Cabinet Office

CARBON REDUCTION PLAN GUIDANCE

Notes for Completion

Where an In-Scope Organisation has determined that the measure applies to the procurement, suppliers wishing to bid for that contract are required at the selection stage to submit a Carbon Reduction Plan which details their organisational carbon footprint and confirms their commitment to achieving Net Zero by 2050.

Carbon Reduction Plans are to be completed by the bidding supplier[1] and must meet the reporting requirements set out in supporting guidance, and include the supplier's current carbon footprint and its commitment to reducing emissions to achieve Net Zero emissions by 2050.

The CRP should be specific to the bidding entity, or, provided certain criteria are met, may cover the bidding entity and its parent organisation. In order to ensure the CRP remains relevant, a Carbon Reduction Plan covering the bidding entity and its parent organisation is only permissible where the detailed requirements of the CRP are met in full, as set out in the Technical Standard[2] and Guidance[3], and all of the following criteria are met:

- The bidding entity is wholly owned by the parent;
- The commitment to achieving net zero by 2050 for UK operations is set out in the CRP for the parent and is supported and adopted by the bidding entity, demonstrated by the inclusion in the CRP of a statement that this will apply to the bidding entity;
- The environmental measures set out are stated to be able to be applied by the bidding entity when performing the relevant contract; and
- The CRP is published on the bidding entity's website.

Bidding entities must take steps to ensure they have their own CRP as soon as reasonably practicable and should note that the ability to rely on a parent organisation's Carbon Reduction Plan may only be a temporary measure under this selection criterion.
The Carbon Reduction Plan should be updated regularly (at least annually) and published and clearly signposted on the supplier's UK website. It should be approved by a director (or equivalent senior leadership) within the supplier's organisation to demonstrate a clear commitment to emissions reduction at the highest level. Suppliers may wish to adopt the key objectives of the Carbon Reduction Plan within their strategic plans.

A template for the Carbon Reduction Plan is set out below. Please complete and publish your Carbon Reduction Plan in accordance with the reporting standard published alongside this PPN.

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[1] Bidding supplier or 'bidding entity' means the organisation with whom the contracting authority will enter into a contract if it is successful.

[2] Technical Standard can be found at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991625/PPN_0621_Technical_standard_for_the_Completion_of_Carbon_Reduction_Plans__2_.pdf

[3] Guidance can be found at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/991623/Guidance_on_adopting_and_applying_PPN_06_21___Selection_Criteria___3_.pdf

Carbon Reduction Plan

Supplier name: Mitel Networks (International) Limited

Publication date: 8/19/2026 | 10:06 AM PDT

Commitment to achieving Net Zero

Mitel Networks Limited, is a wholly owned subsidiary of Mitel Networks (International) Limited. Mitel Networks (International) Limited from a global corporate level, as well as Mitel Networks Limited from a UK subsidiary level, are committed to achieving Net Zero emissions by 2050. Further, the carbon reduction targets and timelines set out herein are inclusive of and apply to Mitel Networks Limited.

Baseline Emissions Footprint

Mitel uses 2023 emissions as our baseline for net zero targets. We have followed GHG protocol methodology for emission calculations. The baseline emissions include all the relevant scopes for Scope 1, Scope 2, and Scope 3 emissions.

Baseline Year: 2023	
Additional Details relating to the Baseline Emissions calculations.	
Mitel revised its baseline emissions data to reflect methodological improvements in its reporting approach. The recalculation was driven by updates to the Scope 3 use of sold products data methodology, implemented to enhance accuracy and better represent actual emissions. In addition, the adoption of more reliable emission factor sources required a retrospective adjustment of previously reported emissions. Further details on these changes and their impact can be found further down the report. **Note:** The scope boundary for Mitel's emission footprint includes all of Mitel's affiliates and locations.	
Baseline year emissions:	
EMISSIONS	**TOTAL (MtCO_2e)**
Scope 1	**1093 MtCO_2e**
Scope 2 **Market Based**	**3697 MtCO_2e**

Scope 2 Location Based	**3742 $MtCO_2e$**
Scope 3	**78304 $MtCO_2e$**
Total Emissions*	**83095 $MtCO_2e$**

* Total emissions do not include Scope 2 Location based data

Current Emissions Reporting

Reporting Year: 2025	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	**956 $MtCO_2e$**
Scope 2 Market based	**1154 $MtCO_2e$**
Scope 2 Location Based	**2854 $MtCO_2e$**
Scope 3	**45933 $MtCO_2e$**
Total Emissions	**48042 $MtCO_2e$**

