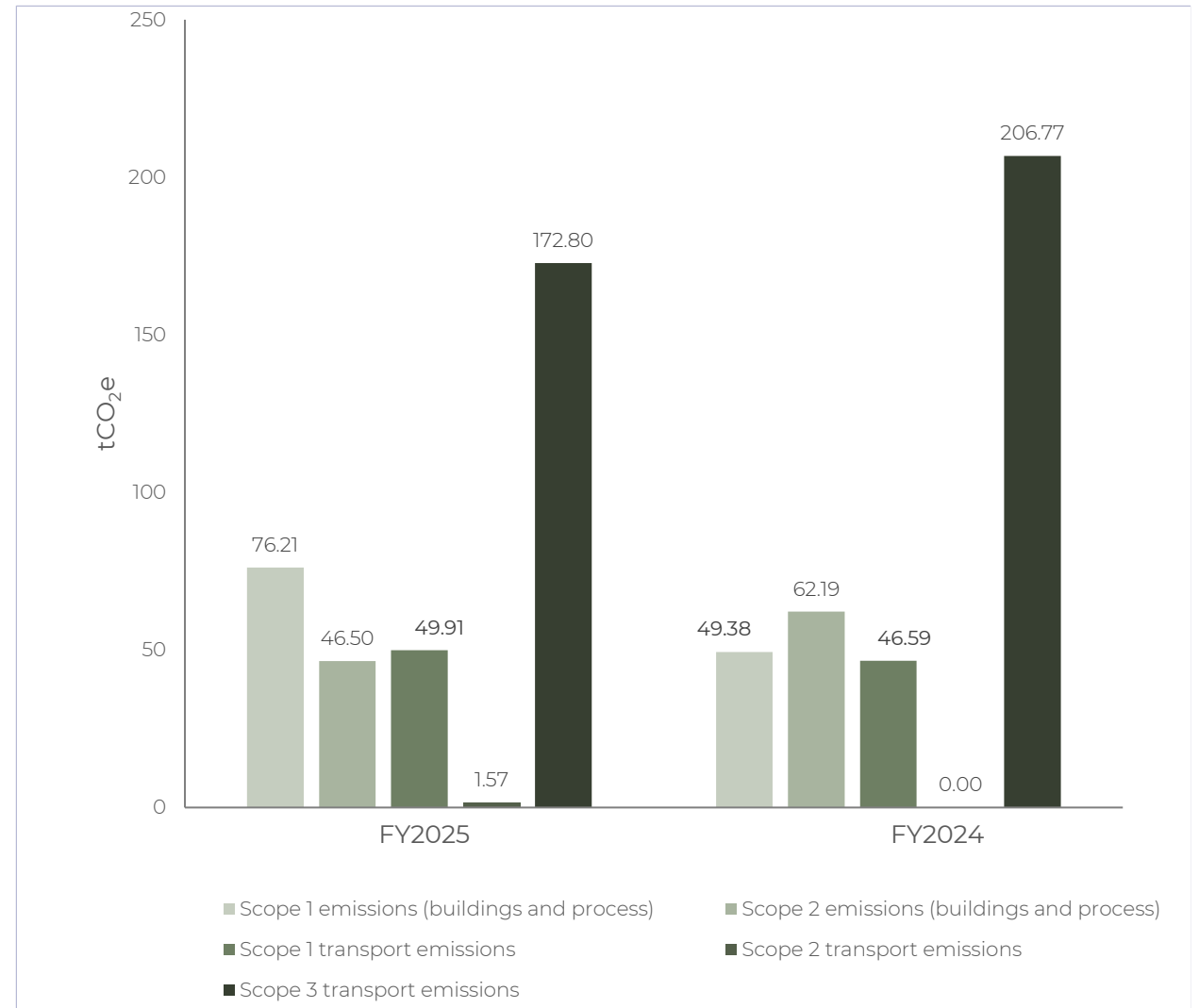
**Natural Gas & Refrigerants emissions have increased by 54.31%** in FY2025 compared to FY2024. Whilst natural gas consumption decreased following the consolidation of Ignite’s offices at Wantage, this reduction was outweighed by refrigerant leakages from air conditioning units at Calder House, which drove an overall increase in emissions.

**Electricity emissions have decreased by 25.23%** in FY2025 compared to FY2024. This reduction is largely driven by a 14.51% decrease in the UK grid-supplied electricity emissions factor and improved accuracy of consumption data at the Harrogate site.

**Transport emissions have decreased by 11.48%** in FY2025 compared to FY2024. This decrease is also primarily driven by improvements in data quality, which enable the use of car size and fuel-specific emissions factors.

**The intensity metric decreased by 2.68%** in FY2025 compared to FY2024, driven by lower total emissions despite a decline in FTEs.

Figure 1: Scope 1, 2 and 3 emissions (tCO<sub>2</sub>e) for this reporting period vs the previous reporting period.



