CARBON REDUCTION PLAN

FOR

Prepared by:	net zero. international
Reporting Period:	January 2024 – December 2024
Issued Date:	11th April 2025

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1 Net Zero Commitment

Unity recognises the importance of making a full and lasting commitment to reducing the greenhouse gas emissions from our activities, in support of the wider commitment of the world to limit global temperature increases and the impact on the planet.

We commit to the following:

1. For our company to achieve Net Zero in line with the Science Based targets set out by the UNFCCC i.e., to achieve Net Zero no later than 2050 and target a 50% reduction in emissions by 2030.
2. To set realistic short- and long-term targets that are designed to achieve our Net Zero commitments.
3. To report the total Greenhouse Gas emissions of our business, at a minimum, on an annual basis.

	Year	Earlier Year if Possible
Commitment to be Net Zero	2050	2045*
50% Emissions Reduction	2030	

*In line with Scotland's Net Zero strategy

2 Background Information

2.1 Company

Unity is a Limited Company registered in England & Wales, company number SC615249, with a registered address of Union Plaza (6th Floor), 1 Union Wynd, Aberdeen, Scotland, AB10 1DQ.

Unity is a leading provider of well integrity solutions to the global upstream oil and gas industry, with operations in Aberdeen and Great Yarmouth in the UK, and Esbjerg in Denmark. The company is obsessive about the quality and speed of its work and is determined to help its customers assure the integrity of their wells, while reducing costs and emissions.

A FrontRow Energy Technology Group company, Unity is Europe's largest independent supplier of well integrity services, with operations in Aberdeen and Great Yarmouth in the UK, and Esbjerg in Denmark. It employs around 105 members of staff across its three locations.

Simmons Edeco Europe, a division of its larger Canadian owned international parent group, was highly recognised for its wellhead maintenance work, both offshore and on land. Well-Centric had a complementary well integrity service offering, which importantly included proprietary technology designed to reduce operating costs, extend well life and simplify abandonment. The two companies shared a number of excellent synergies and were a natural fit. The combined entity now trades under the brand name Unity.

Together, there is a high level of expertise and an excellent track record of experience working with all types of wellhead equipment, regardless of the original manufacturer. The combination is a stronger, more resilient market player, with a full-service capability and a growing technology portfolio. A strong base from which to grow the business in Europe and beyond.

As a dynamic independent provider, the company is obsessive about the quality and speed of its work and determined to help its customers assure the integrity of their wells while reducing costs.

Reporting Period	**Previous Period** January 2023 – December 2023	**Current Period** January 2024 – December 2024
Industry	**Oil and Gas**	**Oil and Gas**
No. of Staff	110	105
No. of Premises Owned	0	0
No. of Premises Leased	3	3
No. of Company Vehicles - Owned	5	5
No. of Company Vehicles - Leased	0	0

2.2 Current Reporting Period

January 2024 – December 2024

2.3 Organisational Boundary

There are 3 different approaches to measuring emissions, as defined by the GHG Protocol. This report has been constructed using the **Operational Control Approach**, considering the requirements of each potential approach.

Approach	Description	Approach Taken
Operational Control	The organisation has operational control over an operation if it or one of its subsidiaries has the full authority to introduce and implement its operating policies at the operation.	✓
Financial Control	The organisation has financial control over the operation if it has the ability to direct the financial and operating policies of the organisation with a view to gaining economic benefits from its activities.	
Equity Share	The organisation accounts for GHG emissions from operations according to its share of equity in the operation.	

2.4 Benchmark Year

The organisation's benchmark year is from January 2021 – December 2021**.** This is the fourth time the organisation has measured and reported on its carbon emissions.

