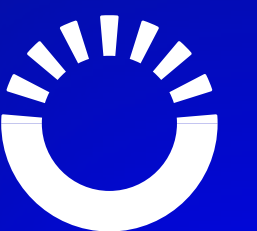




PlanetMark Business Year 3 Certification

01 January 2025 to
31 December 2025

Get started >



PlanetMark

Contents

Reporting boundary and key figures	3
Measured carbon footprint & comparisons	5
Scope 1 emissions	9
Scope 2 emissions	11
Scope 3 emissions	13
Annual Review	23
Appendix – supplementary information	26
Boundary and quality assessment	27
Measured carbon footprint	28
SDG alignment	29
Caveats	30
Carbon footprint breakdown	35
About	36
Alignment with GHG Protocol requirements	37
About MHR	38



Boundary and key figures

Reporting period

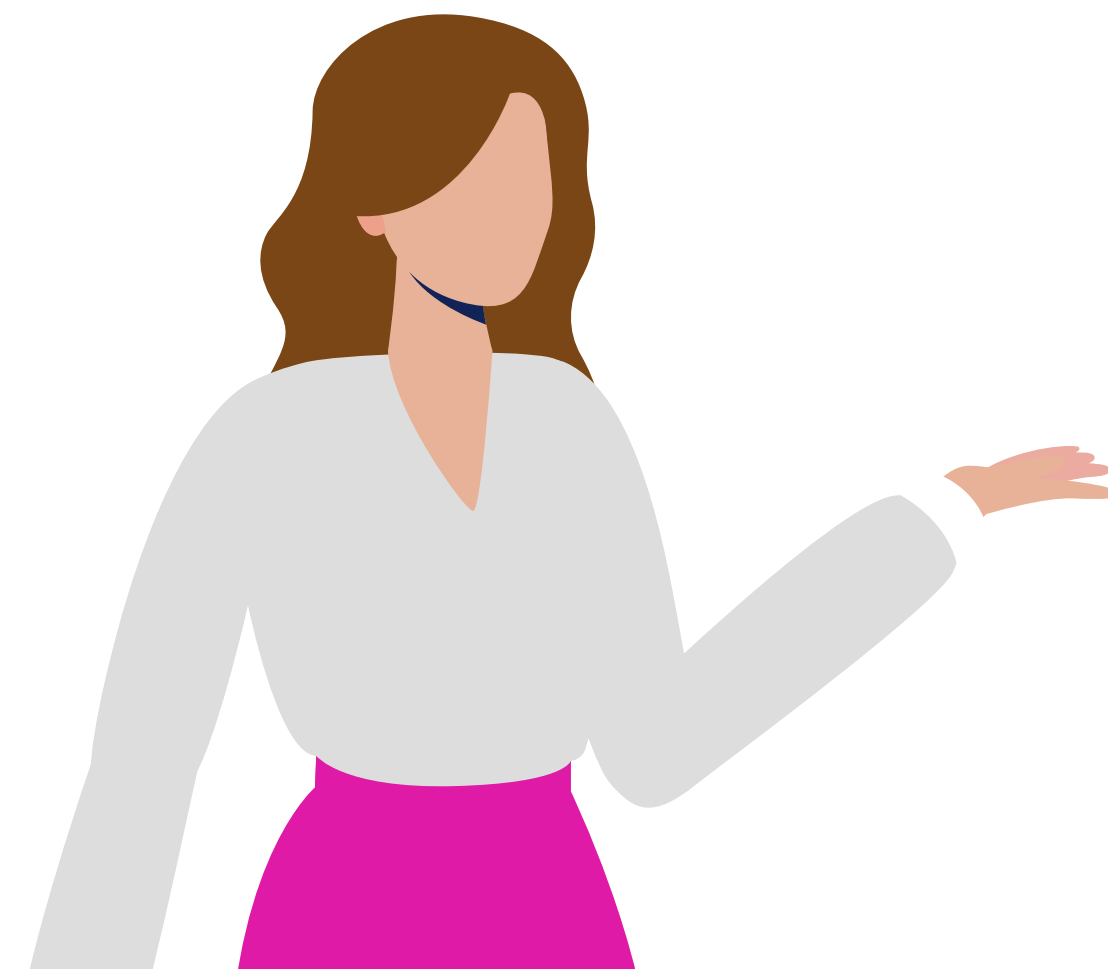
01 January 2025 to 31 December 2025

Organisational boundary

3 UK Sites and Fleet Vehicles

Operational boundary

- ✓ **Scope 1:**
Stationary Fuels, Fugitive Emissions, Mobile Fuels
- ✓ **Scope 2:**
Electricity, Renewables
- ✓ **Scope 3:**
Category 3: Fuel- and Energy-related Activities
Category 5: Waste
Category 6: Business Travel



MHR has been measuring its carbon footprint with Planet Mark for 3 years.

The Planet Mark measurement methodology is fully aligned to Greenhouse Gas (GHG) Protocol and all data is checked against evidence provided by MHR.

MHR's highest emitting category was Scope 3 Category 6: Business Travel at 69.3% of their total market-based footprint followed by Scope 3 Category 3: Fuel- and Energy-Related Activities at 23.1% of their total market-based footprint. Stationary Fuels has seen the largest decrease in emissions, reducing by 0.7 tCO₂e since 2024.

All Scope 2 emissions are reported using the market-based methodology unless stated otherwise.

This report compares this year's (YE2025) emissions to baseline year's (YE2024) emissions.

MHR has expanded its boundary this year in the following categories: Fuel- and Energy-Related Activities, Waste, Business Travel and accordingly comparisons throughout this report are presented using data that has been normalised to exclude any emissions that were reported for the first time this year. For transparency, non-normalised data comparisons are also shown in the data tables.

-1.7%

Comparison of Scope 1 & 2 emissions vs previous year

10.2%

Comparison of absolute measured emissions vs 2024 baseline (normalised)

769.8 tCO₂e

Measured carbon footprint (market-based)

0.9 tCO₂e

Measured carbon footprint per FTE (market-based)

99.4%

Data Quality Score

100%

Organisational Boundary Score

52.9%

Operational Boundary Score

Greenhouse Gas Protocol

Scopes 1, 2 and 3

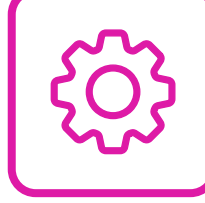
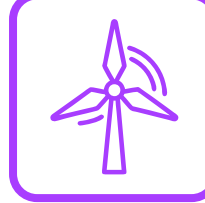
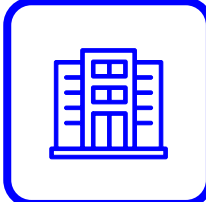
Scope 1

-  Stationary fuels
-  Mobile fuels
-  Fugitive emissions

Scope 2

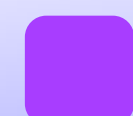
-  Electricity
-  Heat & steam
-  Cooling

Scope 3 Upstream

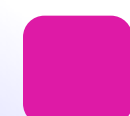
-  1. Purchased goods & services
-  2. Capital goods
-  3. Fuel & energy related activities
-  4. Transportation & Distribution
-  5. Waste generated in operations
-  6. Business travel
-  7. Employee commuting
-  8. Leased assets

Scope 3 Downstream

-  9. Transportation & distribution
-  10. Processing of sold products
-  11. Use of sold products
-  12. End of life treatment of sold products
-  13. Leased assets
-  14. Franchises
-  15. Investments



