



8x8 UK Ltd

PPN 06/21 Carbon Emissions &amp; Reduction Plan Report for the period of 01/04/24 - 31/03/25

### Commitment to achieving Net Zero

8x8 UK Limited is committed to achieving Net Zero greenhouse gas (GHG) emissions by, or before, the 2050 target set out in the standard Carbon Reduction Plan requirements. The emissions have been calculated based on data collected by 8x8, and, where necessary, estimates are based on UK Government data. We include all Kyoto Protocol Greenhouse Gas groups in our emissions calculations.

### Baseline Emissions Footprint

Our baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced before the introduction of any strategies to reduce emissions. Since undertaking our first carbon report, we have continued to improve our data collection practices, methodology and accuracy, which should be taken into account when making comparisons.

*Note: Due to rounding, small differences may occur in the figures.*

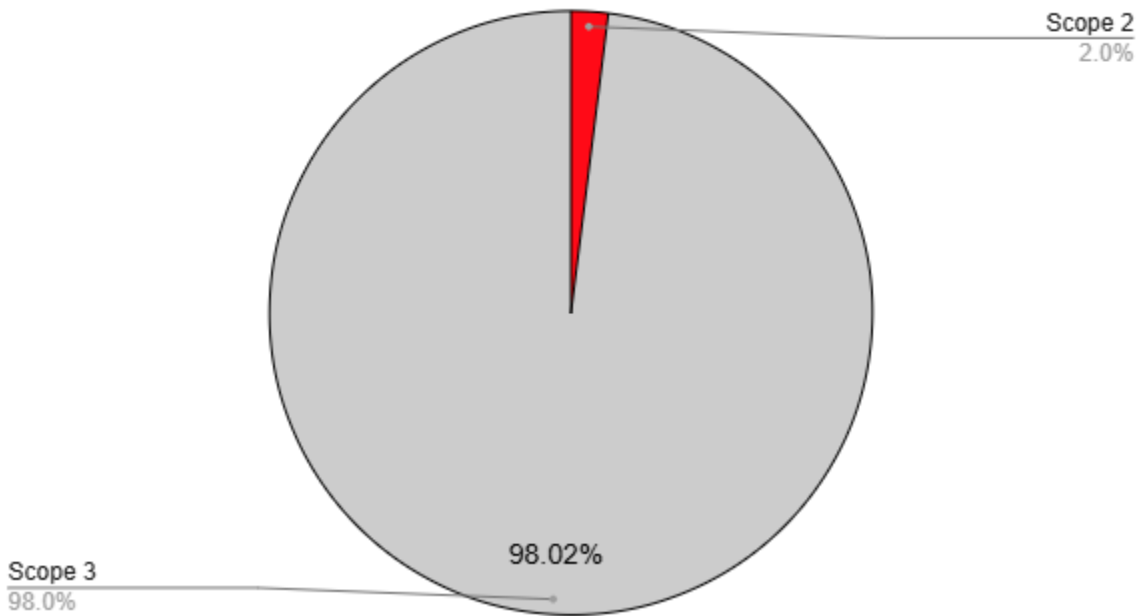
**Table 1: Baseline Emissions**

<b>Baseline Year: Fiscal 2020 01/04/19 - 31/03/20</b>			
<b>Emissions</b>	<b>Category</b>	<b>Source</b>	<b>TOTAL (tCO<sub>2</sub>e)</b>
Scope 1	N/A	Buildings - Gas	6.92
Scope 2	N/A	Electricity & Steam Heating/Cooling	67.93
Scope 3	1	Purchased Goods and Services	2,121.28
Scope 3	3	Energy & Fuel not in scopes 1 & 2	25.04
Scope 3	4	Upstream Transport & Distribution	29.24
Scope 3	5	Operational Waste, Water & Wastewater	1,829.12
Scope 3	6	Business Travel	81.02
Scope 3	7	Employee Commuting & Remote Working	5.61
Scope 3	9	Downstream Transport and Distribution	5.61
<b>Total</b>	N/A	N/A	4171.77

**Table 2: Current Emissions Reporting**

Reporting Year: Fiscal 2025 01/04/24 - 31/03/25				
Emissions	Category	Source	Total tCO2e	Percentage
Scope 1	N/A	Buildings - Gas	0	0.00
Scope 2	N/A	Electricity & Steam Heating/Cooling	35.31	1.98
Scope 3	3	Energy & Fuel not in scopes 1&2	177	9.94
Scope 3	4	Upstream Transport and Distribution	0.42	0.02
Scope 3	5	Operational Waste, Water and Wastewater	0.71	0.04
Scope 3	6	Business Travel	1393.64	78.11
Scope 3	7	Employee Commuting and Remote Working	177.10	9.93
Scope 3	9	Downstream Transport and Distribution	0	0.00
<b>Total</b>	N/A	N/A	<b>1784.18</b>	<b>100</b>