# Energy Efficiency Narrative

**INSPIRED**

# Energy Efficiency Narrative

Inspired Limited is committed to year-on-year improvements in its operational energy efficiency. A register of energy efficiency measures has been compiled, with a view to implementing these measures in the next five years.

## Measures Undertaken In FY2025

### Air Conditioning/Ventilation Control

Air conditioning and ventilation controls were installed at the Calder House site in FY2025 to reduce unnecessary energy use, improve energy efficiency, and enhance operational performance. The implementation of this project was estimated to have saved 3,650 kWh in FY2025.

### Automated Monitoring and Targeting

Businesswise (a subsidiary of Inspired Limited) implemented automated monitoring and targeting at its Nelson site to improve visibility and control of energy consumption. This project was estimated to have saved 1,337 kWh in FY2025 since its implementation in April 2025.

## Measures To Be Addressed In FY2026

### Upgrade Solar Photovoltaic (PV) System

Inspired plans to upgrade the solar PV system at its Calder House site in FY2026. Generating additional electricity on-site will reduce reliance on grid-supplied electricity and increase consumption of renewable electricity.

### Staff Training & Awareness Materials / Behavioural Change

Businesswise plans to deliver staff training and awareness material in FY2026 to encourage energy-efficient behaviours across its site. Embedding energy awareness into daily operations and focusing on practical energy-saving actions will help reduce avoidable energy consumption.

### Air Conditioning Controls

Businesswise plans to install air conditioning controls at its Nelson site to improve energy efficiency and operational performance. A smart isolator is currently being trialled on one of its air conditioning units, and Businesswise is conducting an applicability survey to assess the project's feasibility.

# Appendix

**INSPIRED**

# Compliance Responsibility

This report has been prepared by the ESG division of Inspired Limited for Inspired Limited by means of interpreting the Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 as they apply to information supplied by Inspired Limited and its energy suppliers.

Inspired Limited's registered CEO and CFO are responsible for complying with the Regulations. They must be satisfied that to the best of their knowledge, all relevant information concerning Inspired Limited's organisation structure, properties, activities and energy supplies has been provided to Inspired Limited.

This includes details of any complex ownership structures (for example, private equity funds, franchises for private finance initiatives) and electricity/gas usage that is covered by the EU Emissions Trading Scheme (ETS) or Climate Change Agreements (CCA) scheme generated on-site (including Combined Heat and Power (CHP)) or supplied to/from a third party (i.e. not a licenced energy supplier or a landlord/tenant).

# Reporting Methodology

This report (including the Scope 1, 2 and 3 kWh consumption and CO<sub>2</sub>e emissions data) has been developed and calculated using the *GHG Protocol – A Corporate Accounting and Reporting Standard* (World Resources Institute and World Business Council for Sustainable Development, 2004); *Greenhouse Gas Protocol – Scope 2 Guidance* (World Resources Institute, 2015); *ISO 14064-1 and ISO 14064-2* (ISO, 2018; ISO, 2019); *Environmental Reporting Guidelines: Including Streamlined Energy and Carbon Reporting Guidance* (HM Government, 2019).

Government Emissions Factor Database 2025 version 1.0 has been used, utilising the published kWh gross Calorific Value (CV) and kgCO<sub>2</sub>e emissions factors relevant for the reporting period 01/01/2025 – 31/12/2025.

Estimates were undertaken to cover missing billing periods for properties directly invoiced to Inspired Limited. These were calculated on a kWh/day pro-rata basis at the meter level.

- For the Bedford, Northampton and Nelson (gas only) properties where Inspired Limited is indirectly responsible for utilities (i.e., via a landlord or service charge) or no data is available for the meter, a typical practice energy benchmark from CIBSE (Chartered Institution of Building Services Engineers) Guide F (2012) was applied to the floor

area (m<sup>2</sup>) of the property.

These full-year estimations were applied to two electricity supplies and three gas supplies. All estimations equated to 38.96% of reported consumption. Inspired is engaging with landlords at all its sites to collect gas and electricity consumption data.

For the market-based emissions reporting methodology, as 100% of Inspired's electricity is supplied through renewable energy contracts, an emissions factor of 0 tCO<sub>2</sub>/kWh was applied to all electricity consumption. Natural gas market-based emissions have been calculated to account for carbon dioxide savings from the purchase of Green Gas Certificates

FY2024 Scope 1 Natural Gas and Scope 2 Electricity consumption and emissions have been restated to incorporate additional data, improving data completeness and the accuracy of emissions calculations.

Intensity metrics have been calculated using total tCO<sub>2</sub>e figures, and the selected performance indicator agreed with Inspired Limited for the relevant report period:

- Full-time Equivalents (FTE) **FY2025: 723** (FY2024: 740)

# Glossary

**Carbon Dioxide (CO<sub>2</sub>):** A greenhouse gas released primarily through the combustion of fossil fuels (coal, oil, and natural gas), as well as through certain industrial processes (such as cement production), land-use change, and the burning or decomposition of biological materials.

