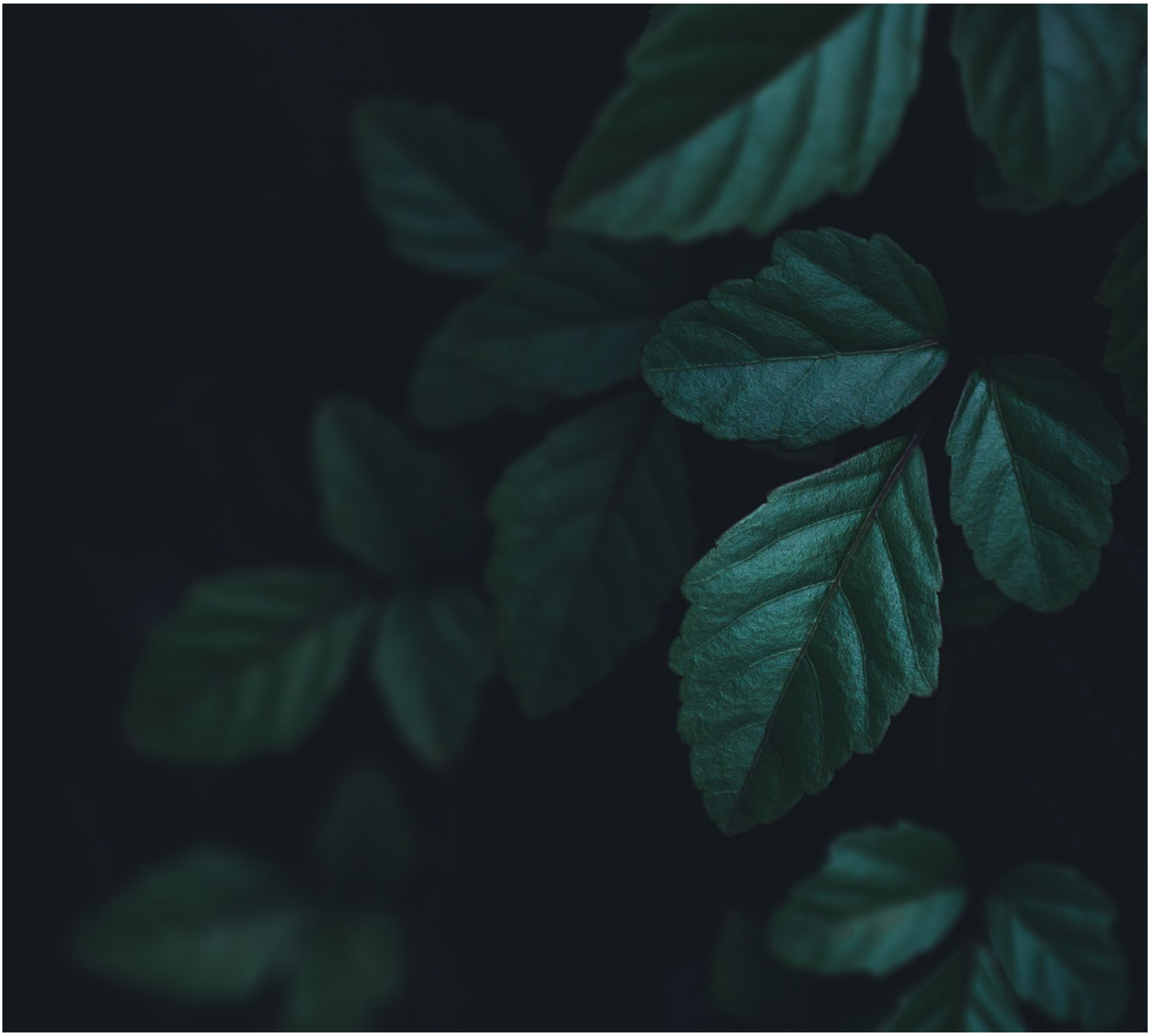

Carbon Reduction Plan (CRP).