Measured emissions



Not yet measured

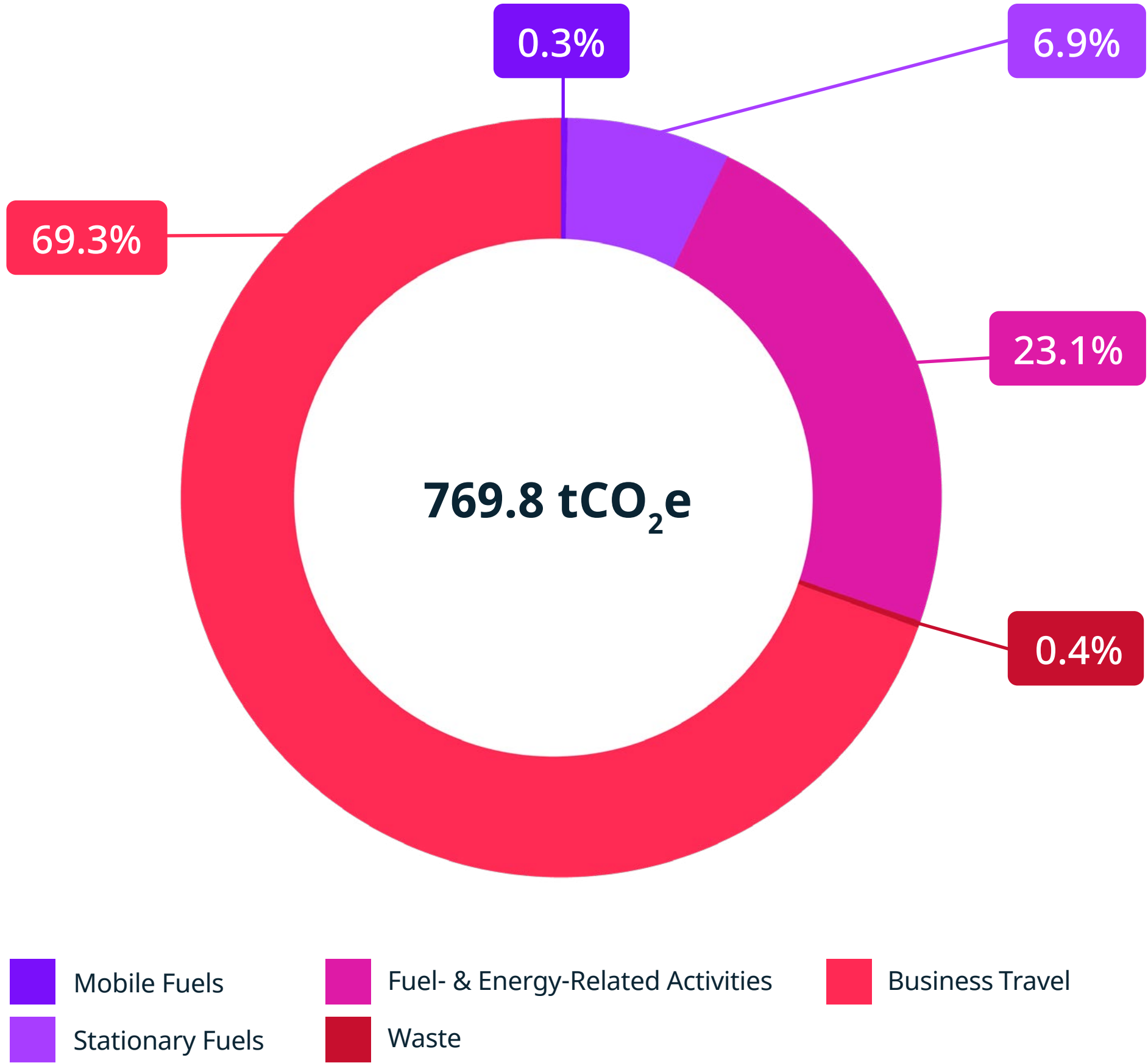


Not applicable or de minimis

Measured carbon footprint

Scope	Emission Category	YE 2025 tCO ₂ e	YE 2025 Proportion
Scope 1	Fugitive Emissions	0	0.0%
	Mobile Fuels	2.9	0.4%
	Stationary Fuels	53.5	6.9%
Scope 2	Electricity (location-based)	433.8	–
	Electricity (market-based)	0	0.0%
Scope 3	Category 3: Fuel- and Energy-Related Activities	177.8	23.1%
	Category 5: Waste	2.3	0.3%
	Category 6: Business Travel	533.4	69.3%
Total (market-based)		769.8	
No. employees		880.7	
Per Employee		0.9	
Turnover £m		147.2	
Per £m turnover		5.2	
Total (location-based)		1,203.6	
No. employees		880.7	
Per Employee		1.4	
Turnover £m		147.2	
Per £m turnover		8.2	

Total carbon footprint by emission category (market-based) for YE 2025



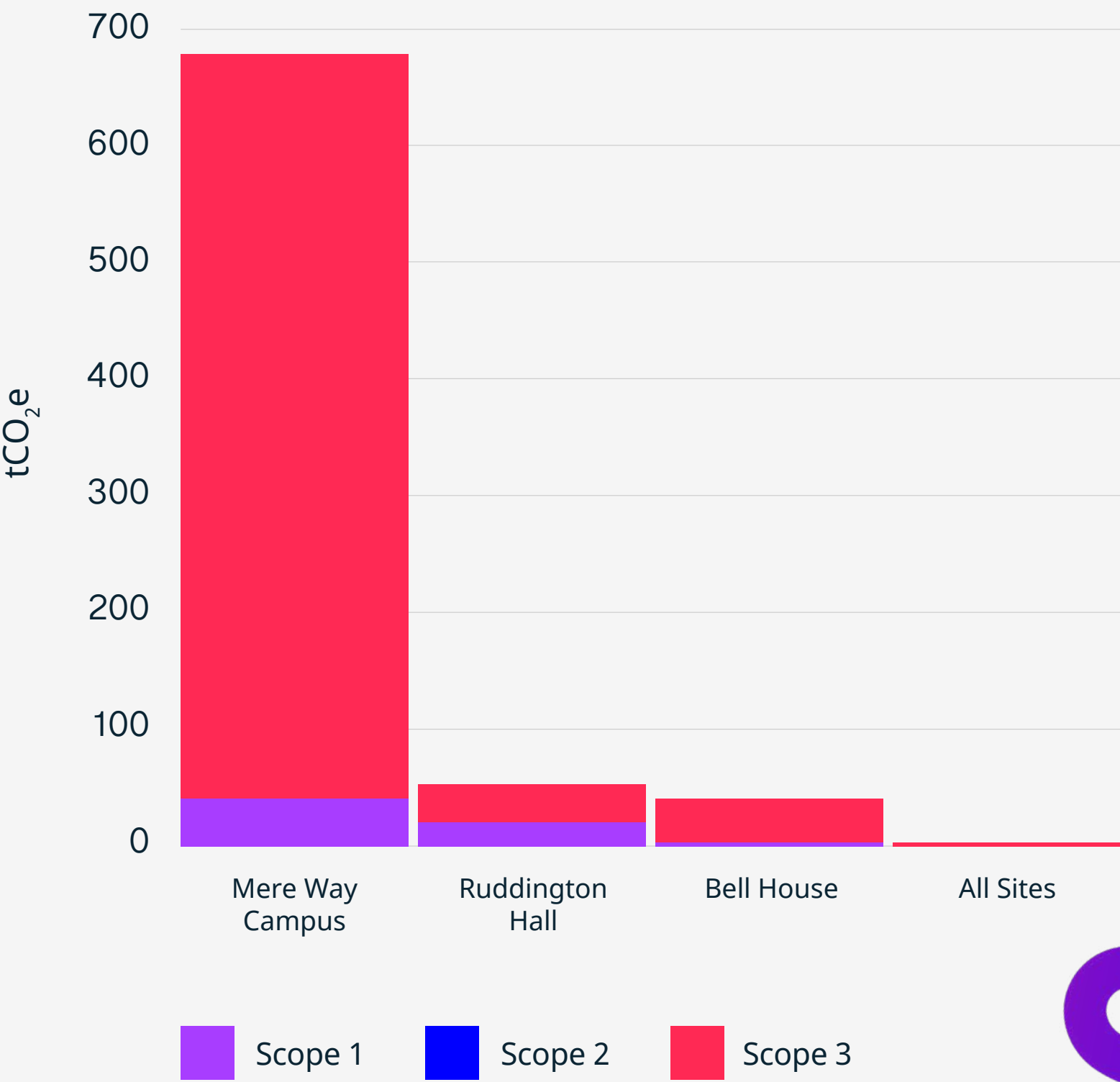
Comparison by location

The graph represents a comparison per location for the current year. “All Sites” refers to solid waste data, as this was provided at a Company-wide level.

Site name	YE 2025 tCO ₂ e	YE 2025 Proportion
Mere Way Campus	681.9	88.6%
Ruddington Hall	50.8	6.6%
Bell House	36.1	4.7%
All Sites	1.0	0.1%
Total	769.8	100.0%



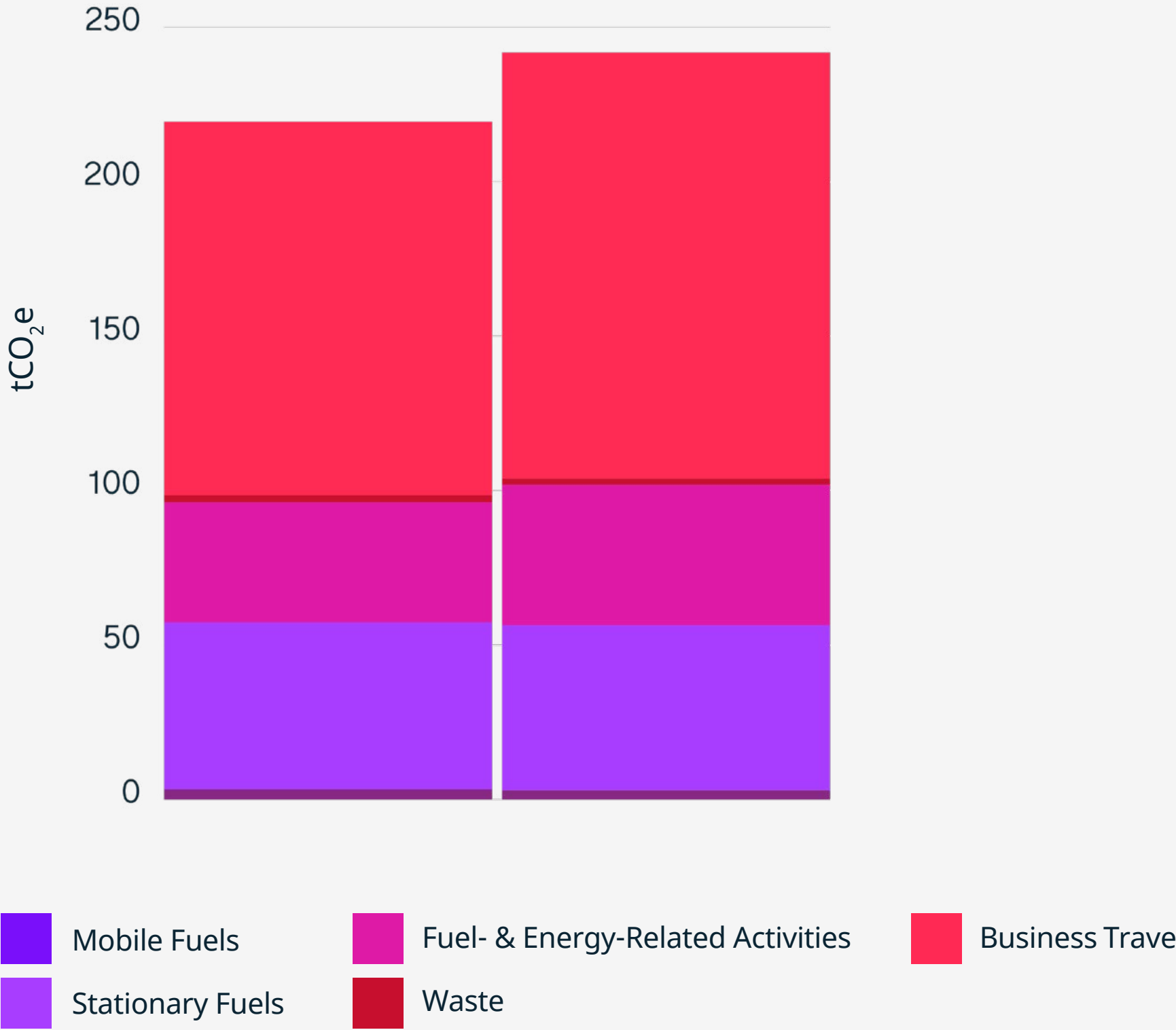
Carbon footprint by Scope 1, 2 & 3 (market-based) per location for YE 2025