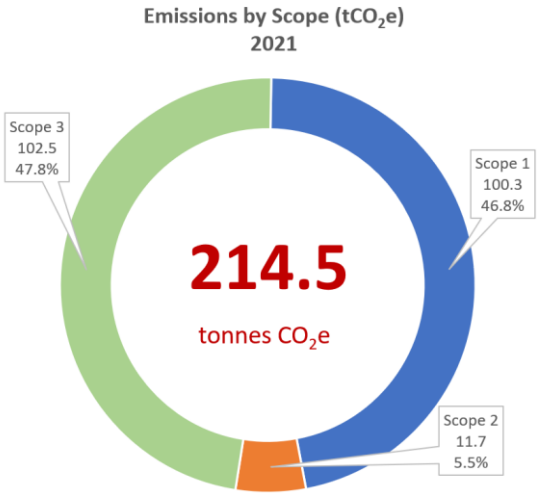
2.5 Methodologies Used

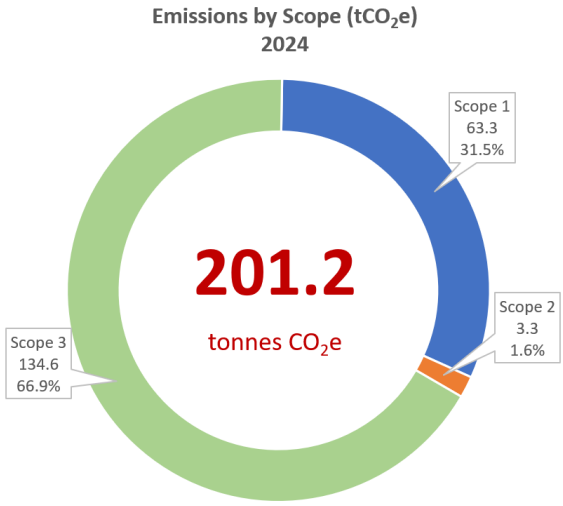
Throughout this report all methodologies used are explained within the relevant sections.

3 Carbon Emissions Overview

The total calculated emissions for the business for the period 2024 are 201.2 tCO_2e. The Company will aim to measure an increasing amount of Scope 3 emissions and is committed to reducing their emissions across all scopes.

4 Analysis by Scope

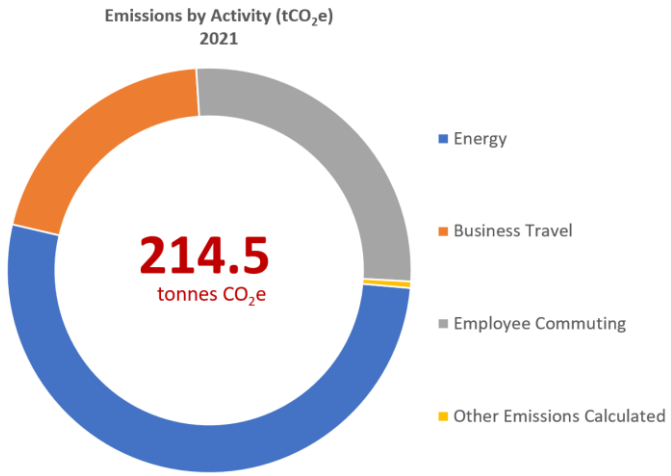


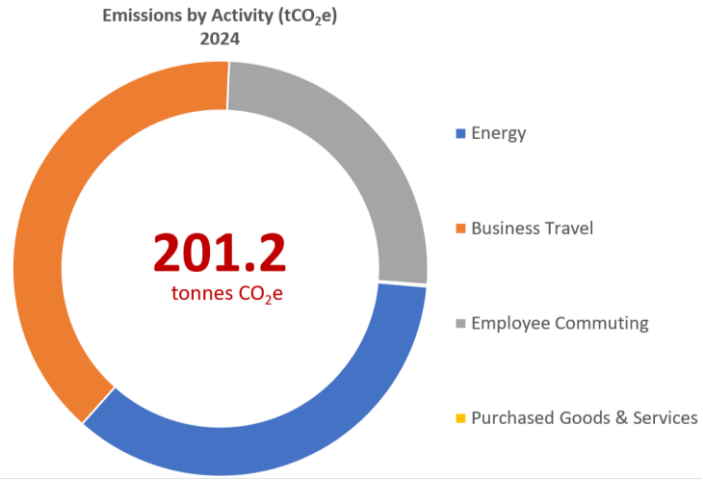


Scope	Description	tCO2e	%
Scope 1	Scope 1 emissions includes fuel from company vehicles and fuels used in the comp any premises, including propane and heating oil.	63.3	31.5%
Scope 2	Emissions in scope 2 includes electricity used at the company's office. The office is not on a renewable tariff.	3.3	1.6%
Scope 3	Scope 3 emissions include: • Waste and Water • Employee Commuting • Transmission and Distribution of Electricity • Business Travel	134.6	66.9%
TOTAL		**201.2**	**100%**

Reported Scope 3 emissions may increase in future years as more detailed data and information becomes available.

