

Energy Policy - Hubexo

Owner: Head of Sustainability

Approved by: The board of directors

Last update: 2025-09-01

Distribution: All employees



The Old Post Office,
St. Nicholas Street,
Newcastle Upon Tyne,
United Kingdom, NE1 1RH

1 Goal and Vision

Hubexo attaches great importance to the responsibility to minimize, whenever it is possible, the environmental impact of our operations. We are aware that a healthy environment is crucial to achieve a sustainable society and of the danger of not addressing today's environmental challenges.

Hubexo's operations, particularly involving the operation and maintenance of our offices and other buildings use energy. Our most material direct energy demand is through the procurement of electricity and natural gas to run, heat and cool our premises.

Though we are predominantly a technology focused business and by default our environmental impact is low when compared to businesses in other sectors, we do note that energy use is an area where the impact we do make, can be minimised, and with relative ease. Our goal is to reduce the impact our company makes through energy consumption and in so doing, reduce our carbon emissions.

Any reference to Hubexo or the Company in this policy shall also include all Hubexo subsidiaries.

2 Description

The aim of this policy is to set out clear measures which each of our business units must adhere to and/or aim towards in respect of electricity and natural gas demand.

As of 2025 Hubexo operates in 24 regions internationally. All our businesses within these regions rely on electricity to operate their buildings. A number of the business units in certain regions, particularly those within cooler climates, also rely on the use of natural gas to heat their buildings and generate hot water for use by staff.

Our policy is to continually reduce the emissions associated to our energy consumption and minimise our environmental impact.

Delivery and Monitoring

Our goal and vision will only be realised through robust implementation of these actions. The below points, set out what Hubexo promises in respect to our commitment to climate change mitigation and the decarbonisation of our business.

Hubexo will:

- Ensure that all premises operated by our business units use where possible, only 100% renewable sourced electricity tariffs
- Reduce our consumption of natural gas

- Evaluate our offices and produce a plan to reduce the gross energy consumed by the company
- Work with our staff and suppliers to reduce energy consumption
- Report annually and define the quantity of renewable and non-renewable energy used by individual business units
- Consider implementing projects that enable the decarbonisation of Hubexo
- Engage with our employees to minimise energy consumption in both their work and personal lives
- Consider energy related risk mitigation in the built environment through the use of our products and services
- Ensure resource is available to aid achieving our objectives and targets

3 Additional Considerations

As a technology focused business, Hubexo places large reliance on the use of data centres to surface our platforms to the industry and to hold information in respect to our clients, their businesses and their products/services. Hubexo is aware that the energy demand of data centres is significant and will engage with our suppliers to understand their energy efficiency strategy and to ensure that a clear decarbonisation goal is set. We will report the Scope 3 carbon emissions associated to Hubexo from these sources. We will include energy efficiency as one of the selection criteria when choosing a host platform for web services.

For information on when this policy is subject to review and approval, as well as the appointed Owner and Approver, please see the Policy for Policies. The Policy for Policies also includes explanations to the definitions used in this policy.