Measured carbon footprint comparison

Scope	Emission Category	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Scope 1	Fugitive Emissions	0	0	0.0%	–	0	–
	Mobile Fuels	3.2	2.9	0.4%	-9.9%	2.9	-9.9%
	Stationary Fuels	54.1	53.5	6.9%	-1.3%	53.5	-1.3%
Scope 2	Electricity (location-based)	438.9	433.8	–	-1.2%	433.8	-1.2%
	Electricity (market-based)	0	0	0.0%	–	0	–
Scope 3	Category 3: Fuel- and Energy-Related Activities	38.8	177.8	23.1%	358.3%	45.4	17.1%
	Category 5: Waste	2.3	2.3	0.3%	3.0%	2.0	-12.5%
	Category 6: Business Travel	121.0	533.4	69.3%	340.7%	138.0	14.0%
Total (market-based)		219.5	769.8		250.8%	241.8	10.2%
No. employees		828	880.7			880.7	
Per Employee		0.3	0.9		229.8%	0.3	3.6%
Turnover £m		134.5	147.2			147.2	
Per £m turnover		1.6	5.2		220.5%	1.6	0.7%
Total (location-based)		658.4	1,203.6		82.8%	675.5	2.6%
No. employees		828	880.7			880.7	
Per Employee		0.8	1.4		71.9%	0.8	-3.5%
Turnover £m		134.5	147.2			147.2	
Per £m turnover		4.9	8.2		67.1%	4.6	-6.2%

Total carbon footprint by emission category (market-based) for YE 2024 & YE 2025

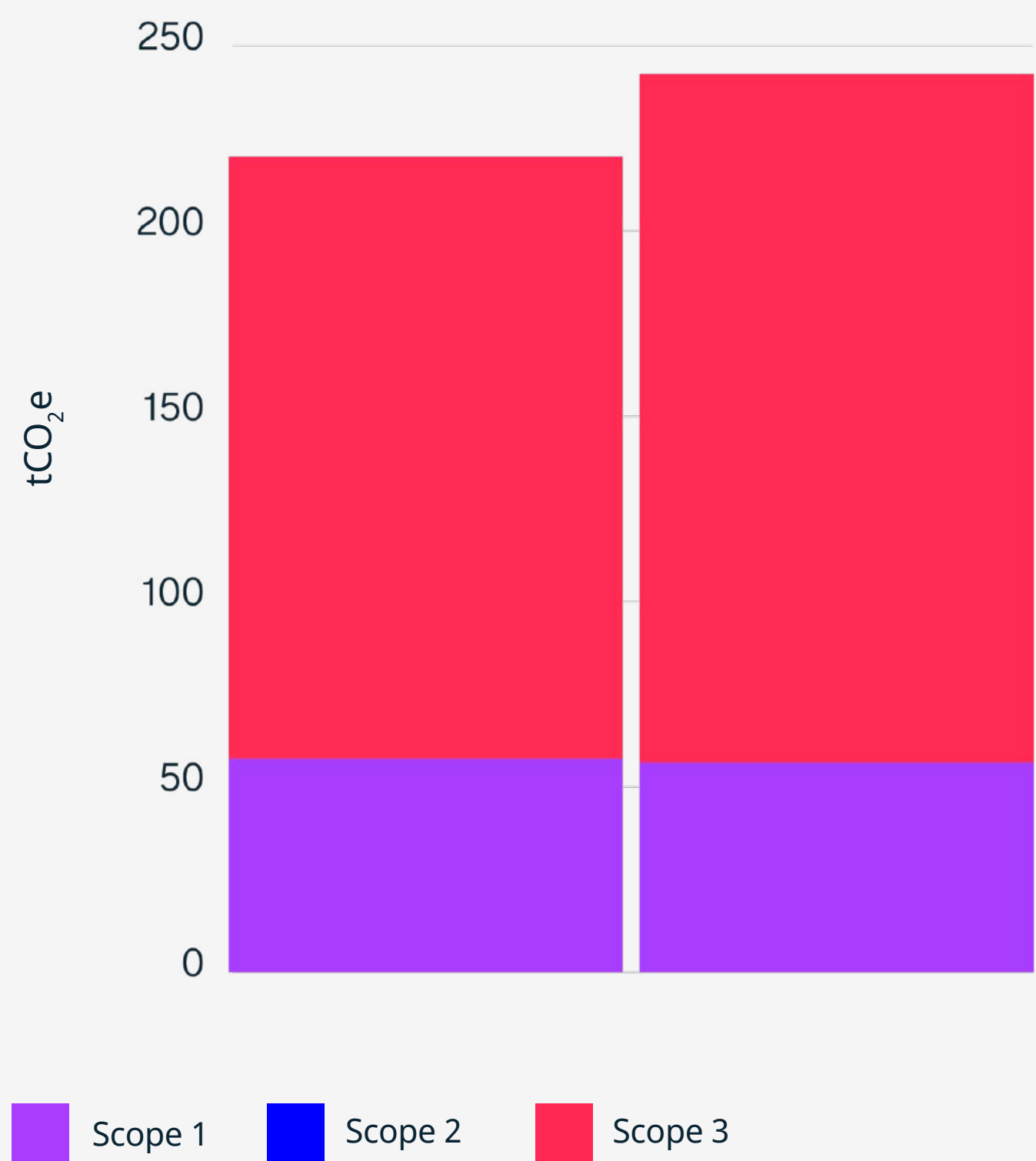


This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Comparison by scope

Emission Scope	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Scope 1	57.4	56.4	7.3%	-1.7%	56.4	-1.7%
Scope 2 (market-based)	0	0	0.0%	–	0	–
Scope 2 (location-based)	438.9	433.8	–	-1.2%	433.8	-1.2%
Scope 3	162.1	713.5	92.7%	340.2%	185.4	14.4%
Total	219.5	769.8	100.0%	250.8%	241.8	10.2%
Total Scope 1 & 2	57.4	56.4	7.3%	-1.7%	56.4	-1.7%
Total Scope 1 & 2 per FTE	0.1	0.1	–	7.6%	0.1	-7.6%
Total Scope 1 & 2 per Turnover	0.4	0.4	–	-10.2%	0.4	-10.2%
Total Scope 1 & 2 (location-based)	496.3	490.1	40.7%	-1.2%	490.1	-1.2%
Total Scope 1 & 2 per FTE (location-based)	0.6	0.6	–	-7.1%	0.6	-7.1%
Total Scope 1 & 2 per Turnover (location-based)	3.7	3.3	–	-9.8%	3.3	-9.8%

Carbon footprint by Scope (market-based)
for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.



Scope 1 emissions

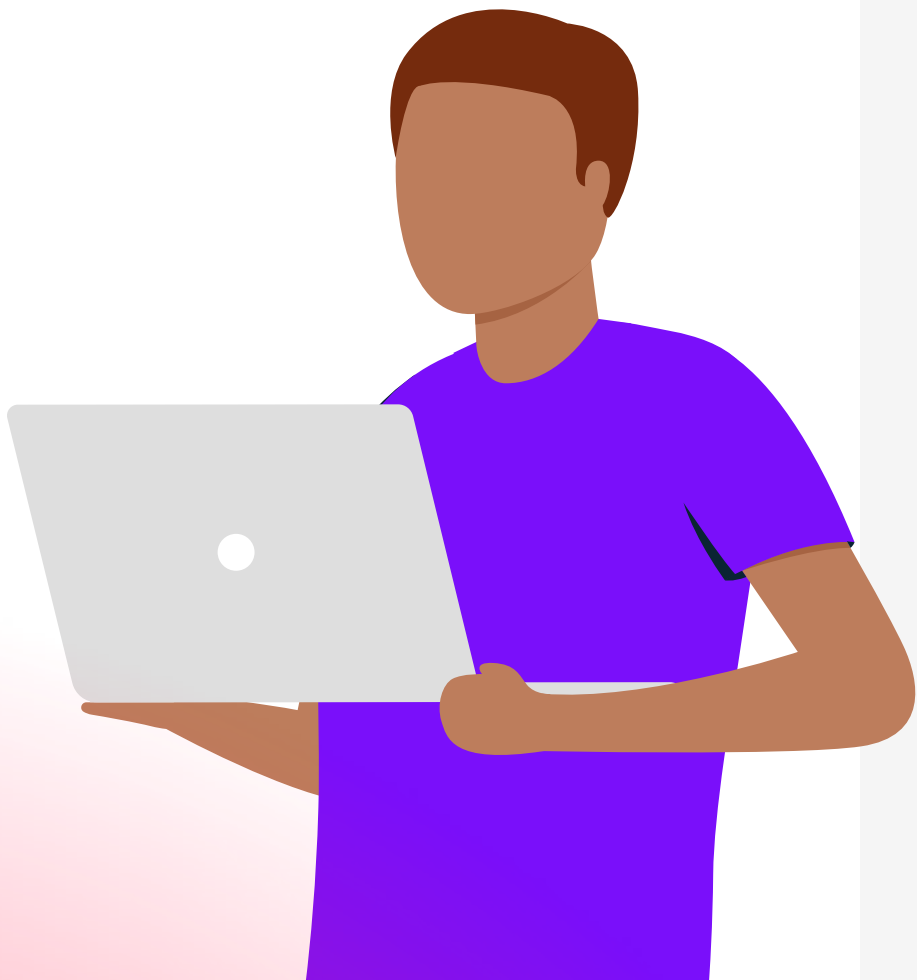
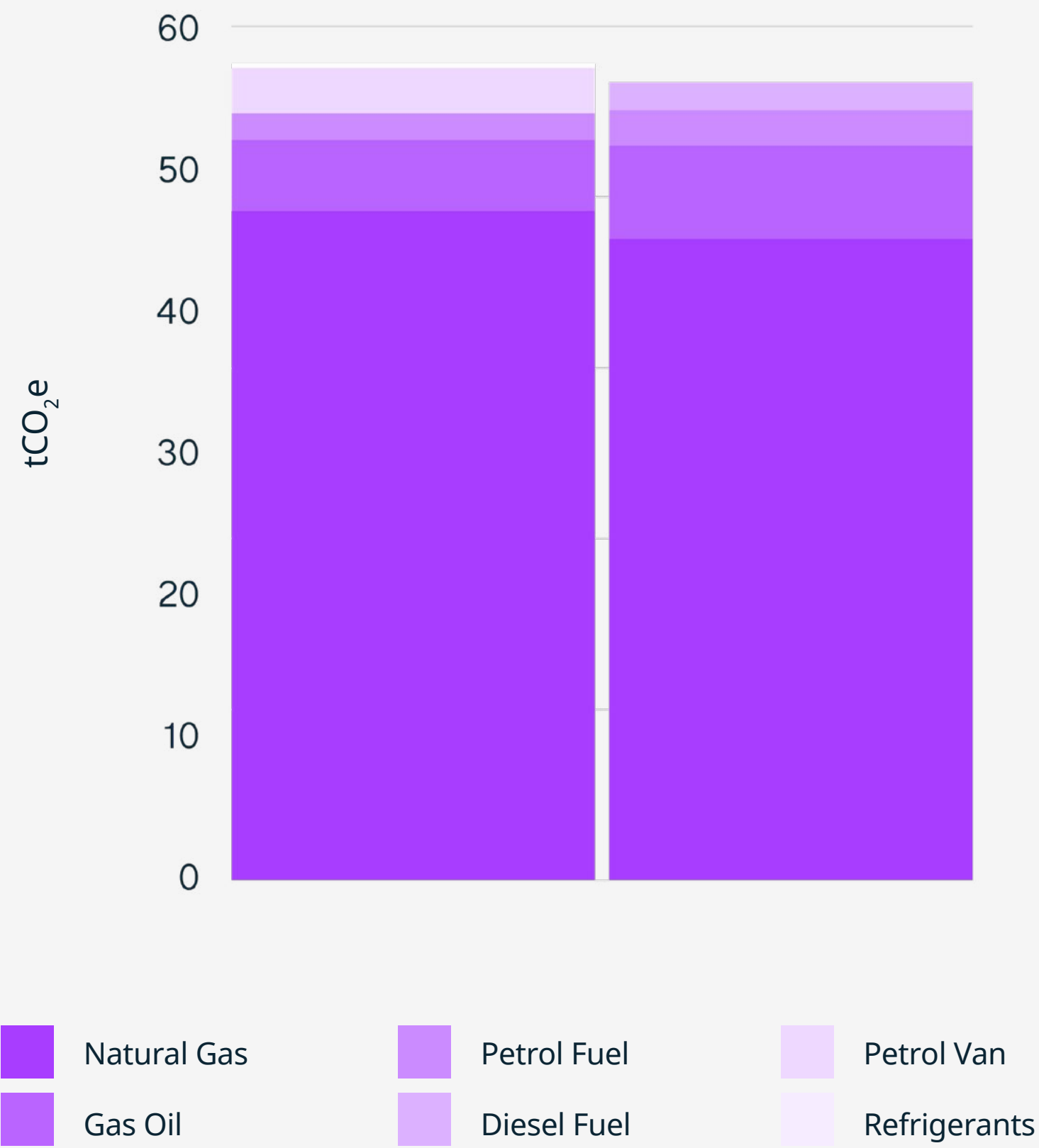
The emissions from sources that a company creates directly (e.g., from burning fuel in gas boilers and in company owned vehicles).

