Carbon Reduction Plan

Supplier name: **Ultra PCS (As Part of Eaton Corporation)**

Publication date: **March 2026**

Commitment to achieving Net Zero

The Eaton Corporation are committed to achieving Net Zero emissions by **2050**.

Baseline Emissions Footprint (2018)

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: January 2018 – December 2018	
Additional Details relating to the Baseline Emissions calculations.	
Eaton had goals that aimed to reduce absolute Scope 1 and 2 greenhouse gas (GHG) absolute emissions by 50% by 2030 using 2018 as the base year. Additionally Eaton had goals to decrease Scope 3 GHG absolute emissions by 15% by 2030.	
Baseline year emissions:	

EMISSIONS	TOTAL (tCO$_2$e)
Scope 1	284,822
Scope 2	708,059
Scope 3 (Included Sources*)	5,823,919 (1,2,3,4,5,6,7,9)
Total Emissions	6,816,800

*Scope 3 Included Sources:

1 Purchased goods and services
2 Capital goods
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)
4 Upstream transportation and distribution
5 Waste generated in operations
6 Business travel
7 Employee commuting
9 Downstream transportation

![EATON logo - Powering Business Worldwide]

Current Emissions Reporting (2024)

Reporting Year: January 2024 – December 2024	
EMISSIONS	**TOTAL (tCO$_2$e)**
Scope 1	183,752
Scope 2	517,725
Scope 3 (Included Sources*)	5,263,944 (1,2,3,4,5,6,7,9)
Total Emissions	5,965,421

Emissions reduction targets

To continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets[1]:

Goals
1. Halving global carbon emissions by 2030
2. Net Zero by 2050
3. Reduce Scope 1 and 2 emissions by 50% by 2050
4. Reduce Scope 3 emissions by 58% intensity per value added by 2030 (measured as total Scope 3 emissions divided by gross profit)

Our 2030 Sustainability Targets
Creating sustainable solutions
5. 15% reduction in Scope 3 greenhouse gas emissions
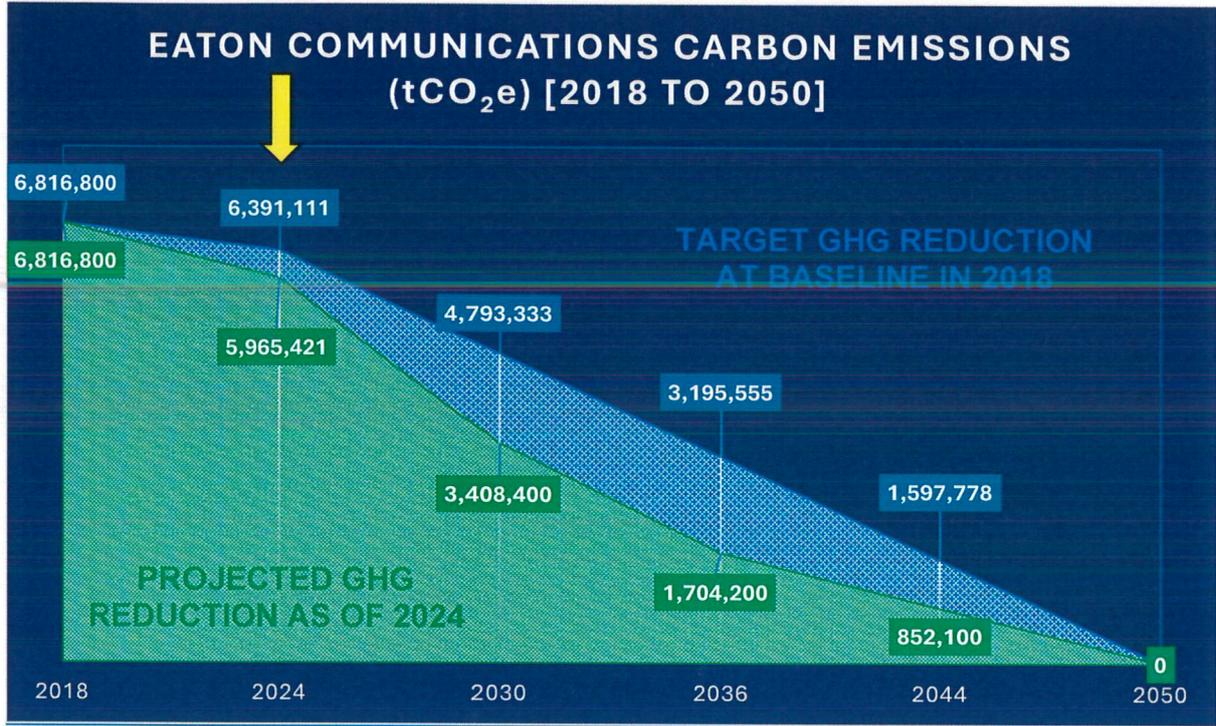6. $3 billion in sustainable research and development

