MAZE GROUP

Carbon Reduction Plan 2026

Supplier: Maze Reality Ltd, supported by Maze Interactive Health Ltd as part of Maze Group
Registered Office: 5 South Charlotte Street, Edinburgh, EH2 4AN
Maze Reality Ltd: SC668379
Maze Interactive Health Ltd: SC811373
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Policy Owner: Chief Executive Officer

Commitment to Achieving Net Zero

Maze Group is committed to achieving **Net Zero greenhouse gas emissions from its UK operations by 2050 at the latest**.

As a UK technology SME, we recognise our responsibility to understand, measure and progressively reduce the environmental impact associated with our operations, digital services, business travel and technology supply chain.

Baseline Emissions Footprint

2026 will represent Maze Group's **initial baseline reporting year**.

Maze Group has not historically maintained a complete organisational greenhouse gas inventory. During 2026/27 we will establish our baseline emissions using available operational information and recognised UK Government greenhouse gas conversion factors.

Our baseline will consider:

- **Scope 1:** Direct emissions from sources owned or controlled by Maze Group.
- **Scope 2:** Indirect emissions associated with purchased electricity, heat or energy.
- **Scope 3:** Relevant indirect emissions associated with our wider operations and value chain.

For Carbon Reduction Plan reporting, Maze will specifically assess the required Scope 3 categories of:

1. Upstream transportation and distribution;
2. Waste generated in operations;
3. Business travel;
4. Employee commuting; and
5. Downstream transportation and distribution.

Where a category is not applicable, Maze will record the rationale for its exclusion.

Baseline Emissions

Emissions source	Current position
Scope 1	0 / negligible – assuming Maze owns no vehicles, boilers or other fuel-burning assets
Scope 2	Not separately measurable – serviced-office electricity is bundled within occupancy charges
Business travel	Low – primarily rail
Employee commuting	Low/moderate – hybrid working reduces commuting
Waste generated in operations	Minimal/directly managed by serviced-office provider
Upstream transport/distribution	Low currently, but relevant where Maze purchases Quest/IT hardware
Downstream transport/distribution	Low currently; relevant where hardware is shipped to customers

2026 Baseline Emissions Approach: Maze Group operates a hybrid working model, with personnel working remotely and from a serviced office. The Group does not operate energy-intensive premises or manufacturing facilities and does not currently own or operate a vehicle fleet. Office utilities and waste services are provided through the serviced-office arrangement and are not separately metered or directly controlled by Maze Group. Workstations and equipment are switched off when not in use. Business travel is minimised through remote working and virtual meetings, with rail used in preference to air or car travel wherever practicable. Based on the nature and scale of our operations, Maze Group considers its direct operational carbon footprint to be low. During the 2026 baseline year, emissions will be quantified using available activity data and the UK Government 2026 greenhouse gas conversion factor

Carbon Reduction Objectives

Maze Group will work towards Net Zero through a practical and proportionate carbon reduction programme appropriate to an SME technology organisation.

Our objectives include:

Digital-first operations – Continue using digital collaboration, virtual meetings, cloud-based working and remote customer support where appropriate to reduce unnecessary travel and physical materials.

Lower-carbon travel – Prioritise remote meetings where effective, encourage rail over domestic air travel where practical, and combine customer/site visits where possible.

Technology lifecycle management – Extend the useful life of computing, VR/MR and associated technology through modular solutions, maintenance, software updates and component replacement rather than unnecessary whole-system replacement.

Responsible technology procurement – Consider environmental performance, product longevity, repairability and manufacturer sustainability commitments when selecting major hardware and technology suppliers.

Electronic waste – Promote reuse, redeployment and responsible recycling of computing, VR/MR and electronic equipment at end of life using appropriate recycling channels.

Efficient software and infrastructure – Consider energy efficiency and resource consumption when selecting cloud infrastructure, hosting services and technical architectures.

Supply-chain engagement – Work with established manufacturers, distributors and specialist suppliers and increasingly incorporate environmental considerations into supplier selection and review.

NHS and Customer Delivery

For contracts involving immersive technology, Maze will seek to reduce environmental impact through solutions designed around **modular and technology-agnostic architectures**.

Where appropriate, VR/MR headsets, PCs, tablets, AV equipment and software components can be maintained, upgraded or replaced independently rather than requiring replacement of an entire system.

Remote software deployment, maintenance, updates and technical support will be used where appropriate to reduce travel and associated emissions.

Carbon Reduction Targets

Maze Group will:

- establish its first organisational emissions baseline during 2026/27;
- identify the most material sources of emissions within its operations and relevant supply chain;
- introduce proportionate processes for monitoring these emissions;
- review emissions performance annually;
- establish measurable reduction targets following completion of the baseline assessment;
- consider environmental impact when selecting significant suppliers and technology;
- continue increasing remote delivery and support where operationally appropriate; and
- maintain a commitment to achieving Net Zero emissions by **2050 at the latest**.

Following establishment of the baseline, Maze Group intends to set interim reduction targets against which future performance can be measured.

Monitoring and Reporting

Responsibility for the Carbon Reduction Plan sits with the Chief Executive Officer.

Performance will be reviewed annually and the Plan updated to reflect:

- measured greenhouse gas emissions;
- progress against reduction targets;
- changes in Maze Group's operations;
- significant changes to our technology supply chain;
- carbon reduction initiatives implemented during the year; and
- new opportunities for reducing emissions.

As Maze Group grows, our environmental management and carbon reporting processes will develop proportionately.

Declaration and Sign-Off

This Carbon Reduction Plan has been prepared to establish Maze Group's commitment to measuring and reducing greenhouse gas emissions and achieving Net Zero.

Maze Group will continue to develop its carbon measurement methodology during its initial baseline reporting period and will update this Plan as reliable emissions data becomes available.

This Carbon Reduction Plan has been reviewed and approved by the senior management of Maze Group.

Signed on behalf of Maze Group

Steven Clark

Steven Clark
Chief Executive Officer
Maze Reality Ltd / Maze Interactive Health Ltd

Date: 3rd March 2026