Scope 1 emissions

Scope 1 emissions account for 7.32% of this year’s total carbon footprint. Scope 1 emissions have decreased by 1.7% this year compared to last. Primarily, this is due to a 2.0 tCO₂e, or 4.2%, decrease in emissions from natural gas.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Natural Gas	47.3	45.3	80.4%	-4.2%
Gas Oil	5.0	6.6	11.7%	33.3%
Petrol Fuel	1.9	2.5	4.4%	33.6%
Diesel Fuel	0	2.0	3.5%	-
Petrol Van	3.2	0	0.0%	-100.0%
Refrigerants	0	0	0.0%	-
Total	57.4	56.4	100.0%	-1.7%

Scope 1 emissions for YE 2024 & YE 2025





Scope 2 emissions

The emissions a company creates indirectly, associated with the energy it purchases (e.g., electricity).

Scope 2 emissions

Market-based Scope 2 emissions account for 0.0% of this year’s total carbon footprint. This is due to the renewable energy contracts MHR have procured.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change
Electricity	0	0	0.0%	0
Total	0	0	0	0





Scope 3 emissions

The emissions that are not produced by the company itself, but by those within the company's value chain.

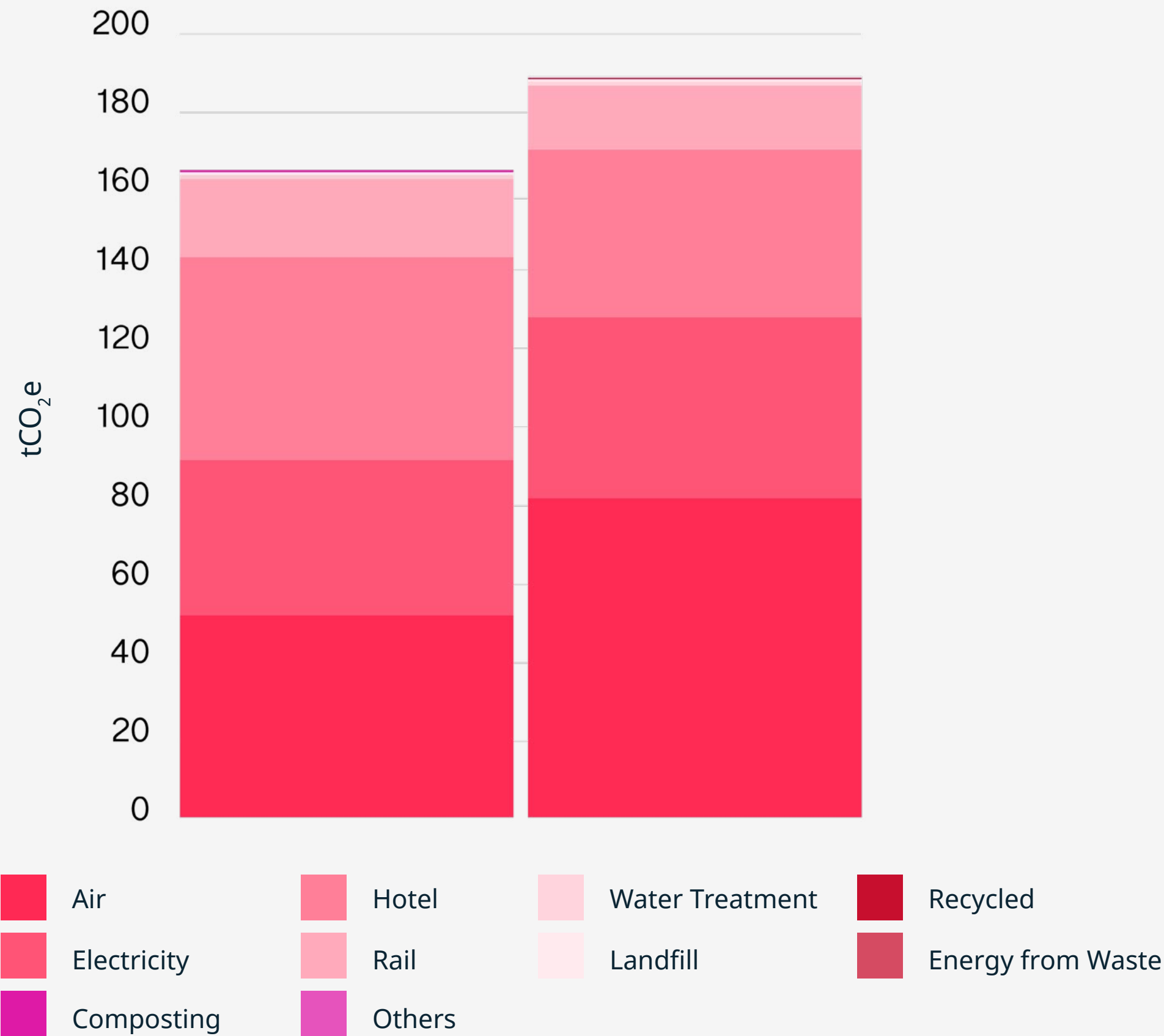
Scope 3 is split into 15 categories.

Scope 3 emissions

Scope 3 emissions account for 92.68% of this year’s total carbon footprint. These are the top 10 sources from all scope 3 categories combined. “Others” refers to all other emission sources outside the top 9, combined.

Emission Source	Emission Category	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Air	Business Travel	50.7	160.3	22.5%	216.5%	79.9	57.7%
Electricity	Fuel- and Energy-Related Activities	38.8	167.6	23.5%	332.1%	45.4	17.1%
Hotel	Business Travel	50.9	42.0	5.9%	-17.5%	42.0	-17.5%
Rail	Business Travel	19.5	20.2	2.8%	3.9%	16.1	-17.1%
Water Treatment	Waste	1.1	1.3	0.2%	22.0%	0.9	-11.0%
Landfill	Waste	0.7	0.7	0.1%	-0.7%	0.7	-0.7%
Recycled	Waste	0.5	0.2	0.0%	-65.0%	0.2	-65.0%
Energy from Waste	Waste	0	0.1	0.0%	–	0.1	–
Composting	Waste	0	0.1	0.0%	–	0.1	–
Others	Others	0	321.0	45.0%	–	0	–
Total	Total	162.1	713.5	100.0%	340.2%	185.4	14.4%

Scope 3 emissions for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Fuel and energy related activities

This category includes emissions from the extraction, production and transportation of fuels, electricity and other energy purchased and consumed but occurring off-site.

Includes emissions from Well to Tank and Transmission and Distribution Losses.

