

## PA Team Carbon Reduction Plan 2025

### 1. Commitment to Achieving Net Zero

PA Team is committed to achieving **Net Zero greenhouse gas emissions by 2050**. As a technology company operating with a predominantly remote workforce and minimal office presence, our emissions are inherently low. Nevertheless, we take proactive steps to integrate sustainability into all areas of our business and continuously work to minimize our environmental impact.

### 2. Baseline Emissions Footprint

#### Baseline Year: 2020

In 2020, PA Team had no company-owned or leased vehicles, no dedicated server infrastructure, no high-energy facilities and fully remote operations. In 2025, the situation is the same with the addition of one small, shared office space for 2 employees in Israel and one small, shared office space for 5 employees in the Netherlands. Our emissions from these locations are limited to electricity and shared utilities, which are managed by the primary leaseholders and not directly under our control. We continue to rely exclusively on cloud-based services, further minimizing infrastructure-related emissions and environmental impact.

We have zero Scope 1 emissions. Scope 2 and Scope 3 emissions are limited and indirect, relating primarily to small, shared office spaces, home electricity usage of remote employees (none of which are company-controlled) and minimal business travel, primarily air travel, for client-facing needs.

### 3. Current Emissions Reporting

**Scope 1** (Direct emissions): None (we do not own or operate fuel-burning equipment or vehicles)

**Scope 2** (Indirect emissions from energy use): Minimal electricity use in our small, shared office spaces in Israel and the Netherlands.

**Scope 3** (Relevant indirect emissions):

- **Business Travel:** Limited to occasional air travel, all offset through certified offset programs
- **Employee Commuting:** Limited to around 10% of employees
- **Employee Home Working:** Most of our workforce operates remotely, using home electricity and internet (not measured, but considered low intensity)
- **Cloud Infrastructure & Procurement:** All IT systems are cloud based. We aim to use cloud providers committed to carbon neutrality and renewable energy (AWS, Azure, Google)

### 4. Carbon Reduction Targets

Although our emissions are already minimal, in 2025 PA Team recommits to the following:

- Maintain zero Scope 1 emissions
- Offset 100% of business air travel emissions annually
- Promote remote-first work for the majority of employees
- Engage with landlords to understand and reduce Scope 2 emissions in shared office spaces
- Audit our primary cloud vendors' carbon neutrality commitments
- Assign internal responsibility for monitoring progress toward Net Zero targets
- Review our emissions profile and progress annually, and update this plan accordingly

#### 5. Environmental Management Measures

To support our commitment, PA Team has adopted the following low-carbon policies and practices:

- **Paperless operations** and digital-first communication
- **Remote-first working policy**, reducing commuting and office energy use
- **Use of shared, energy-efficient office spaces** instead of exclusive premises
- **Certified carbon offsets for all air travel**
- **Procurement of software and cloud services from carbon-neutral providers**
- Cloud-native architecture, reducing infrastructure footprint
- **Sustainable procurement** of IT and office equipment, where applicable
- **Team education and internal environmental awareness initiatives**


These measures are reviewed annually and updated in line with evolving best practices to ensure continual improvement.

#### 6. Declaration and Sign-off

This Carbon Reduction Plan has been approved by the executive leadership of PA Team.

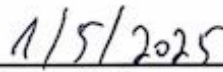
It is accurate as of the date below and reflects our ongoing commitment to environmental responsibility.

Signed:



David Amir, CEO, PA Team

Date:



May 1st, 2025