5 Emissions by Activity





Data Details		2021	2022	2023	2024		
Emission Type	**Scope**	**tCO2e**	**tCO2e**	**tCO2e**	**tCO2e**	**Data Source**	**Data Confidence**
Energy							
Gas	**1**	95.3	43.7	57.7	63.3	Gas Bills	High
Electricity	**2**	11.7	8.3	3.7	3.3	Electricity Bills	High
Transmission and Distribution	**3**	5.1	4.0	3.8	4.2	Electricity Bills	High
		112.1	**56.0**	**65.2**	**70.8**		
Business Travel							
Vans	**1**	5.0	4.6	-	-	Company records	High
Car - Diesel	**3**	-	-	6.0	18.2	Mileage data	High
Planes Travel	**3**	38.6	55.1	79.1	60.5	Mileage data	High
		43.6	**59.7**	**85.1**	**78.7**		
Employee Commuting							
Car - Petrol	**3**	31.8	31.5	29.5	29.3	Employee Survey	Medium
Car - Diesel	**3**	25.9	25.2	22.2	22.1	Employee Survey	Medium
		57.7	**56.7**	**51.7**	**51.4**		
Other Emissions Calculated							
Waste Disposal	**3**	0.5	0.5	0.6	0.3	EEIO Spend Analysis	Medium
Water Supply	**3**	0.6	0.1	-	-	EEIO Spend Analysis	Medium
		1.1	**0.6**	**0.6**	**0.3**		
TOTAL		**214.5**	**173.0**	**202.6**	**201.2**		

5.1 Emissions by Site

Aberdeen

Data Detail - Aberdeen		2021	2022	2023	2024		
Emission Type	**Scope**	**tCO2e**	**tCO2e**	**tCO2e**	**tCO2e**	**Data Source**	**Data Confidence**
Energy							
Gas	**1**	95.3	43.7	57.7	63.3	Gas Bills	High
Green Electricity	**2**	-	-	-	-	Electricity Bills	High
Transmission and Distribution	**3**	4.1	3.3	3.1	3.4	Electricity Bills	High
		99.4	**47.0**	**60.8**	**66.7**		
Business Travel							
Vans	**1**	1.8	1.7	-	-	Company records	High
Car - Diesel	**3**	-	-	2.0	4.0	Mileage data	High
Planes Travel	**3**	28.8	45.3	68.1	43.9	Mileage data	High
		30.6	**47.0**	**70.1**	**47.9**		
Employee Commuting							
Car - Petrol	**3**	20.9	21.1	20.1	20.0	Employee Survey	Medium
Car - Diesel	**3**	18.6	19.4	18.8	18.8	Employee Survey	Medium
		39.5	**40.5**	**38.9**	**38.8**		
Other Emissions Calculated							
Waste Disposal	**3**	0.3	0.2	0.2	0.1	EEIO Spend Analysis	Medium
		0.3	**0.2**	**0.2**	**0.1**		
TOTAL		**169.8**	**134.7**	**170.0**	**153.5**		

Denmark

Data Details - Denmark		2021	2022	2023	2024		
Emission Type	**Scope**	**tCO2e**	**tCO2e**	**tCO2e**	**tCO2e**	**Data Source**	**Data Confidence**
Energy							
Gas	**1**	-	-	-	-	Gas Bills	High
Electricity	**2**	6.9	3.5	3.7	3.3	Electricity Bills	High
Transmission and Distribution	**3**	0.6	0.3	0.3	0.3	Electricity Bills	High
		7.5	**3.8**	**4.0**	**3.6**		
Business Travel							
Vans	**1**	1.1	0.8	-	-	Company records	High
Car - Diesel	**3**	-	-	1.0	1.0	Mileage data	High
Planes Travel	**3**	3.8	3.8	4.3	8.8	Mileage data	High
		4.9	**4.6**	**5.3**	**9.8**		
Employee Commuting							
Car - Petrol	**3**	4.3	4.4	4.1	4.1	Employee Survey	Medium
Car - Diesel	**3**	2.3	1.5	1.2	1.1	Employee Survey	Medium
		6.6	**5.9**	**5.3**	**5.2**		
Other Emissions Calculated							
Waste Disposal	**3**	0.1	0.1	0.1	0.1	EEIO Spend Analysis	Medium
		0.1	**0.1**	**0.1**	**0.1**		
TOTAL		**19.1**	**14.4**	**14.7**	**18.7**		