Scope 3 emissions

Category 3: Fuel and Energy Related Activities

Category 3 accounts for 23.09% of this year’s total carbon footprint. Normalised Category 3 emissions have increased by 17.1% this year compared to last. This is due to the 15.6% increase in electricity consumption in 2025, primarily due to the opening of the Data Centre.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Electricity	38.8	167.6	94.3%	332.1%	45.4	17.1%
Diesel Fuel	0	0.5	0.3%	–	0	–
Gas Oil	0	1.5	0.8%	–	0	–
Natural Gas	0	7.5	4.2%	–	0	–
Petrol Fuel	0	0.7	0.4%	–	0	–
Total	38.8	177.8	100.0%	358.3%	45.4	17.1%

Scope 3 Category 3: Fuel and Energy Related Activities emissions for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Waste

This category includes emissions from third-party disposal and treatment of waste generated. Includes both solid waste and wastewater

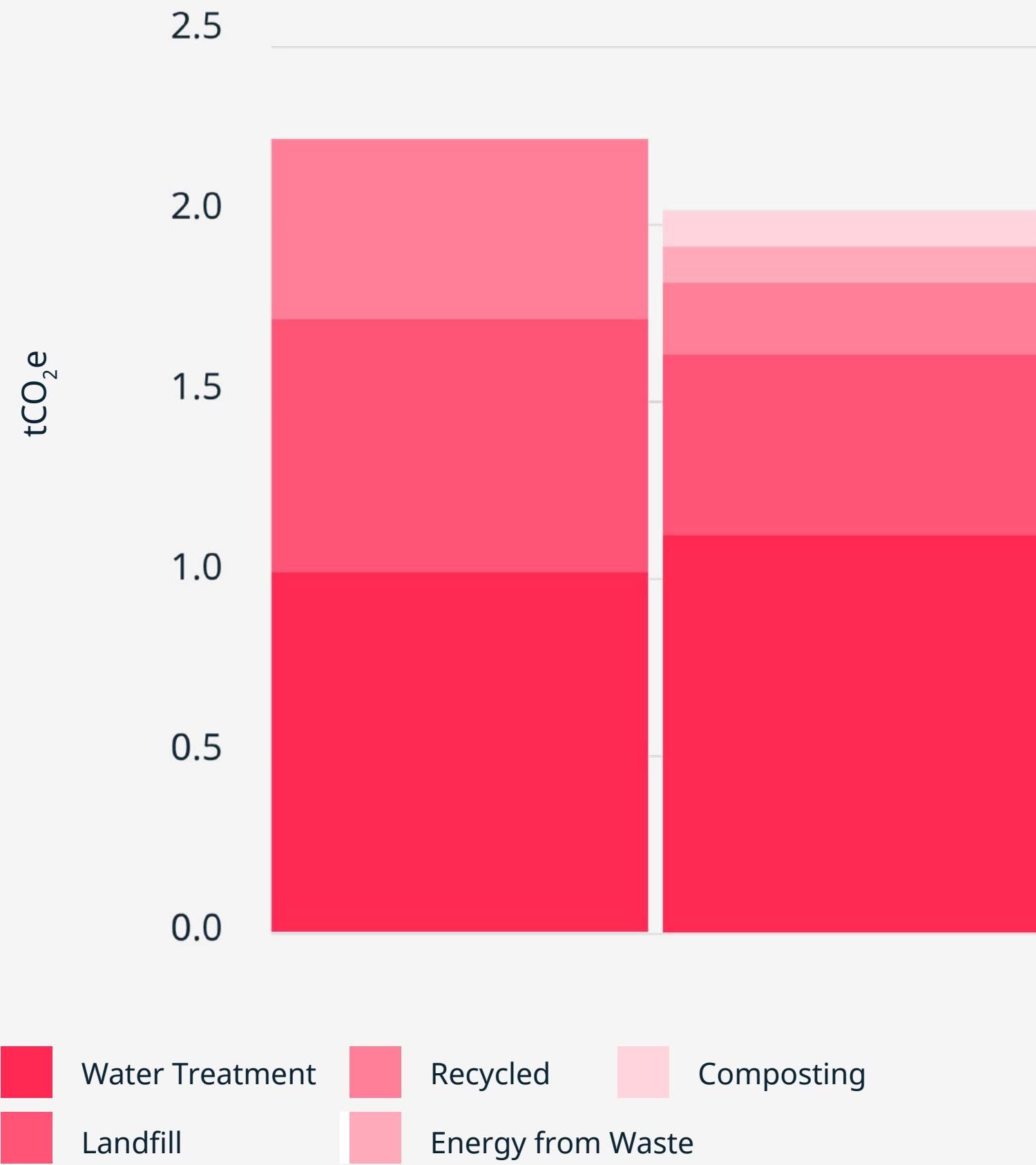
Scope 3 emissions

Category 5: Waste

Waste emissions account for 0.3% of this year’s total carbon footprint. Normalised emissions have decreased by 12.5% this year compared to last. Primarily, this is due to the total amount of solid waste generated decreasing by 12.0%.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Water Treatment	1.1	1.3	55.6%	22.0%	0.9	-11.0%
Landfill	0.7	0.7	28.7%	-0.7%	0.7	-0.7%
Recycled	0.5	0.2	7.9%	-65.0%	0.2	-65.0%
Energy from Waste	0	0.1	5.3%	–	0.1	–
Composting	0	0.1	2.5%	–	0.1	–
Total	2.3	2.3	100.0%	3.0%	2.0	-12.5%

Scope 3 Category 5: Waste emissions for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Business travel

This category includes emissions from the transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircrafts, trains, buses, and passenger cars.

It does not include commuting or travel in company-owned vehicles.

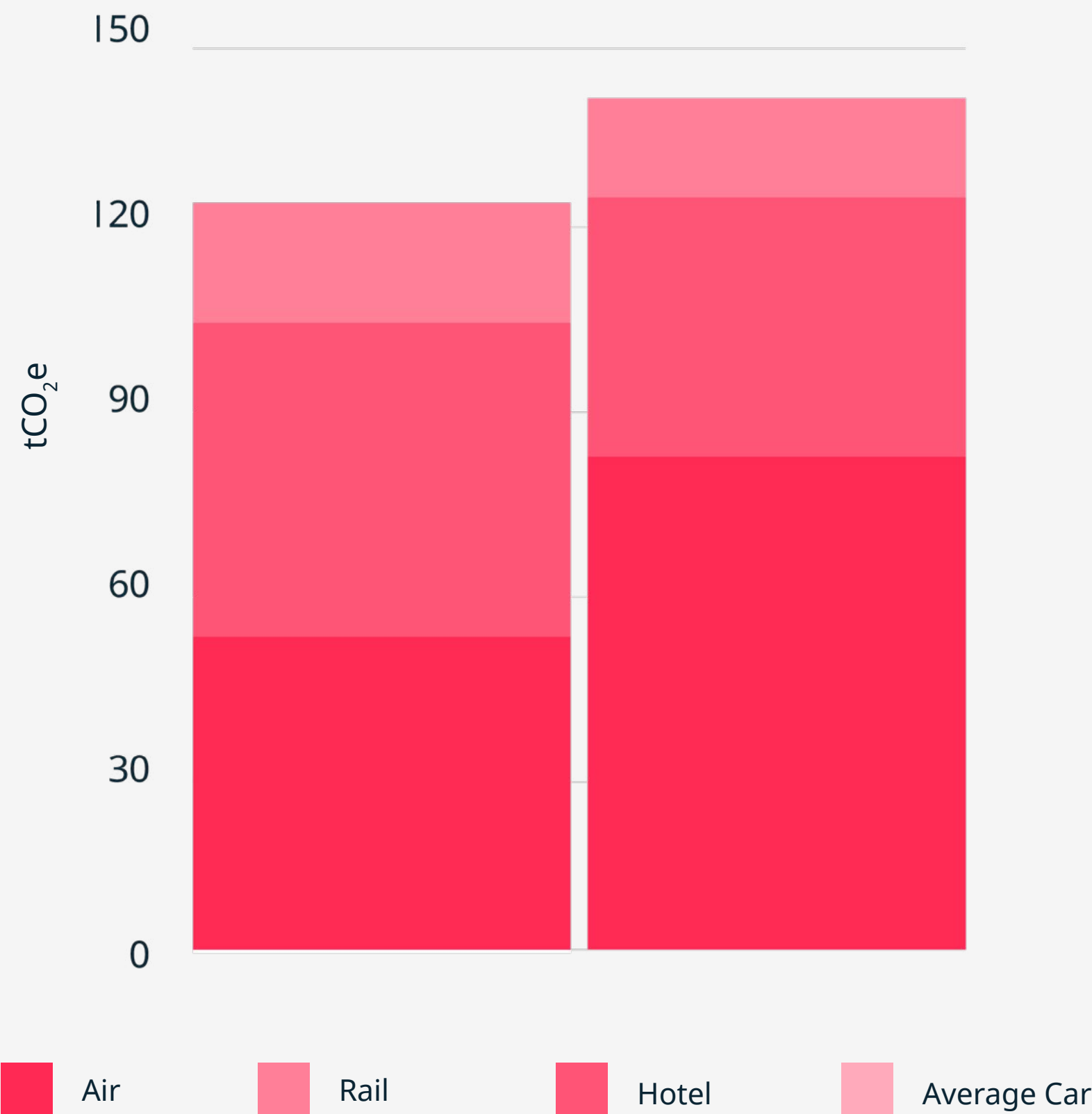
Scope 3 emissions

Category 6: Business Travel

Business travel accounts for 69.28% of this year’s total carbon footprint. Normalised emissions have increased by 14.0% this year compared to last. Primarily, this is due to the 51.2% increase, or 240,254 passenger kilometres, in the use of air travel.

Emission Source	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 Change	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Air	50.7	160.3	30.1%	216.5%	79.9	57.7%
Hotel	50.9	42.0	7.9%	-17.5%	42.0	-17.5%
Rail	19.5	20.2	3.8%	3.9%	16.1	-17.1%
Average Car	0	310.8	58.3%	–	0	–
Total	121.0	533.4	100.0%	340.7%	138.0	14.0%

Scope 3 Category 6: Business Travel emissions by transport mode for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

Employee commuting

This category includes emissions from the transportation of employees between their homes and their place of work. Emissions from employee commuting may arise from car travel, bus travel, rail travel, air travel, and other modes of transportation.

Companies may include emissions from teleworking (i.e., employees working remotely) in this category.