**Carbon Neutral:** Carbon neutral describes a state in which an organisation compensates for its greenhouse gas emissions by purchasing an equivalent amount of carbon credits or similar instruments (such as carbon offsets or energy attribute certificates). Carbon neutrality does not require emissions reductions to a specific level and is distinct from net-zero.

**Carbon Offsets:** Voluntary investments in projects that avoid, reduce, or remove greenhouse gas emissions compared to a baseline scenario (for example, renewable energy or reforestation projects). Carbon offsets may be used to compensate for emissions that an organisation has not yet reduced.

**Embodied Emissions:** Greenhouse gas emissions associated with the cradle-to-gate production of goods, including raw material extraction, material processing, transportation, and manufacturing.

## **Fluorinated Gases (F-gases)**

A group of synthetic greenhouse gases - hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>) – that are used in various industrial, commercial, and household applications. These gases typically have very high global warming potentials.

## **Greenhouse Gas (GHG)**

Any gas that absorbs and emits infrared radiation, thereby trapping heat in the Earth's atmosphere and contributing to climate change.

## **GHG Protocol**

The Greenhouse Gas Protocol is the most widely used international standard for measuring, managing, and reporting greenhouse gas emissions across corporate and value chain activities.

**Global Warming Potential (GWP):** A metric that compares the amount of heat trapped by one tonne of a given greenhouse gas to one tonne of carbon dioxide (CO<sub>2</sub>) over a defined time horizon (commonly 100 years). A higher GWP indicates a greater warming effect relative to CO<sub>2</sub>.

**Location-based Emissions:** A method for calculating Scope 2 emissions using average electricity grid emission factors for the geographic region where electricity is consumed.

**Market-based Emissions:** A method for calculating Scope 2 emissions using emissions factors that reflect contractual instruments, such as renewable electricity certificates or power purchase agreements.

**Methane (CH<sub>4</sub>):** A potent greenhouse gas emitted during the production and transport of coal, oil, and natural gas. Methane is also released from livestock, agricultural practices, land-use change, and the decomposition of organic waste in landfills.

**Net-zero:** Achieving deep reductions in greenhouse gas emissions over time, with any residual emissions neutralised through carbon removals. Under the Science-Based Targets initiative (SBTI) Net-Zero Standard, organisations must reduce emissions by at least 90% from their baseline before neutralising residual emissions (up to 10%) using permanent carbon removal methods.

**Nitrous Oxide (N<sub>2</sub>O):** A greenhouse gas emitted from agricultural activities, land-use change, industrial processes, fossil fuel combustion, solid waste, and wastewater treatment.

**Scope 1 Emissions:** Direct greenhouse gas emissions from sources owned or controlled by the company, such as on-site fuel combustion and company-owned vehicles.

**Scope 2 Emissions:** Indirect greenhouse gas emissions associated with the generation of purchased electricity, heat, steam, or cooling. These emissions are reported using both location-based and market-based methodologies.

**Scope 3 Emissions:** All other indirect emissions that occur across a company's value chain, divided into 15 categories as defined by the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

**Sulphur Hexafluoride (SF<sub>6</sub>):** A highly potent greenhouse gas primarily used as an insulating medium in electrical transmission and distribution equipment.

**tCO<sub>2</sub>:** Tonnes of carbon dioxide released into the atmosphere. This unit is commonly used when reporting electricity emission factors.

**tCO<sub>2</sub>e (tonnes of carbon dioxide equivalent):** A standardised metric that converts different greenhouse gases into an equivalent amount of carbon dioxide based on their global warming potential, enabling comparison and aggregated reporting.

# Quality Review

Prepared for:

Inspired Limited

Document Reference:

Inspired ESG\_SECR Report\_Inspired Limited\_FY2025\_V2

Date:

13/03/2026

Document Version:

2

Author:

Calum McErlane

Reviewer:

Fenella Stalbow

## Document Control

| Issue Number | Date | Author | Description of Changes |
|--------------|------|--------|------------------------|
|--------------|------|--------|------------------------|

|   |            |             |               |
|---|------------|-------------|---------------|
| 1 | 27/01/2026 | Liam Taylor | Initial Issue |
|---|------------|-------------|---------------|

|   |            |                |                         |
|---|------------|----------------|-------------------------|
| 2 | 13/03/2026 | Calum McErlane | Updated report template |
|---|------------|----------------|-------------------------|

# Thank you

Inspired Limited  
Calder House,  
St Georges Park,  
Kirkham,  
Lancashire,  
United Kingdom,  
PR4 2DZ

t +44 (0) 1772 689 250  
teamhub@inspiredesg.co.uk  
<https://inspiredplc.co.uk/>

**INSPIRED**