Great Yarmouth

Data Details		2021	2022	2023	2024		
Emission Type	**Scope**	**tCO2e**	**tCO2e**	**tCO2e**	**tCO2e**	**Data Source**	**Data Confidence**
Energy							
Gas	**1**	-	-	-	-	Gas Bills	High
Electricity	**2**	4.8	4.8	-	-	Electricity Bills	High
Transmission and Distribution	**3**	0.4	0.4	0.4	0.5	Electricity Bills	High
		5.2	**5.2**	**0.4**	**0.5**		
Business Travel							
Vans	**1**	2.1	2.1	-	-	Company records	High
Car - Diesel	**3**	-	-	3.0	13.2	Mileage data	High
Planes Travel	**3**	6.0	6.0	6.7	7.8	Mileage data	High
		8.1	**8.1**	**9.7**	**21.0**		
Employee Commuting							
Car - Petrol	**3**	6.6	6.0	5.3	5.2	Employee Survey	Medium
Car - Diesel	**3**	5.0	4.3	2.2	2.2	Employee Survey	Medium
		11.6	**10.3**	**7.5**	**7.4**		
Other Emissions Calculated							
Waste Disposal	**3**	0.1	0.1	0.1	0.1	EEIO Spend Analysis	Medium
Water Supply	**3**	0.6	0.1	-	-	EEIO Spend Analysis	Medium
		0.7	**0.2**	**0.1**	**0.1**		
TOTAL		**25.6**	**23.8**	**17.7**	**29.0**		

6 Intensity Metric Analysis

Intensity metrics help normalise emissions data, taking into account variations in production levels or activity volumes. This allows for a more accurate assessment of emission trends over time, regardless of changes in business operations. The initial intensity metrics for the company are below and will be used for comparative purposes in following years.