Scope 3 emissions

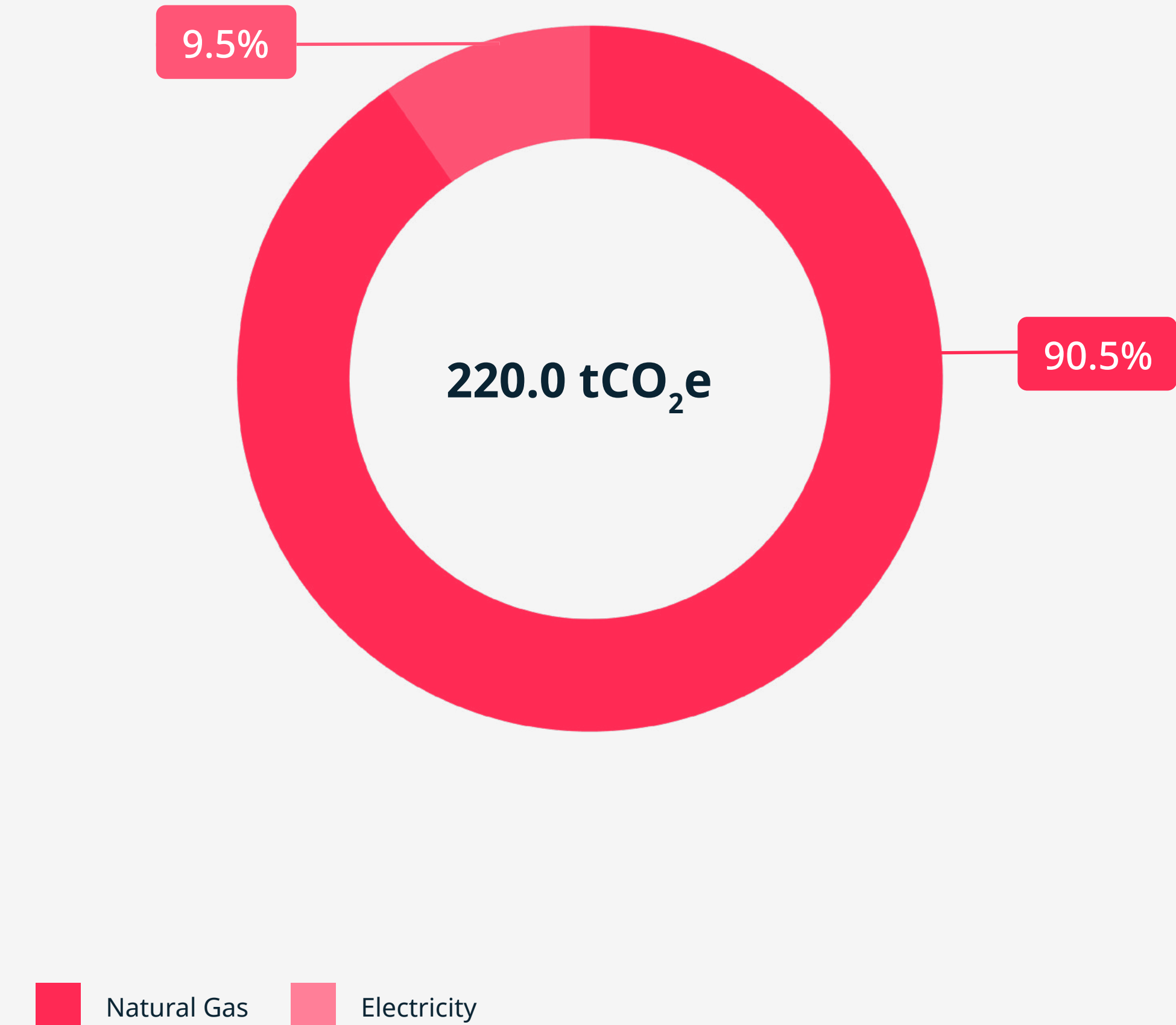
Category 7: Employee Commuting (Homeworking)

Emissions from this category are not included in the overall carbon footprint due to the uncertainties surrounding homeworking estimations.

Emission Source	YE 2025 tCO ₂ e	YE 2025 Proportion
Natural Gas	199.0	90.5%
Electricity	21.0	9.5%
Total	220.0	100.0%



Scope 3 Category 7: Employee Commuting (Homeworking) emissions for YE 2025





Annual review



Comparison of key figures

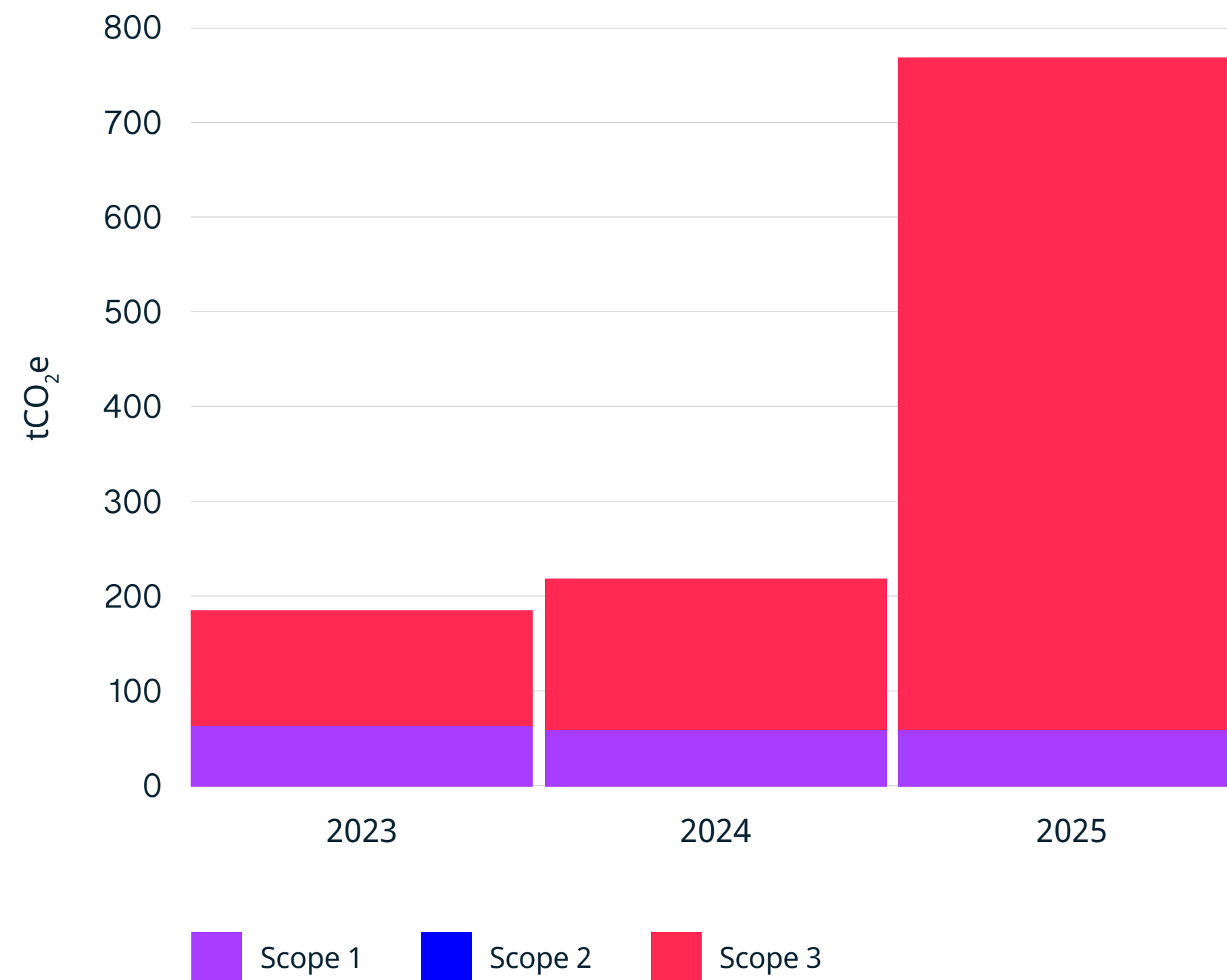
	YE 2024	YE 2025	Difference from previous year
Organisational Boundary score (%)	100.0%	100.0%	0.0%
Operational Boundary score (%)	47.1%	52.9%	5.8%
Data Quality Score (%)	67.5%	99.4%	31.9%
Total carbon emissions (tCO ₂ e)	219.5	769.8	250.8%
Scope 1 & 2 emissions (tCO ₂ e)	57.4	56.4	-1.7%
Scope 3 emissions (tCO ₂ e)	162.1	713.5	340.2%



Historic comparison

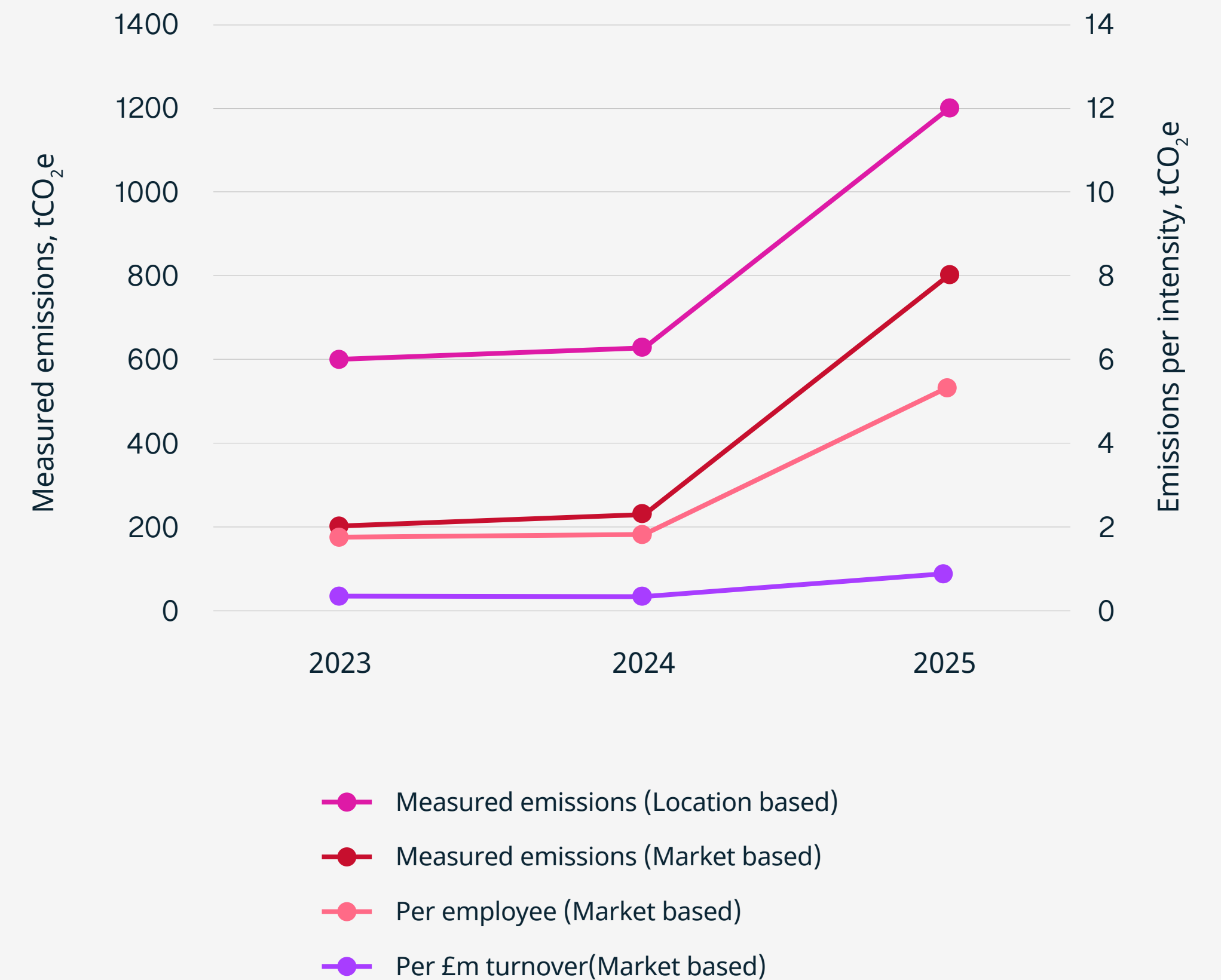
Measured carbon footprint throughout the years

Measured carbon footprint by year by Scope (market-based)



This comparison is using data that has NOT been normalised to exclude any emissions that were reported for the first time. This data highlights the measurement and the organisations reporting journey, not its carbon reduction journey.

