



Public Target Announcement: Carbon Reduction Commitment

At Fathom, we recognise the urgent need for climate action and are committed to reducing our carbon footprint in alignment with global sustainability goals. As part of our commitment to environmental responsibility, we have measured our greenhouse gas (GHG) emissions and set ambitious reduction targets.

Our Carbon Footprint Baseline (2024)

We have established our carbon footprint baseline using the Greenhouse Gas Protocol (GHGP) carbon accounting methodology, covering all three emission scopes:

- Scope 1 Emissions (Direct Emissions): 56.50 tCO₂e
- Scope 2 Emissions (Indirect Energy Emissions): 34.78 tCO₂e
- Scope 3 Emissions (Supply Chain & Other Indirect Emissions): 837.10 tCO₂e

Scope 3 emissions quantified based on emission calculation from Purchased Good and Services; Upstream Transportation and Distribution; Waste Generation in Operation; Business Travel – Hotel stay; Employee commute.

Our Commitment to Carbon Reduction

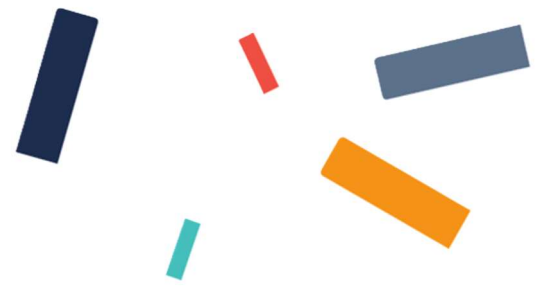
To address these emissions, we have set the following reduction targets:

- By 2030, we commit to reduce our overall emissions by 20% compared to our 2024 baseline.
- By 2050, we aim to achieve net-zero emissions across our operations and supply chain.

How We Will Achieve Our Goals

To meet these targets, we will implement a comprehensive carbon reduction strategy, including:

- *Sustainable Materials:* We are increasing the use of recycled, recyclable, and responsibly sourced materials to lower embedded carbon emissions.
- *Fleet Transition:* We will reduce the number of vans to 2 and replace them with lower-emission alternatives by 2030.
- *Energy-Efficient Manufacturing:* We are committed to reduce energy consumption by upgrading to energy-efficient equipment, including replacing our forklift (currently running on bottled gas) with an electric alternative. We are also optimising production processes and minimising operational waste by using MAGI-CUT software to plan the most efficient raw material cuts, resulting in minimal waste.
- *Heating Efficiency:* We are assessing options to reduce emissions from our gas heaters, including alternative energy solutions.
- *Waste Reduction & Recycling:* Expand material recovery initiatives, improve cutting efficiency, and divert manufacturing waste from landfills. In addition to our current selective waste program for cardboard, paper, mixed and general waste, we will expand our recycling efforts to include plastic and electrical waste, such as used PCs and batteries from electric equipment.



- *Eco-Friendly Finishes & Adhesives*: Transition to low-VOC coatings, adhesives, and finishes to reduce harmful emissions.
- *Optimised Logistics*: We aim to manage orders more efficiently to reduce the frequency of deliveries and improve transportation efficiency by consolidating shipments, optimising delivery routes, and working with sustainable logistics partners to minimise transport emissions.
- *Renewable Energy*: We are transitioning to a 100% renewable electricity supplier.
- *Energy Efficiency Improvements*: Upgrading to energy-efficient equipment, optimising manufacturing processes, and reducing waste.
- *Sustainable Supply Chain Initiatives*: Collaborating with suppliers to reduce Scope 3 emissions and sourcing sustainable materials, including our commitment as an FSC® Chain of Custody (CoC) certified company.
- *Sustainable Transportation Practices*: Encouraging low-carbon transport options for employees and business operations.
- *Carbon Offsetting & Investment in Green Projects*: Offsetting unavoidable emissions through certified carbon reduction initiatives and supporting reforestation, biodiversity, and carbon capture programs.
- *Employee & Stakeholder Engagement*: Educating and involving employees, clients, and partners in sustainability initiatives to drive collective impact.
- *Recognition & Accountability*: As part of our sustainability journey, we are proud to hold an EcoVadis Bronze rating, recognising our commitment to environmental, social, and ethical responsibility. We continuously strive to improve our sustainability performance and work towards higher levels of recognition in the future.

Transparency & Reporting

We are committed to transparency in our sustainability efforts and will:

- Publish regular updates on our progress toward these targets.
- Report emissions data in line with recognised carbon accounting standards.
- Engage stakeholders to continuously improve our sustainability performance.

By taking these steps, Fathom is reinforcing its commitment to a sustainable future. We believe that through collaboration and innovation, we can significantly reduce our environmental impact and contribute to a healthier planet.

For more information about our sustainability initiatives, visit our website at <https://www.wefathom.com>