30/03/2026

VIRTUALWARE

Carbon Reduction Plan (CRP).

COMMITMENT TO NET ZERO EMISSIONS

Virtualware maintains a strong commitment to sustainability and to the progressive reduction of the environmental impacts arising from its activities. This commitment forms part of the Company's corporate strategy and is embedded within the work led by the Sustainability Committee, which has, for several years, promoted initiatives aimed at improving the organization’s environmental performance and contributing to the development of a more sustainable economy.

As part of this commitment, Virtualware has implemented a range of initiatives designed to reduce its environmental impact, including the promotion of flexible working arrangements for employees, the digitalization of processes, the reduction of resource consumption, and the use of certified renewable electricity.

The Company recognizes the importance of tackling climate change for organizations, individuals and society as a whole. Consequently, it will continue to progressively integrate environmental considerations into its operational and business decisions, paying particular attention to those activities that contribute most significantly to its carbon footprint.

Virtualware is committed to achieving Net Zero emissions across its operations by 2045, thereby contributing to the transition towards a low-carbon economy and aligning itself with international climate objectives. This Carbon Reduction Plan represents a further step in that commitment and establishes the baseline required to measure and manage the future evolution of the organization’s greenhouse gas emissions.

BASELINE CARBON FOOTPRINT

The carbon footprint included in this Carbon Reduction Plan has been calculated using operational data corresponding to the 2025 reporting year, considering the activities carried out at Virtualware's main office located in Basauri (Bizkaia, Spain).

The calculation has been undertaken in accordance with global standard greenhouse gas accounting principles, identifying the main emission sources associated with the organisation's activities and applying recognised emission factors to each category analysed.

The following emission sources have been included in the carbon footprint assessment:

- Electricity consumption within company facilities.
- Purchased equipment and services.
- Water consumption.
- Paper consumption.
- Waste generation.
- Business travel undertaken during the reporting period.
- Employee commuting between home and the workplace.

The emission factors applied to these sources were selected with reference to the UK Government Greenhouse Gas Conversion Factors published by the Department for Energy Security and Net Zero (DESNZ), together with other recognized sources where simplified estimates were required due to the nature of Virtual ware’s activities and the availability of data.

Emission Factor	Value
Petrol vehicle	0,17474 kg CO_2e/km
Diesel vehicle	0,17174 kg CO_2e/km
Hybrid vehicle	0,11 kg CO_2e/km
Water	0,344 kg CO_2e / m^3
Paper	0,92 kg CO_2e/kg
Plastic	0,5 kg CO_2e/kg
Waste	0,5 kg CO_2e/kg
Equipment – PCs	350 kg CO_2e/unit
Equipment – Professional VR/MR Headsets	120 kg CO_2e/unit

This inventory constitutes Virtualware' s **baseline emissions footprint for the 2025 reporting year** and will serve as the reference point against which future emission reduction measures and Carbon Reduction Plan targets will be assessed.

Baseline Emissions

Scope 1 Direct emissions from sources owned or controlled by Virtualware	0.00 tCO_2e
Scope 2 Indirect emissions from purchased energy consumption	0.00 tCO_2e
Scope 3 Other indirect emissions associated with the organization's activities	108.93 tCO_2e
Category 1 – Purchased Goods and Services (AWS Services)	4.06 tCO_2e
Category 2 – Capital Goods	2.7 tCO_2e
Category 5 – Waste Generated in Operations (paper, plastic and residual waste)	0.12 tCO_2e
Category 6 – Business Travel	76.28 tCO_2e
Category 7 – Employee Commuting	25.77 tCO_2e
TOTAL	**108.93 tCO_2e**

CURRENT EMISSIONS

EMISSIONS FOR THE 2025 REPORTING YEAR

Scope 1 Direct emissions from sources owned or controlled by Virtualware	0.00 tCO_2e
Scope 2 Indirect emissions from purchased energy consumption	0.00 tCO_2e
Scope 3 Other indirect emissions associated with the organization’s activities	108.93 tCO_2e
Category 1 – Purchased Goods and Services (AWS Services)	4.06 tCO_2e
Category 2 – Capital Goods	2.7 tCO_2e
Category 5 – Waste Generated in Operations (paper, plastic and residual waste)	0.12 tCO_2e
Category 6 – Business Travel	76.28 tCO_2e
Category 7 – Employee Commuting	25.77 tCO_2e
TOTAL	**108.93 tCO_2e**

* Virtualware purchases electricity from suppliers offering renewable energy sources. Consequently, Scope 2 emissions have been calculated using the market-based approach and are reported as zero for the reporting year.