Measured carbon footprint and intensity by year





Appendix – supplementary information



Boundary and quality assessment

Recommendations

Ensure data for utilities (electricity, gas and water) aligns with the reporting period. Provide invoices to match the data provided, as well as REGO Certificates.

Measure another Scope 3 category next year, such as commuting, to recertify. Request a commuting survey from Planet Mark prior to submitting your data.

100.0 %

Organisational Boundary Score

MHR's carbon footprint for this year represents its full organisational boundary.

To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an organisational boundary score of 100% needs to be achieved.

52.9 %

Operational Boundary Score

MHR's carbon footprint for this year does not represent its full operational boundary.

To recertify next year as a Planet Mark Certified Business this score needs to improve by a minimum of 6%. To be eligible to move up to Level 2: Planet Mark Certified Net Zero Committed an operational boundary score of 100% needs to be achieved.

99.4 %

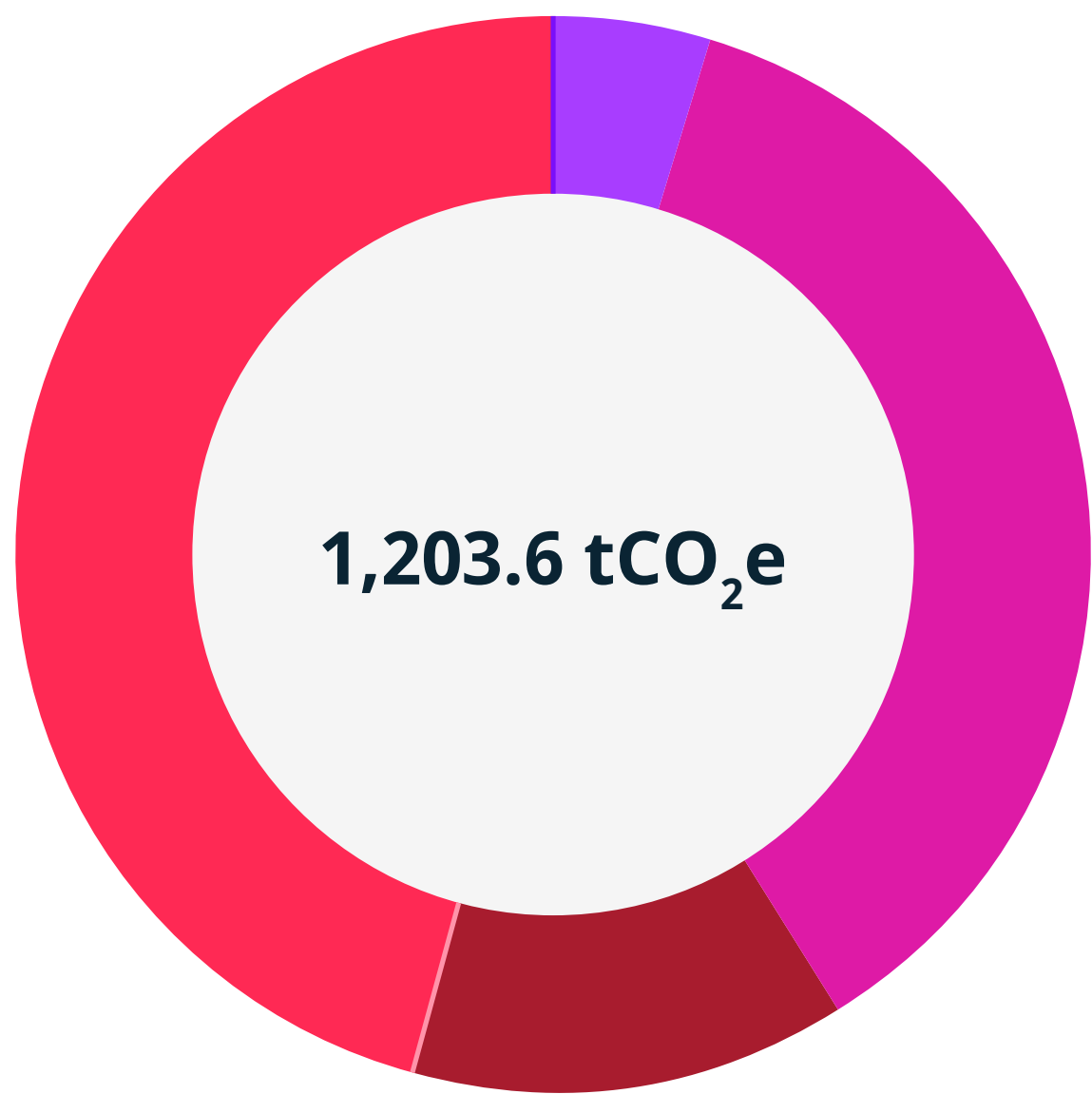
Data Quality Score

A data quality score in this range is High, meaning the organisation has excellent data quality which is reliable for decision-making and an accurate carbon footprint.

To be eligible for any level of Planet Mark certification a data quality score of at least 30% must be achieved.

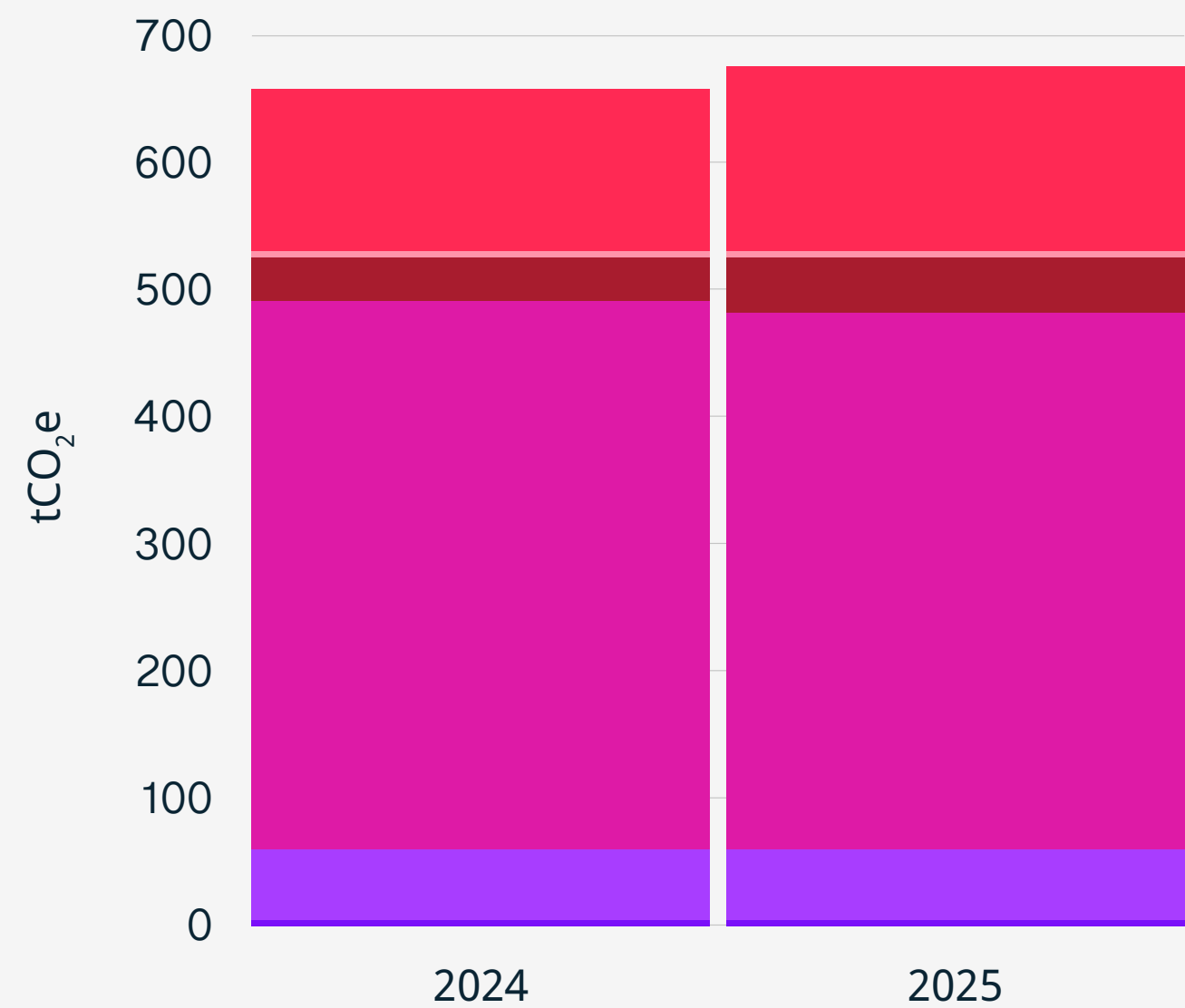
Measured carbon footprint and comparison by emission category

Carbon footprint by emission category (location-based) for YE 2025



- Fugitive Emissions
- Mobile Fuels
- Stationary Fuels
- Electricity
- Category 3: Fuel and Energy-Related Activities
- Category 5: Waste
- Category 6: Business Travel

Carbon footprint by emission category (location-based) for YE 2024 & YE 2025



This comparison graph uses data that has been normalised to exclude any emissions that were reported for the first time in this reporting period.

- Fugitive Emissions
- Mobile Fuels
- Stationary Fuels
- Electricity
- Category 3: Fuel and Energy-Related Activities
- Category 5: Waste
- Category 6: Business Travel

SDG alignment

The Sustainable Development Goals (SDGs), also known as the Global Goals, are a collection of 17 interrelated goals set by the United Nations. They cover a broad range of social and economic development issues.

These include poverty, hunger, health, education, climate change, gender, equality, water, sanitation, energy. By measuring and reducing your carbon footprint with the Planet Mark, you can directly and measurably contribute to up to 8 SDGs addressing 15 SDG targets.