Reducing our footprint
7. 50% reduction in Scope 1 and Scope 2 greenhouse gas emissions
8. 100% manufacturing sites certified to zero waste-to-landfill
9. 10% manufacturing sites certified to zero water discharge

We project that carbon emissions will decrease over the next five years to **3,408,400** tCO$_2$e by 2030. This is a reduction of **50%** since our baseline footprint in 2018.

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[1] As verified by SBTi in Annex B: Net Zero Approval Letter (March 2025)

Progress against these targets can be seen in the graph below:

EATON COMMUNICATIONS CARBON EMISSIONS (tCO₂e) [2018 TO 2050]

Year	Target GHG Reduction	Projected GHG Reduction
2018	6,816,800	6,816,800
2024	6,391,111	5,965,421
2030	4,793,333	3,408,400
2036	3,195,555	1,704,200
2044	1,597,778	852,100
2050	0	0

TARGET GHG REDUCTION AT BASELINE IN 2018

PROJECTED GHG REDUCTION AS OF 2024

Carbon Reduction Projects

Completed Carbon Reduction Initiatives:

The following environmental management measures and projects have been completed or implemented since the 2018 baseline. The carbon emission reduction achieved by these schemes equate to 5,965,421 tCO2e, a 12.5% reduction against the 2018 baseline.

Our efforts are aligned with the world's leading sustainability experts, which is why we became a participant of the United Nations Global Compact, a move that conveys our commitment to doing business responsibly and advancing broader societal goals.

We maintain our commitment to Business Ambition for 1.5°C, a United Nations backed campaign which aligns with our goal to reach science-based targets and carbon neutrality in our operations by 2030. This also makes us a member of the United Nations-backed Race to Zero campaign for climate action.

We joined this initiative by setting science-based emissions reduction targets consistent with keeping global warming to 1.5°C above pre-industrial levels. Further, we have reported energy and emissions data to the Carbon Disclosure Project (CDP), an international non-profit environmental reporting organization, since 2006. In 2023, we again received an A- from CDP on our Climate Change Score, which ranks us among the leaders in our peer group.

Some examples of where we have made changes to reduce carbon emissions are:

1. **Adopting a circular mindset:** Eaton have adopted a circular mindset at the outset to consider sustainability by design. This approach focuses on design, manufacture, maintain, refresh and recycle in order to reach sustainability goals faster, to increase resource efficiency, maximise economic benefit and boost operational resilience.

2. **Repairing versus Replacing**: Implemented various repair solutions to provide a reliable, cost-saving alternative to buying new replacements and help customers maintain engines and airframes in top condition.

3. **UPS battery recycling**: Ensure long term maintenance through building infrastructure that allows servicing and replacing batteries when required.

4. **Transitioning to green steel**: We have transitioned to greener, high-performing electrical steel to manufacture transformers, resulting in a significant reduction in carbon emissions and material usage.

5. **Increasing solar and clean energy usage**: Eaton have placed significant investment and focus on switching to solar and clean energy across a number of key sites.

A more comprehensive look into how we are achieving our sustainability, and carbon reduction goals can be found in Our 2024 Sustainability Dashboard (Annex A) and our Sustainability Report 2024[2].

