Glide

Net Zero Strategy and Actions

A roadmap to achieve net zero emissions by 2050

Classification: Public

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Introduction

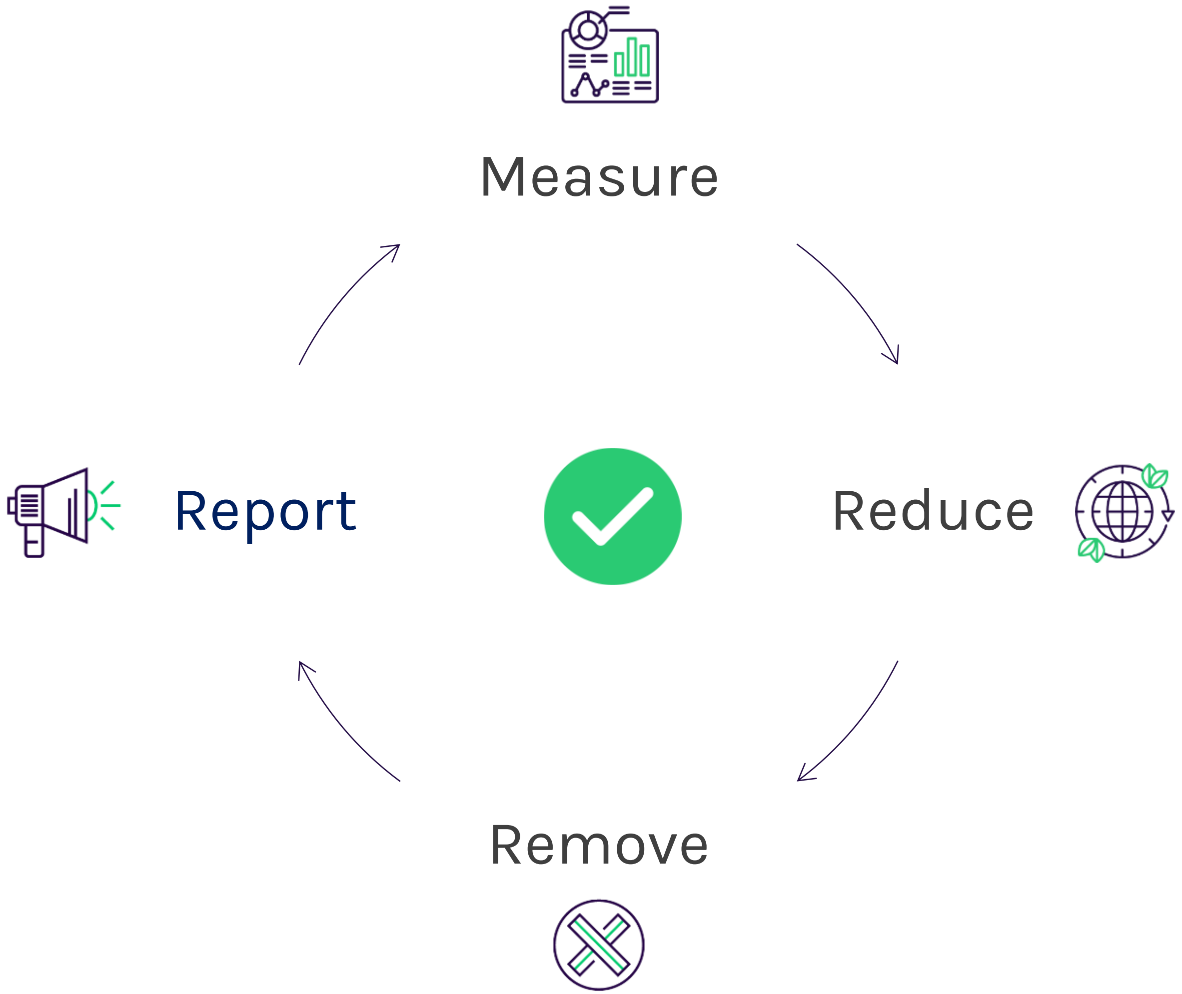
Welcome to Glide's net zero plan

Glide is committed to reducing its environmental impact and contributing to the global efforts to limit the rise of global temperatures.