Clean water and sanitation

6.3 - Reduction in total waste produced

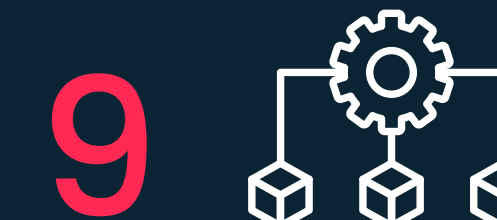


Affordable and clean energy

7.2 - 100% of energy demand met by renewable energy



Decent work and economic growth



Industry, innovation and infrastructure



Sustainable cities and communities

11.6 - Measured carbon emissions

11.6 - Reduction in total waste produced

11.6 - 62% of waste recycled and composted

11.4 - Donation to the Eden Project



Responsible consumption and production

12.6 - Measured carbon emissions

12.5 - Reduction in total waste produced

12.5 - 62% of waste recycled and composted



Climate action

13.3 - Donation to the Eden Project



Life below water

14.1 - Reduction in total waste produced

Caveats (i)

Scope 1

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Mobile Fuels	litres	Fuel Card/Report	Calculated from fuel consumption	0.0%	No comments	DESNZ 2025
Stationary Fuels	kWh, cubic metres, litres	Invoice, Meter reading	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Calculated from company's own consumption from invoices, supplier/energy management reports	0.3%	Natural gas consumption for Bell House was extrapolated as data was not provided that matched the reporting period.	DESNZ 2025
Fugitive Emissions	kg	Facilities manager report	Calculated from company's own consumption from invoices, supplier/energy management reports	0.0%	No leaks reported during the reporting period.	DESNZ 2025

Caveats (i)

Scope 2

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Electricity	kWh	Invoice, Benchmark, Meter reading, Energy management reports	Calculated from company's own consumption from invoices, supplier/energy management reports, meter readings, Estimated from benchmarks	0.0%	Your scope 2 electricity emissions are reported in two ways: location-based and market-based methods. Location-based electricity emissions have been calculated using carbon emission factors for average national or sub-national grid electricity. Market-based electricity emissions have been calculated using emission factors for: - your specific electricity supply fuel mix as published on your supplier's website for electricity supplied in the period 2024 to 2025 for Mere Way Campus, Ruddington Hall & Bell House. On-site renewables consumption is included within Electricity in the report. 0% of generation is exported. Feed-in-Tariff is not received for on-site renewables. Zero emissions have been applied to location and market-based.	DESNZ 2025

Caveats (i)

Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Fuel- and Energy-Related Activities	kWh, cubic metres, litres	Invoice, Benchmark, Meter reading, Fuel Card/Report	Calculated from company’s own consumption from invoices, supplier/energy management reports, meter readings, Estimated from benchmarks, Calculated from company’s own consumption from invoices, supplier/energy management reports , Calculated from fuel consumption	2.9%	Scope 3 category 3 is calculated using the location-based method.	DESNZ 2025
Waste	cubic metres, tonnes	Meter reading, Waste management company report	Calculated from company’s own consumption from invoices, supplier/energy management reports, meter readings, Calculated from actual weights and actual disposal and waste type	1.6%	For solid waste, it was assumed that “on-site” recovery referred to recycling, and “off-site” recovery referred to energy from waste. Water treatment levels was extrapolated at all sites as data was not provided that matched the reporting period.	DESNZ 2025

Caveats (ii)

Scope 3

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Business Travel	Room per night, km, passenger.km	Expenses, Travel Report from a travel agent/taxi company	Calculated from actual distance (to/from or fuel usage) and actual mode of transport (broken down to class/type if applicable)	0.0%	Emission factors used include well-to-tank emissions. For air travel, radiative forcing has been included. Class data was provided for 100% of flights.	DESNZ 2025
Employee Commuting	kWh	Data submission	Assumed actual	N/A	Emissions for homeworking were measured but reported separately from the rest of the footprint. UK homeworking energy includes additional electricity and gas consumption because of each full-time equivalent employee working from home. We base our estimate of energy consumption due to homeworking on the DESNZ 2023 homeworking emission factors. The annualised DESNZ emission factors have been converted into monthly estimates of energy consumption to better account for seasonal variations. Our estimates are based on a 40h working week and a 6-month heating season (October to March) and consider annual leave.	DESNZ 2025

Caveats (i)

Information

Operational Boundary	Unit	Data Source	Data Accuracy	% estimated	Comments, omissions, estimates or extrapolations	Emission factor source
Headcount	FTE	Data submission	Assumed actual		We have used the annual average full-time equivalent employees. Part-time employees are assumed to be half of a full-time employee. We assume headcount only includes active employees.	
Turnover	£m	Data submission	Assumed actual		No comments	
Site Info		Email from Graduate	Assumed actual		Britannia, Celtic, Roman, and Norman are the names of the individual office blocks on the Mere Way campus site.	
Normalisation					Emission sources and emission-generating activities that have been measured this year, and existed last year but were not measured, have been normalised. This includes: well-to-tank and radiative forcing for relevant emission sources; business travel made in employees’ own cars; wastewater from supply Main (05454477) at Bell House; wastewater from supplies Mains (02174266B) 22mm & Data Centre (C23FB043158) 22mm at Ruddington Hall, & wastewater from supplies in Celtic, Roman & Norman Houses at the Mere Way Campus.	

Carbon footprint breakdown

01 January 2024 to 31 December 2024				01 January 2025 to 31 December 2025					
Category	Unit	Amount	tCO ₂ e	Amount	tCO ₂ e	tCO ₂ e normalised	% Change in tCO ₂ e from base year	% total carbon footprint	% Change in amounts from base year
Scope 1									
Fugitive Emissions	kg	0	0	0	0	0	-	0.0%	-
Mobile Fuels	km	15,158.4	3.2	0	0	0	-100.0%	0.0%	-100.0%
Mobile Fuels	litres	0	0	1,368.0	2.9	2.9	-	0.4%	-
Stationary Fuels	cubic metres	23,126.3	47.3	739.8	1.5	1.5	-96.8%	0.2%	-96.8%
Stationary Fuels	kwh	0	0	239,250.9	43.8	43.8	-	5.7%	-
Stationary Fuels	litres	2,698.0	6.8	3,000.0	8.2	8.2	19.4%	1.1%	11.2%
Scope 2									
Electricity (location-based)	kwh	2,448,401.5	438.9	2,787,736.7	433.8	433.8	-1.2%	-	13.9%
Electricity (market-based)	kwh	2,448,401.5	0	2,787,736.7	0	0	-	0.0%	13.9%
Scope 3									
Category 3: Fuel- and Energy-Related Activities	cubic metres	0	0	739.8	0.2	0	-	0.0%	-
Category 3: Fuel- and Energy-Related Activities	kwh	2,119,802.5	38.8	7,591,251.1	174.9	45.4	17.1%	22.7%	258.1%
Category 3: Fuel- and Energy-Related Activities	litres	0	0	4,368.0	2.7	0	-	0.3%	-
Category 5: Waste	cubic metres	5,729.6	1.1	7,598.2	1.3	0.9	-11.0%	0.2%	32.6%
Category 5: Waste	tonnes	83.8	1.2	73.8	1.0	1.0	-13.8%	0.1%	-12.0%
Category 6: Business Travel	km	0	0	2,942,817.5	310.8	0	-	40.4%	-
Category 6: Business Travel	passenger.km	1,018,270.8	70.1	3,039,132.8	180.6	96.0	36.9%	23.5%	198.5%
Category 6: Business Travel	room per night	4,895.0	50.9	3,989.0	42.0	42.0	-17.5%	5.5%	-18.5%
Market Based									
Total	tCO ₂ e		219.5		769.8	241.8	10.2%		
No. employees	Number		828		880.7	880.7	-		
Total per employee	tCO ₂ e		0.3		0.9	0.3	3.6%		
Turnover £m	Number		134.5		147.2	147.2	-		
Total per £m	tCO ₂ e		1.6		5.2	1.6	0.7%		
Location Based									
Total	tCO ₂ e		658.4		1,203.6	675.5	2.6%		
No. employees	Number		828		880.7	880.7	-		
Total per employee	tCO ₂ e		0.8		1.4	0.8	-3.5%		
Turnover £m	Number		134.5		147.2	147.2	-		
Total per £m	tCO ₂ e		4.9		8.2	4.6	-6.2%		

About

Company name	MHR
Sector	Software Company
Reporting period	01 January 2025 to 31 December 2025
Year of measurement	3rd
Base year	2024
Planet Mark Membership Package	Business Certification (membership package 1a)
Total turnover (£)	147,193,000.0
Total FTE employees (annual average no.)	880.7
Data collection lead	Thomas Barrett, thomas.barrett@mhr.co.uk, Graduate Management Scheme
Significant reporting changes	Opened a Data Centre in Ruddington Hall during October 2025
Methodology	We follow the GHG Protocol for Corporate Emission Reporting and The National TOMs Framework for Social Value Reporting. Refer to Planet Mark Net Zero Certification Scheme Rules, Procedures and Management for detailed information on the methodology and standards used in the preparation of this report.
Community project	Contributions to the Eden Project have been made as part of Planet Mark Certification.
Prepared by	Kieran Sharp, Sustainability Consultant, Planet Mark
Checked by	Ken Wong, Carbon Data and Audit Specialist, Planet Mark
Date	09 June 2026

Alignment with GHG Protocol requirements

Check list

Carbon footprint measurement requirements	Requirement met	Where is this information shown
Clear reporting period	Yes	Boundary and key figures slide
Organisational boundary defined	Yes	Boundary and key figures slide
Operational boundaries defined (Scopes 1, 2, 3)	Yes	Boundary and key figures slide
Included/excluded entities	Yes	Boundary and key figures slide
Transparent activity data sources	Yes	Caveats
Emission factors disclosed	Yes	Caveats
Methodology and assumptions explained	Yes	Caveats
Emissions reported by scope (and Scope 2 dual reporting if relevant)	Yes	Measured carbon footprint
Base year defined and recalculations explained	Yes	Boundary and key figures AND Caveats
Data Quality assessment	Yes	Data Quality



About MHR

MHR supports businesses and organisations shaping their futures through these challenging times – increasing workforce adaptability through delivering integrated people management and learning solutions.

We help reduce complexity and build business resilience – key to survival and growth. Find out how we can help you position your organisation for the road ahead.

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