Intensity Metrics

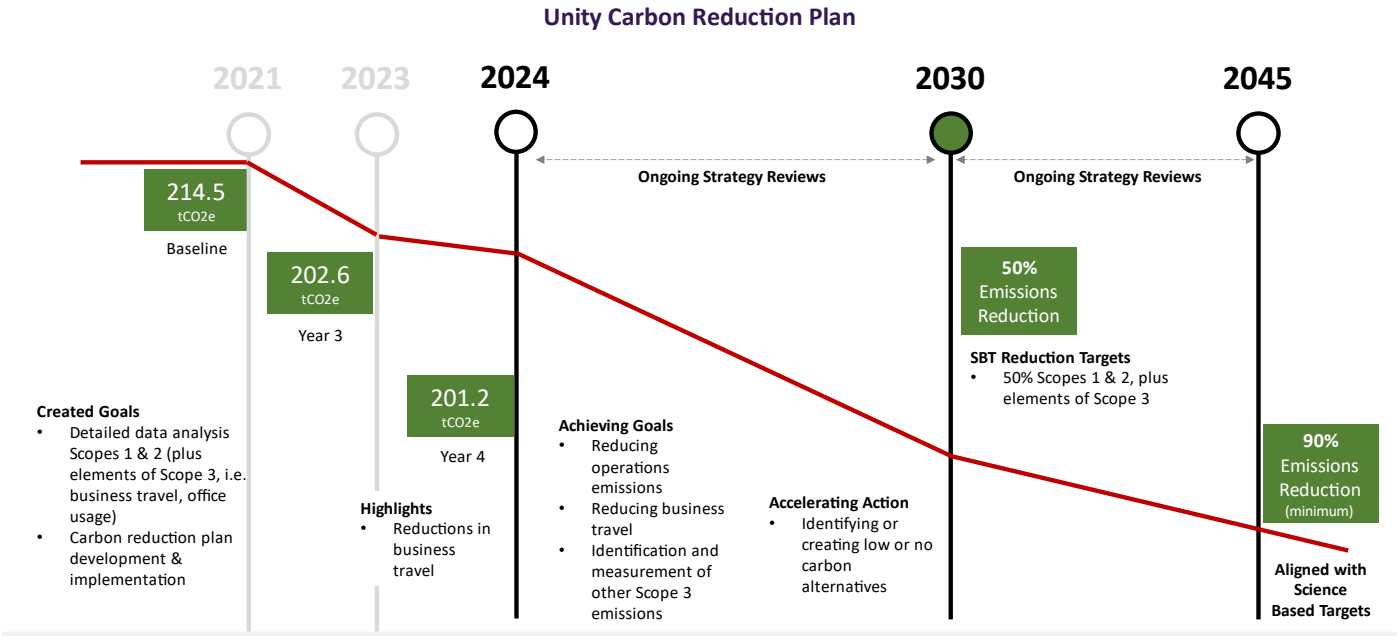
Per Employee

	2021 tCO2e	2024 tCO2e	Change
Scopes 1, 2 & 3	2.0	1.9	5.0%

The chosen intensity metrics shows a carbon emissions value of 1.9 tCO_2e per employee. The business headcount averaged 105 people during the reporting period.

7 Emissions Reductions Targets

The following graph summarises the carbon emissions reduction targets.



AMBITIONS

To become a Net Zero organisation in line with Science Based Targets

- Cut most of our emissions
- Balance any remaining emissions that cannot be eliminated with technology or other solutions

8 Carbon Reduction Actions

Unity will develop the following initiatives that will support the company's strategies to meet Science Based Targets:

- A materiality assessment of our key clients to determine their needs and expectations.
- A deep-dive into our critical, high emissions, suppliers – e.g. manufacturing – to determine Scope 3 emissions.

As part of this Unity will look to work with a group of five suppliers in 2025 to improve data management.

Area of Focus	Initiative
Engagement of Team	To engage the entire team throughout the organisation in the Net Zero transition plan and to encourage staff to support lower carbon ideas, opportunities, and activities.
Reduce Reliance on Spend Based Data	To review major emissions based on spend and develop more accurate emissions data together with suppliers.
Business Travel Emissions	To review a sustainable travel policy encouraging use of public transport and lower carbon options when practical to do so.
Carbon Emissions Dashboard	Unity has made the commitment to complete its carbon emissions dashboard on a regular basis. This is overseen by a member of the Senior Management Team and shared with the wider team on a quarterly basis. By partnering with Net Zero International, we gain access to their expertise and support in reporting our emissions and how to reduce them, including best practice and insights. We will also promote our activities on social media to encourage others to make lower carbon decisions.
Fleet Strategy	To review on a regular basis the availability and feasibility of technology to enable changing fleet vehicles to lower emission engines and eventually from ICE to hybrid or electric engines.
Supply Chain Review	To carry out regular reviews of supply chain partners and introduce a sustainable supply chain policy over time.
Energy Efficiency of Site	Review infrastructure to reduce energy consumption. Investigate renewable energy generation possibilities on site. Investigate improved waste recyclability options.

Signed on behalf of Unity

Name: Niall Cameron

Position: **Senior QHSE Manager**

Date: 11th April 2025

9 Emissions Data

The data contained in the table below represents total emissions calculated and is consistent with SECR requirements. All sources of emissions that have been measured are included in the totals below. Emissions from key activities are summarised in the previous sections.

	Previous Reporting Year **Jan 23 - Dec 23**	Current Reporting Year **Jan 24 - Dec 24**
Energy consumption used to calculate emissions Electricity Scope 2 - UK and Offshore (kWh)	540,629	226,965
Energy consumption used to calculate emissions – Global, excluding UK and Offshore (kWh)	N/A	N/A
Basis of Energy reporting (Location or Market)*	Location	Location
% of total energy sourced from certified renewable sources	65%	100%
Emissions associated with energy consumption - UK, Offshore and Global (tCO_2e)	3.7	3.3
Emissions from activities for which the company is responsible including combustion of fuel and operation of facilities **- Scope 1** (tCO_2e)	57.7	63.3
Emissions from purchase of electricity, heat, steam and cooling purchased for own use **- Scope 2** (tCO_2e)	3.7	3.3
Total Scope 1 and 2 Emissions (tCO_2e)	**61.4**	**66.6**
Emissions from upstream activities out of operational control - Scope 3 (tCO_2e)	141.2	134.6
Emissions from use of sold products and services out of operational control **- Scope 3** (tCO_2e)	None included	None included
Total Gross Scope 3 Emissions (tCO_2e)	**141.2**	**134.6**
Total Scope 1, 2 and 3 Emissions (tCO_2e)	**202.6**	**201.2**
Intensity ratio tCO_2e (gross Scope 1, 2 and 3) per employee	1.7	1.7
Carbon offsets (tCO_2e)	-	-
Total Annual Net Emissions (tCO_2e)	**202.6**	**201.2**