As a leading provider of broadband services in the UK, we recognise our responsibility to measure, manage and reduce our greenhouse gas emissions across our operations.

This plan outlines our journey towards becoming a Net Zero organisation, which covers our scope 1 and 2 emissions (direct and indirect emissions from our own energy use) and our scope 3 emissions (indirect emissions from our upstream and downstream activities, such as purchased goods and services, business travel, employee commuting and waste disposal).

Solving the climate equation



Measuring emissions is the first step to setting a path towards net zero.

From ambition to action
Glide is committed to turning climate ambition into measurable action.

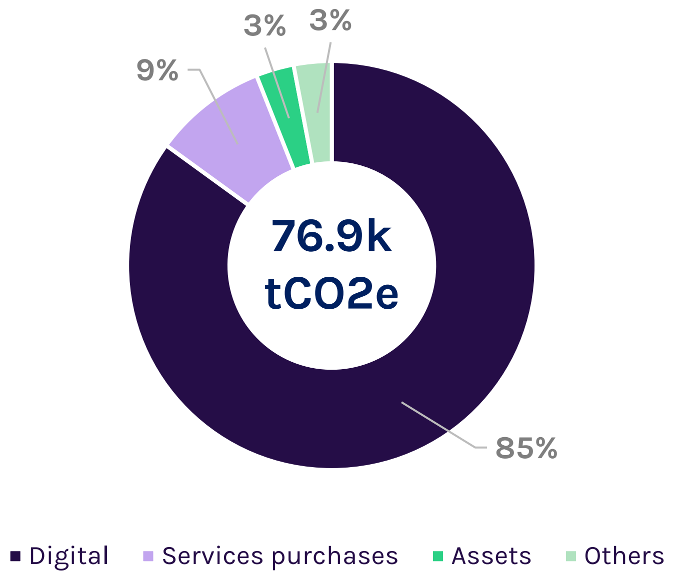
Our ambition will progress Glide towards global climate targets.

Glide's GHG emissions overview

Activity data
70.4k tCO2e (92%)

Expense data
6.5k tCO2e (8%)

Total FY25 emissions (tCO2e)



76.9k tCO2e Equivalent* to approximately

45,000 return flights from London to New York*
or
The annual emissions of 6,300British people*

*sources: Labos1point5, ExioBase

	Glide tCO2e	Per employee tCO2e	Emissions from
Digital	72K	266	internet use, data storage, and cloud computing. Includes emissions from data centers, servers, and network infrastructure.
Services purchases	2.6k	9.4	professional services. Primarily from upstream energy/ material use and energy consumed during service provision.
Assets	773	2.8	construction, operation, and maintenance. Excludes energy consumption during use and end-of-life emissions.
Business Travel	703	2.6	Business travel using various transportation modes. Hotel stays. Includes direct fuel combustion and indirect fuel production emissions.
Energy	184	0.7	heating and energy consumption of buildings, waste related emissions and A/C emissions.
Product purchases	188	0.7	products purchased for installations, fixtures and equipment, PPE and office supplies.
Others **	97	0.4	Freight, waste, food and drinks, activities and events

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Decarbonisation strategy

From ambition to action

Our net zero plan is a strategic priority for Glide, as we believe it will create value for our business, our customers, our shareholders and our society. By reducing our emissions, we will increase our resilience, lower our costs, improve our competitiveness and support the transition to a low-carbon economy

We invite our stakeholders to join us on our net zero journey and to share their feedback and suggestions on how we can improve our plan and performance. Together, we can make a positive difference for the planet and the people.

Ambition

Each initiative accelerates progress towards climate targets

Pragmatism

Our action plans are grounded in proven solutions already deployed by pioneering companies.