Rationale for Recalculating Baseline and 2024 Emissions Data

Mitel updated its baseline and 2024 emissions data to improve the accuracy, representativeness, and reliability of its greenhouse gas (GHG) inventory. The key drivers for these updates are outlined below:

- **Refined Product Lifetime Assumptions:** Mitel enhanced its methodology for calculating emissions from the use of sold products by moving from a standardized five-year lifetime assumption to product-specific lifetimes. For example, systems and desktop phones are now modeled with an average lifetime of seven years, while DECT devices are assigned a shorter average lifetime of approximately three years. This change provides a more accurate reflection of real-world product usage.
- **Sales-Weighted Emission Factors:** Previously, emissions from product use were calculated using a global average grid emission factor. Now, Mitel adopted a more representative approach by applying sales-weighted emission factors, reflecting the

geographic distribution of product usage. This improvement ensures emissions estimates more accurately capture regional variations in electricity carbon intensity.

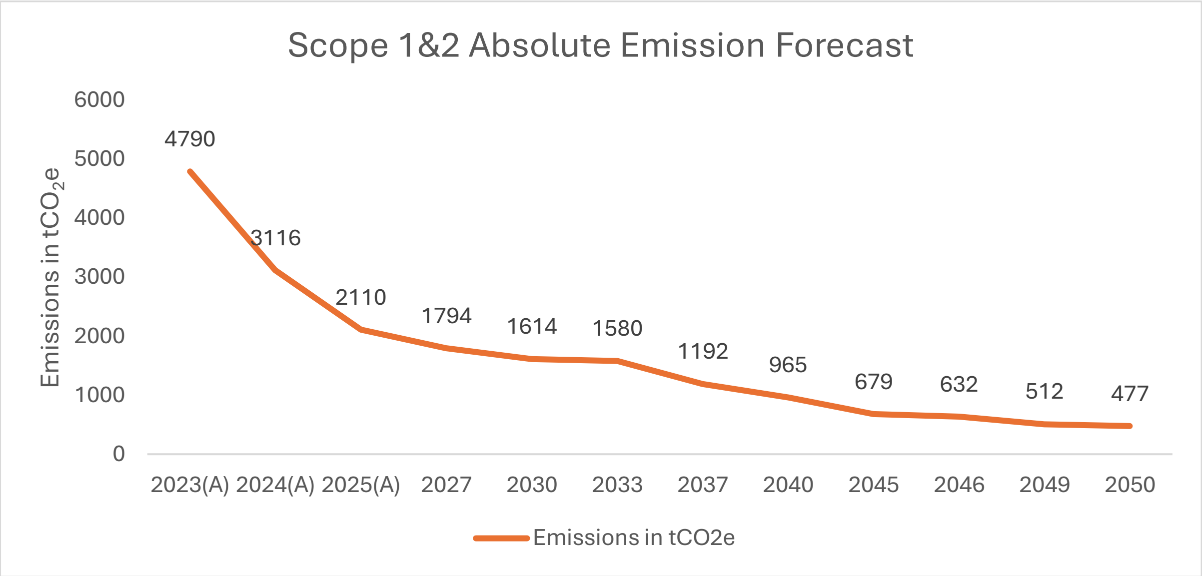
- **Improved Data Quality for Grid Emission Factors:** Mitel identified that certain country-level grid emission factors used in prior reporting were outdated or less reliable. To address this, updated and more robust emission factors from CarbonFootprint.com were incorporated for the past three reporting years. This enhancement led to updates in Scope 2 emissions calculations, including recalculation of the baseline year.