Emissions by Scope



**Table 3: Data Improvements and Comparisons**

Category/Scope	Current Year tCO2e	Baseline Year tCO2e
Scope 1	0	6.92
Scope 2	35.31	67.93
Scope 3 - Cat 1	0	2121.28
Scope 3 - Cat 3	177	0
Scope 3 - Cat 4	0.42	25.04
Scope 3 - Cat 5	0.71	29.24
Scope 3 - Cat 6	1393.64	1829.12
Scope 3 - Cat 7	177.1	81.02
Scope 3 - Cat 9	0	5.61
<b>Total</b>	<b>1784.18</b>	<b>4166.16</b>

**Scope 1**

This year, 8x8 has recorded zero Scope 1 emissions. This outcome is largely due to the disposal of company-owned vehicles, resulting in a significant reduction from the baseline year. Additionally, the organisation did not utilise any gas for energy and did not top up air conditioning units throughout the year.

**Scope 2**

We have reported location-based emissions for Scope 2 in line with UK government best practice. To mitigate the impact of our energy use, we have moved our electricity tariff to an Ofgem-certified, green renewable tariff for our offices, where we have full operational control. This year, we repaired a malfunctioning electricity meter, resulting in more accurate data collection.

**Scope 3**

- Cat 1 - We have excluded this from the report. The available data set is of insufficient quality and requires improvement before it can be included in this report. This will form part of the data improvement plan and will be included in future years.
- Cat 5 - We take an annual measurement of waste and use a data average calculation to create a waste per employee figure. Our water calculations are based on consumption, which we have operational control over. Where our Landlord has operational control of the utilities, we have used the previous calendar year and taken the unit price to make a calculation using spend-based data.
- Cat 6 - We have improved our accuracy in some areas of our collection, including the collection of information about "cabin class" for air travel.
- Cat 7 - We have increased the scope and accuracy of our Employee Commuting data with new calculations for buses, car passengers and train journeys.
- Cat 9 - 8x8 does not have emissions in this category.

**Carbon Reduction Initiatives**

In our pursuit of carbon reduction and improved financial efficiency, we focus on three key strategic areas:

1. **Capital Projects:** These involve the acquisition and capitalisation of new systems, equipment, or technology as business assets. Such projects aim to reduce both costs and carbon emissions.
2. **Procurement Projects:** By enhancing current supplier practices, altering our supplier base, or modifying the items we purchase, these projects target improvements in both cost efficiency and carbon performance.
3. **Behavioural & Process Projects:** These focus on fostering change within the organisation by educating and engaging staff. Through increased awareness and active involvement, these projects achieve direct cost savings and carbon reductions.

### **Our Journey so far**

8x8 UK Ltd is actively advancing its long-term strategic plan, with a dedicated focus on fulfilling its Environmental, Social, and Governance (ESG) responsibilities alongside addressing stakeholder needs and expectations. A critical component of this effort is the collection of data and evidence, which plays a pivotal role in guiding informed decision-making and shaping future strategies. This project forms a key part of our evidence-gathering efforts. The insights gained from this initiative will enable 8x8 to enhance its sustainability practices, reduce emissions, and integrate climate-related considerations into the core of its strategic planning for the future.

We continue to engage with our employees and other stakeholders to discover ways to reduce emissions and increase awareness of environmental issues. These are some examples of initiatives undertaken:

- To formalise our environmental strategy, we have implemented an Environmental Management System, externally accredited with ISO 14001, ensuring that our environmental initiatives are robust, systematic, and continuously improved. This system is actively managed by the Environment Manager and overseen by our internal audit function, with executive sponsorship from the EMEA Financial Controller and top management from our EMEA Managing Director.
- We moved our electricity tariff to an Ofgem-certified green renewable tariff for our UK offices.
- 8x8 has introduced a new supplier risk management tool designed to enhance our overall supply chain monitoring. This tool allows us to effectively track any environmental regulation violations and lapses in accreditation, while also providing an ESG risk score for our key suppliers.
- Hardware waste has reduced due to all hardware being donated in this reporting year.
- We continue to encourage remote and hybrid working to reduce travel.
- We are nudging employees toward sustainable travel within our travel and expense systems.
- 8x8 regularly holds Employee “Happy Hours” with a focus on environmental issues, such as recycling education.
- Virtual sustainability suggestion boxes are available for employees.
- We continue to promote sustainable travel benefits.
- In FY 25, we increased recycling quantities with the introduction of food waste collection at our Aylesbury office.

### **Next Steps**

- To develop our processes and information collection to enable us to provide customers with information about emissions related to our product.
- Increase the scope of our data collection and continue to improve data accuracy.

### **Declaration and Sign Off**

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and the 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<sup>1</sup>, and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

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

**Signed on behalf of the Supplier:**

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October 2, 2025  
Date: .....

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<sup>1</sup> <https://ghgprotocol.org/corporate-standard>  
<sup>2</sup> <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>  
<sup>3</sup> <https://ghgprotocol.org/standards/scope-3-standard>