Efficiency

Designed for real world implementation, these actions deliver measurable emissions reductions, both now and overtime.

Communicate → Lead → Collaborate → Empower

Carbon accounting methodology

Scope 1: Direct emissions
GHG emissions generated directly by the organisation and its activities.

Examples: combustion of fossil fuels, refrigeration leaks etc.

Scope 2: Indirect emissions related to energy consumption
Emissions related to the organisation's consumption of electricity, heat or steam.

Examples: electricity consumption, etc.

Scope 3: Other indirect emissions
Emissions related to the organisation's upstream and downstream operations and activities.

Examples: transportation, purchased goods and services, sold products, etc.

Emissions reduction path

We have a 5-year emission reduction plan which includes these reduction trajectory characteristics:

30% Reduction tCO_2e by 2030

Initial emissions considered in this trajectory in 2024 were 44.6k tCO_2e. Our target is to reduce our emissions to 32k tCO_2e by 2030.

6 planned actions

Implement 6 agreed actions to deliver our decarbonisation strategy.

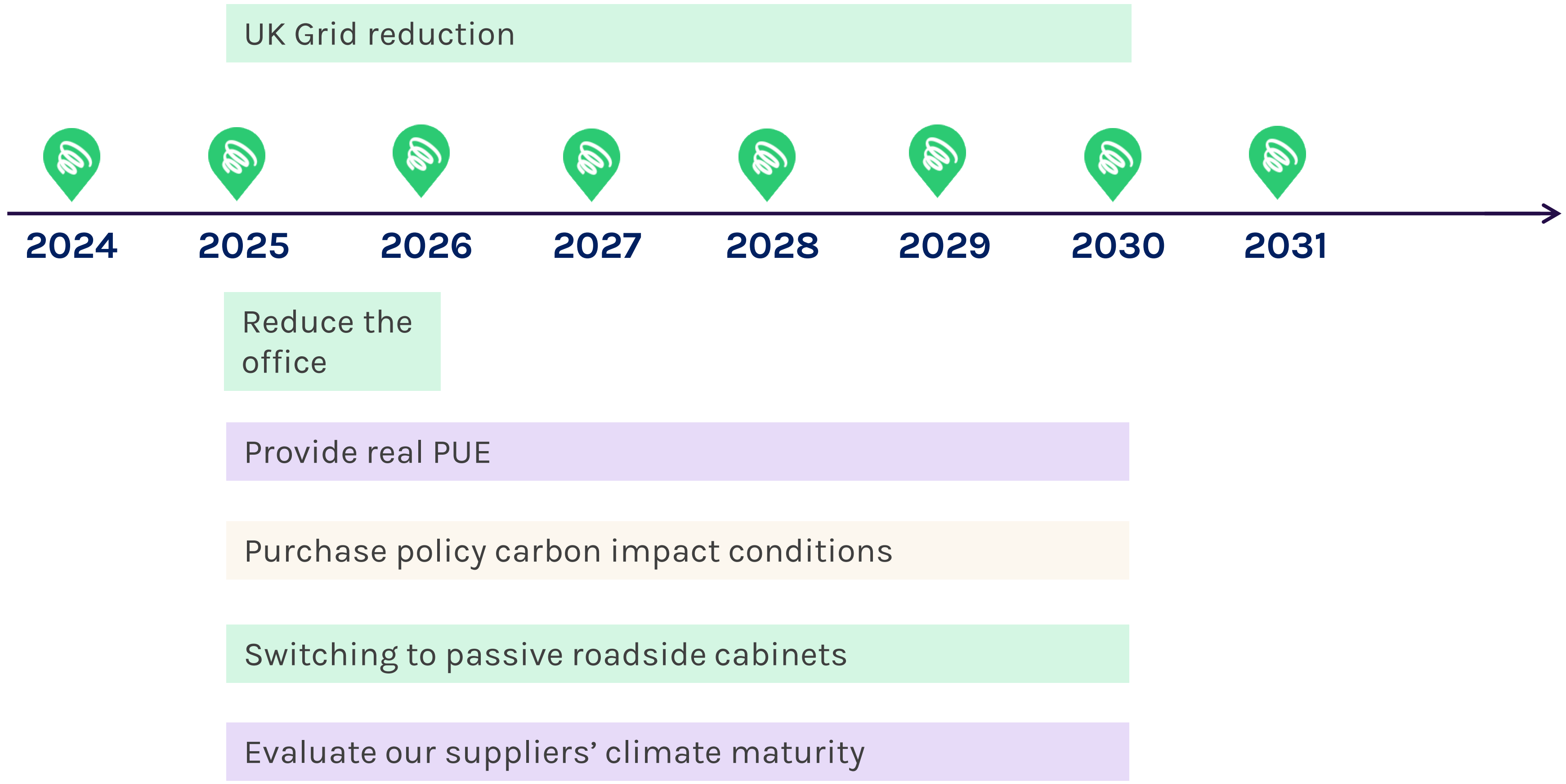
Location based

Calculation method location-based emissions which reflect the average emissions intensity of the electricity grid where consumption occurs.

This reduction target is base lined from 2024 and does not include expected company growth as a starting point. This provides a simple view on how our climate actions will reduce emissions from our existing operations. As our company grows, the targets will be adjusted as typically growth means higher emissions.

Action roadmap

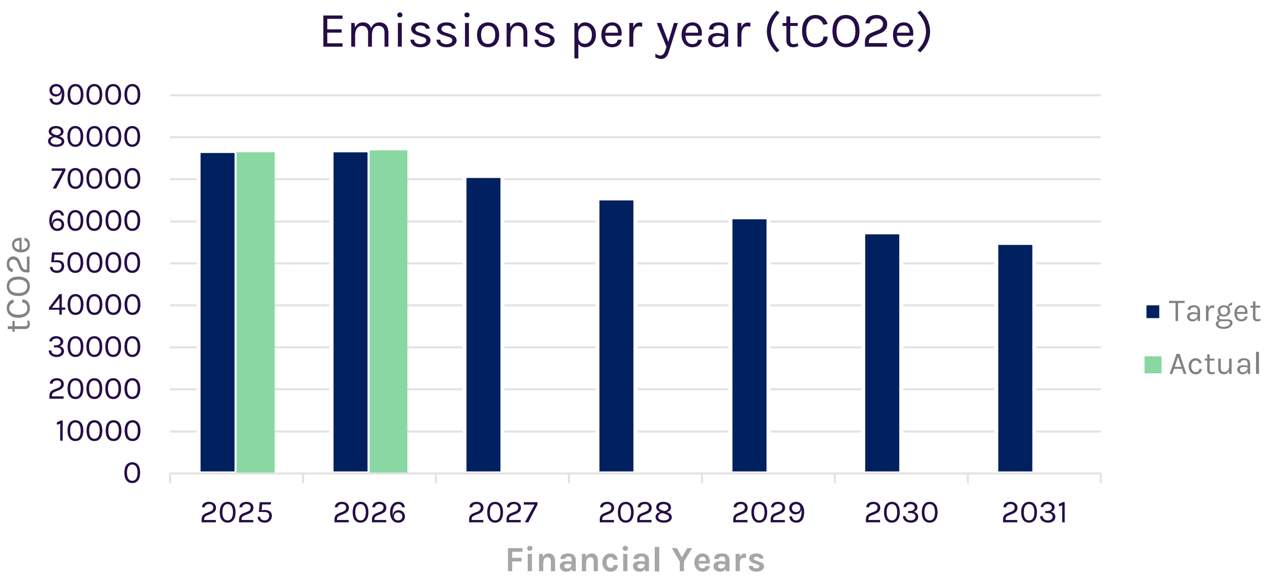
This is a visual of our carbon reduction plan



Carbon reduction plan

Reduction target:
-30% by 2030

Projected growth included



This is an average of saving of approximately 3,750 tCO2e per year.