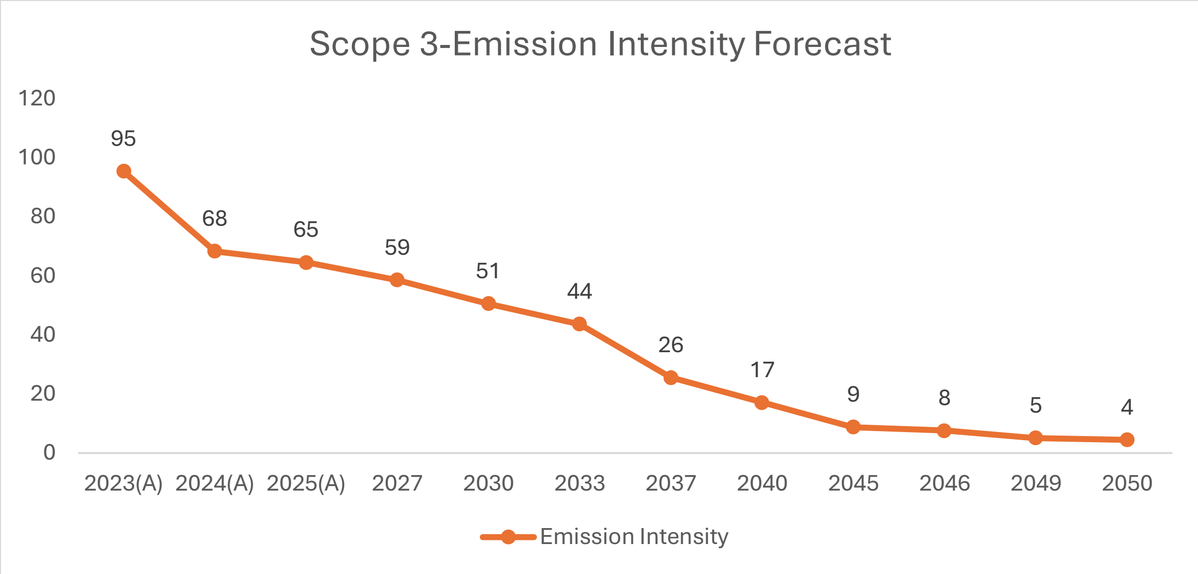
Emissions reduction targets

To advance toward net zero, we have set the following carbon reduction targets:

- We project a 67% decrease in Scope 1 and 2 absolute emissions by 2033 compared to 2023 levels.
- For Scope 3 emissions, Mitel plans to adopt an emission intensity reduction model instead of absolute emissions.
- By 2033, Mitel will reduce its Scope 3 emission intensity (*Scope 3 Emissions/Revenue in Million USD*) by 54% when compared to the intensity in 2023.
- Our long-term goal is to achieve net zero emissions, reducing our Scope1 and 2 emissions by 90% from the 2023 baseline, by 2050.
- By 2050, we will reduce the Scope 3 emissions intensity by 97% from the baseline year of 2023.

Progress & Forecasted Action against these targets can be seen in the graphs below:





Carbon Reduction Projects

Carbon Reduction Initiatives in 2025

In 2025, Mitel completed and implemented several emission reduction measures:

- 46% of Mitel's global electricity consumption came from renewable sources. This was mainly achieved with renewable energy certificates for the Indian and European operations.
- Additionally, Mitel integrated 112 MWh of solar energy into our energy consumption for our Bangalore, India office operations through landlord driven power purchase contracts.
- The lighting retrofit project at the Ottawa head office has been pivotal in reducing overall energy consumption. In 2025, the head office saw 27% Y-o-Y reduction in energy consumption compared to the previous year.
- Renewable energy consumption at Mitel's contract manufacturing facilities helped in avoiding 42% of manufacturing emissions in 2025.
- Mitel optimized inventory and logistics planning, resulting in a 10% year-on-year reduction in upstream freight transport emissions in 2025.

Certifications and Partnerships

- Mitel's head office received Energy Star Certification for Buildings, with an impressive score of 97 in 2024.
- Mitel's products are Blue Angel (a German ecofriendly certification) certified. This includes our desktop phones and popular large systems.
- Mitel is ISO 14001certified – Environmental Management System (effective 2024-2027).
- Energy Star certification– Mitel's IP phones have received Energy Star Certification in 2023.

Future Initiatives-Sustainability and Reduce Emissions.

Mitel is committed to implementing the following measures to reduce emissions sustainably:

- **Green Energy Sourcing**: Mitel will continue to collaborate with landlords to source green energy for existing facilities.
- **Fleet:** Mitel will reduce its fleet in the short term and will gradually transition the rest of the fleets to environmentally friendly options like electric vehicle or hybrid models.
- **Renewable Energy Certificates**: Mitel will continue sourcing Renewable Energy Certificates (RECs) for its global operations.
- **Product Emission reduction**: Mitel will undertake the following actions:
  - Gradually eliminate single-use plastic packaging and introduce sustainable packaging solutions.
  - Conduct life cycle emission analysis on our key product lines to evaluate opportunities for improvement.
- **Green Logistics**: Mitel will drive logistics partners to adopt green transportation solutions.
- **Manufacturing and Warehousing Optimization**: Mitel aims to optimize our manufacturing and warehousing footprint to reduce transportation emissions.

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with 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[4] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[5].

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[6].

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:

Signed by:

Greg Hiscock

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Date: 8/19/2026 | 10:06 AM PDT

Greg Hiscock
Secretary, Mitel Networks (International) Limited

[4] https://ghgprotocol.org/corporate-standard
[5] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting
[6] https://ghgprotocol.org/standards/scope-3-standard