** Following an assessment carried out in accordance with the principles of the **GHG Protocol Corporate Value Chain (Scope 3) Standard**, Virtualware has determined that the downstream Scope 3 categories are not material for the reporting period under review. The Company's core business is focused on the development and provision of digital products and technology services, with no significant manufacturing, processing, distribution or downstream operation of physical products by third parties.

Virtualware will continue to progressively expand the scope of its Scope 3 emissions inventory through the assessment of additional categories as data availability and quality improve.

Business travel data has been obtained from Virtualware's corporate travel provider (**TravelPerk**), which supplies estimated CO_2 emissions associated with travel activities, including flights, rail journeys and accommodation used during the reporting period.

In addition, cloud service emissions data has been obtained from **Amazon Web Services (AWS)** through its carbon footprint reporting tools, incorporating the emissions associated with the technology infrastructure utilised by Virtualware during the reporting year.

The emissions inventory for the 2025 reporting year shows that Virtualware's carbon footprint amounts to **108.93 tCO_2e**.

All identified emissions are concentrated within **Scope 3**, while no **Scope 1** emissions have been identified and **Scope 2** emissions are reported as zero under the **market-based approach**, due to the use of certified renewable electricity.

Within Scope 3, the largest source of emissions is **Business Travel (Category 6)**, accounting for **76.28 tCO_2e**, representing approximately **70% of the total carbon footprint**. The second most significant source is **Employee Commuting (Category 7)**, contributing **25.77 tCO_2e**, equivalent to approximately **24% of total emissions**.

Additional emissions have been identified within **Purchased Goods and Services (Category 1)**, primarily associated with the use of AWS cloud services, amounting to **4.06 tCO_2e**, as well as emissions from **Capital Goods (Category 2)**, principally related to technology equipment (computers, XR headsets, etc), estimated at **2.70 tCO_2e**.

Emissions associated with **Waste Generated in Operations (Category 5)** account for only **0.12 tCO_2e** and therefore have a limited impact on the overall result.

These findings demonstrate that the greatest opportunities for emissions reduction within Virtualware lie in the management of **business travel**, the promotion of **more sustainable commuting alternatives for employees**, and the optimisation of the lifecycle and procurement of **technology equipment and digital services** used by the organisation.

This carbon footprint constitutes Virtualware's baseline reference year and will be used to monitor the future evolution of emissions, assess the effectiveness of reduction measures implemented, and support the Company's commitment to continuous improvement and the achievement of **Net Zero emissions by 2045**.

EMISSIONS REDUCTION TARGETS

Virtualware has established the following initial objectives to progressively reduce greenhouse gas emissions associated with its operations and supply chain. These targets are based on the 2025 baseline year and are aligned with evolving market expectations and international climate commitments.

- 2025 Baseline Year: 108.93 tCO_2e
- 2028 Target (-15%): 92.59 tCO_2e
- 2030 Target (-25%): 81.70 tCO_2e
- 2045 Target: Net Zero emissions, with residual emissions reduced as far as reasonably practicable and any unavoidable residual emissions addressed, where appropriate, through recognised carbon removal or offsetting mechanisms.

CARBON REDUCTION MEASURES

MEASURES ALREADY IMPLEMENTED

Sustainable Mobility and Travel Reduction

- Hybrid and flexible working model.
- Extensive use of digital collaboration tools and remote meetings.
- Awareness sessions promoting more sustainable modes of transport, such as cycling and public transport.
- Installation of an electric vehicle charging point in the company car park.