* A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data). A market-based method reflects emissions from electricity that companies have purposefully chosen.

10 Standard and Methodology Used

Unity categorises its Greenhouse Gas (GHG) Emissions as Scope 1, 2 or 3 as referred to in the WBCSD – WRI Greenhouse Gas Protocol (revised edition, dated March 2014). Emissions in Carbon Dioxide equivalent (CO_2e) for all scopes are calculated using the conversion factors listed in DESNZ Greenhouse Gas Conversion Factors for the relevant 12-month period over which the carbon emissions are calculated. Procured renewable electricity and gas is calculated in accordance with the WBCSD – WSI Scope 2 Guidance on procured renewable energy (2015).

11 Data Quality / Confidence

The data used to generate this report has been collected from various sources from both within the company and using assumptions gathered by Net Zero International. These emissions have been converted to CO_2e using GHG Protocol and DESNZ frameworks and conversion factors for the relevant period.

12 Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with SECR, PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

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

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and agreed by the board of directors (or equivalent management body).

Signed on behalf of Net Zero International

Name: **David Hawes**

Position: **Chief Executive Officer**

Date: 11th April 2025

13 Glossary

Benchmark Data	The chosen 12-month period that sets the calculated emissions that need to be mitigated and/or offset.
Carbon Reduction	Reduction in measured CO_2e emissions
Carbon Reduction Plan	Plan to reduce CO_2e emissions over a period of time, updated annually
Carbon Emissions (Gross)	CO_2e emissions from Company activities
Carbon Emissions (Net)	CO_2e emissions from Company activities minus verified carbon offsets the Company purchases
Carbon Neutral	When emissions are fully offset including those emissions that could be mitigated.
Carbon Offsets	A removal or reduction of carbon emissions through a verified scheme.
CO_2e	All greenhouse gases expressed in terms of Carbon Dioxide equivalent (CO_2e) for consistency of reporting.
DESNZ	Department of Energy Security and Net Zero (https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting)
EEIO	Environmentally Extended Input Output – Emissions estimated on spend https://ghgprotocol.org/
Organisational Boundaries	GHG Protocol Organisational Boundaries https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf
GHG Protocol	Greenhouse Gas Protocol https://ghgprotocol.org/
Greenhouse Gases	Carbon Dioxide (CO_2), Methane (CH_4), Nitrous Oxide (N_2O), Chlorofluorocarbons (CFCs and HCFCs), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulphur Hexafluoride (SF_6)
Greenhouse Gas Conversion Factors	Annually published conversion factors normally published by relevant government departments. Converts activity into CO_2e emissions.
Greenhouse Gas Emissions (GHG)	Gases in the atmosphere that absorb and radiate heat
Intensity Metric/Ratio	A metric that measures carbon emissions per relevant unit of activity in a business.
Market Reporting v Location Reporting	Market is based on specific tariffs. Location is based on the country from which you are reporting.
Net Zero	GHG emissions are mitigated and those that cannot are offset
Renewable Tariff	An energy tariff that is 100% powered by renewable energy and is certified.
SBT	Science Based Targets – reducing emissions by 50% by 2030 and by 90% by 2050 and offsetting the remaining amount.
Scope 1	The fuels that are burnt (gas, transport the company owns, refrigerant gases)
Scope 2	The energy that is bought (electricity from the grid, purchased heat)
Scope 3	Emissions embedded in everything a company buys and emitted as a consequence of everything a company sells.
SECR	Streamlined Energy and Carbon Reporting
tCO_2e	Metric tonnes of CO_2 equivalent emitted.
WBCSD	World Business Council for Sustainable Development https://www.wbcsd.org/
WRI	World Resource Institute https://www.wri.org/