In the future we hope to implement further measures such as:

1. **Manufacturing efficiency:** Implementing capital projects that reduce electricity through more efficient and automated manufacturing equipment and technologies as well as building envelope and system improvements.

2. **Fugitive emissions:** We will implement alternative solutions to reduce fugitive emissions from refrigerants and Sulphur hexafluoride (SF6) from our systems and processes.

3. **Renewable energy:** Procuring on-site solar panels, energy storage and microgrids in the key Eaton locations. We will add new renewables to the grid through off-site utility-scale solar and wind project.

4. **Green fleet:** Deploying electric vehicles, charging infrastructure and more efficient fleets for our sales; service and other operational vehicles.

5. **Electrification and fuel switching:** switching to sustainable fuel sources where possible for processes that combust fuel on-site. Where we can't, we'll electrify processes with renewables.

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[2] https://www.eaton.com/content/dam/eaton/company/sustainability/files/eaton-sustainability-report.pdf

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[3] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[4].

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[5].

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:

Ben Sutton
VP Critical Control & Data Processing

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Date:

10/3/26

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

Annex A: Eaton Communications 2024 Sustainability Dashboard*

OUR 2024 SUSTAINABILITY DASHBOARD

We're making considerable progress in achieving our goals. Here are our most recent results:

Creating sustainable solutions

Sustainable solutions
76% *

Goal: Increase net sales from solutions that enable a more sustainable future

Sustainable R&D investment
$1.7 B **

Goal: Invest more than $3 billion in R&D aligned with our Positive Impact Framework by 2030

Value-chain emissions
34% reduced since 2018

Goal: Reduce Scope 3 emissions from our solutions and value chain 15% (science-based target)

Reducing our footprint

Greenhouse gas emissions
35% reduced since 2018

Goal: Reduce Scope 1 and 2 emissions in our operations 50% (science-based target)

Waste
83% zero waste-to-landfill

Goal: Certify 100% of our manufacturing sites as zero waste to landfill

Water
21% zero water discharge

Goal: Certify 10% of manufacturing sites as zero water discharge

Engaging our employees and communities

Employee engagement
84%

Goal: Achieve and maintain employee engagement scores of 80% or higher

Training hours
13

Goal: Commit to 12 hours of employee development and training per employee, per year

Volunteer hours
104,905

Goal: Record 250,000 hours of employee volunteer time annually

Doing business right and transparency

Safety results
.39 | **.17**

Goal: Achieve Total Recordable Case Rate (TRCR) of 0.25 | **Goal:** Achieve Days Away Case Rate (DACR) of 0.15

Suppliers
97%

Goal: Suppliers representing 100% of supplier spend have affirmed our Code of Conduct

Pay equity

Goal: Share our pay equity assurance results. Details at Eaton.com

Report material sustainability matters based on credible frameworks.

* Net sales were from sustainable solutions that enable the energy transition, digitalization, industrial automation, EV charging, electrification of transport and grid resilience and stability.

**Sustainable R&D represents an estimate of our R&D spend that aligns with certain aspects of our Positive Impact Framework and other similar investments.

EATON 2024 Sustainability Report

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*Source: 2024 Sustainability Report (https://www.eaton.com/content/dam/eaton/company/sustainability/files/eaton-sustainability-report.pdf)

Annex B: Net Zero Approval Letter (March 2025)

APPROVED

NET-ZERO SCIENCE-BASED TARGETS

SBTi Services has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Eaton conform with the SBTi Corporate Net Zero Standards and Guidance.

SBTi Services has classified your company's scope 1 and 2 target ambition in conformance with the SBTi Standards and Guidance.

The official net-zero science-based target language:

Overall Net-Zero Target: Eaton commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets: Eaton commits to reduce absolute scope 1 and 2 GHG emissions 50.4% by 2030 from a 2018 base year. Eaton also commits to reduce scope 3 GHG emissions 58.1% per USD value added within the same timeframe.

Long-Term Targets: Eaton commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2018 base year. Eaton also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

DATE OF APPROVAL
13 March 2025