Energy Efficiency and Electricity Consumption

- Use of electricity sourced from renewable energy suppliers.
- Review and improvement of the heating, ventilation and air conditioning (HVAC) system.
- Definition of standard temperature settings for office climate control equipment.
- Improvement of the thermal insulation of company facilities.
- Automatic power-off settings for computers and display screens.

Responsible Resource Consumption

- Digitalisation of processes to reduce paper consumption.
- Promotion of responsible water usage.
- Encouragement of sustainable digital working practices.

Sustainable Procurement and Responsible Supply Chain Management

- Selection of suppliers with sustainability policies and commitments.

Environmental Awareness and Culture

- Sustainability training and awareness initiatives for employees.
- Development and implementation of an environmental good practice guide.

Environmental Compensation and Positive Impact

- Development of initiatives with positive environmental impact, including tree-planting activities.

Governance and Monitoring

- Annual publication of the Sustainability Report.
- Quarterly review by the Sustainability Committee of implemented measures and their progress.

PLANNED MEASURES

Sustainable Mobility and Travel Reduction

- Installation of bicycle parking facilities to encourage the use of sustainable modes of transport.
- Development and promotion of car-sharing initiatives among employees.
- Reduction of unnecessary business travel through the prioritisation of virtual meetings.
- Prioritisation of rail travel over air travel for short- and medium-distance journeys where a reasonable alternative exists.

Sustainable Procurement and Supply Chain Management

- Inclusion of environmental and sustainability criteria within procurement processes.
- Review and strengthening of sustainability criteria applied to supplier evaluations.
- Digitalisation of supplier assessment questionnaires to facilitate the monitoring and analysis of environmental criteria.

Technology and Responsible Asset Management

- Implementation of a sustainable hardware management programme aimed at maximising equipment lifespan, promoting reuse and optimising replacement cycles.
- Monitoring of the carbon footprint associated with the digital platforms and services used by the organisation.

Circular Economy and Waste Management

- Development and implementation of a recycling and responsible waste management programme to improve the segregation, recovery and monitoring of waste generated within the offices.

Carbon Compensation and Positive Environmental Impact

- Continued development of initiatives with a positive environmental impact to support the compensation of residual emissions.

MONITORING INDICATORS

KPI 1. Total Carbon Emissions

Indicator: Total greenhouse gas emissions (tCO_2e).

Objective: To progressively reduce total greenhouse gas emissions against the 2025 baseline year.

KPI 2. Emissions per Employee

Indicator: Total carbon emissions per employee (tCO_2e per employee).

Objective: To progressively reduce the organisation's carbon intensity compared with the baseline year.

KPI 3. Business Travel Emissions

Indicator: Greenhouse gas emissions associated with business travel (tCO_2e).

Objective: To progressively reduce emissions arising from business travel through the increased use of virtual meetings, travel optimisation and the adoption of lower-carbon transport options wherever practical and appropriate.

GOVERNANCE, REVIEW AND CONTINUOUS IMPROVEMENT

This Carbon Reduction Plan will be reviewed and updated annually, in line with the update of the organisation's greenhouse gas emissions inventory.

The carbon footprint will be reviewed and recalculated each year in order to:

- Assess the organisation's emissions performance and monitor progress over time.
- Review the emissions reduction targets that have been established.
- Identify new opportunities to reduce greenhouse gas emissions across the organisation and its value chain.
- Improve the quality, completeness and scope of the information used for carbon accounting and reporting.

DECLARATION AND APPROVAL

This Carbon Reduction Plan has been completed in accordance with the requirements of the UK Government's Carbon Reduction Plan guidance and represents Virtualware' s commitment to measuring, managing and reducing its greenhouse gas emissions.

The information contained within this Carbon Reduction Plan is, to the best of Virtualware' s knowledge, accurate and complete for the reporting period stated.

This Carbon Reduction Plan has been reviewed and approved by the Management of Virtualware.