3,750 tCO2e savings is equivalent* to removing 2,600 cars off the road in the UK for one year
Or
1,560 return flights from London to New York

*calculation based on source UK Gov GHG reporting 2024

This graph shows the targeted reduction plan of emissions year after year.
This target includes expected emission reduction through the UK Grid which reduces the overall emissions from Glide. The UK has legally committed to a 95% carbon-free electricity grid by 2030.

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Focus on actions

Reduction actions

To achieve our net zero targets, we have identified the following actions:

Action	Scope	Estimated Impact tCO2e saved	Application period
1. UK Grid Reduction	Scope 2 & 3	-28.89k tCO2e i.e. -37.6% of total emissions	2025 - 2030
2. Provide real PUE	Scope 3	-13.09k tCO2e i.e. -17% of total emissions	2025 - 2030
3. Implement carbon impact conditions in our purchase policy	Scope 3	-789.96k tCO2e ie. -1% of total emissions	2025 - 2030
4. Switching to passive roadside cabinets	Scope 2 & 3	-44.87 tCO2e ie. -0.1% of total emissions	2025 - 2030
5. Reduce the office	Scope 1,2 & 3	-5.35 tCO2e	2025 - 2026
6. Evaluate our supplier's climate maturity	Scope 3	Not quantifiable	2025 - 2030

Focus on digital

The chosen strategy focuses on both physical infrastructure and reporting accuracy.

UK Grid Reduction (Passive decarbonisation)

By 2030

The vast majority of Glide's server and network emissions are tied to the carbon intensity of the UK electricity grid.

- The UK has legally committed to a 95% carbon-free electricity grid by 2030.
- By phasing out coal (completed in late 2024) and expanding offshore wind and solar.
- As the grid becomes cleaner, Glide's emissions will automatically drop even if their electricity usage stays the same.
- By 2030, every kWh Glide consumes is expected to be 60-70% less carbon-intensive than 2024 levels.

Providing Real PUE (Accuracy & Optimisation)

By 2030

Power Usage Effectiveness (PUE) shows how much of a facility's energy is used by IT equipment.

- Right now, calculations are done using industry estimates.
- By switching to real PUE data (measuring actual cooling and power loss), Glide can show its facilities are running far more efficiently.
- This improves reporting accuracy as it identifies where energy is being wasted on non-computing overheads like cooling.
- A 0.1 decrease in PUE can represent a reduction of thousands of tons of CO2e for large-scale operations

Switching to Passive Roadside Cabinets (Energy Elimination)

By 2030

Passive cabinets do not require an electrical connection as they have no electronic components and don't produce heat.

- Switching to passive infrastructure can eliminate 100% of the local electricity consumption for that part of the network.

Focus on services purchases

Purchasing is a major emissions source. Adding eco-criteria and assessing supplier climate maturity helps reduce this impact.

Glide will continue to directly engage with our supply chain to understand their climate maturity. This will support our choices for working with suitable partners who are aligned with our climate goals. Through this we will also be able to demonstrate the importance of taking action to encourage wider industry decarbonisation.

Benchmark

Launched in 2020, the 1.5-degree Supply Chain Leaders initiative, committing to help suppliers to halve emissions by 2030 and set clear public targets.

Estimated Impact

- Improving visibility into supplier emissions
- adding eco-criteria to procurement can cut scope 3 emissions
- encourage wider industry decarbonisation.

Implementation (By 2030)

- Assess suppliers' climate maturity through surveys
- Monitor suppliers' GHG emissions, Paris Agreement 2030 alignment and SBTi alignment

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Conclusion

Conclusion

Glide's Net Zero Strategy sets a clear and actionable path toward reducing our environmental impact and aligning with global climate goals. By focusing on accurate measurement, targeted reduction actions, responsible procurement, and continuous improvement, we are building a more resilient and efficient organisation.

Achieving net zero will require commitment across our teams, close collaboration with suppliers and partners, and ongoing transparency in how we measure and report progress.

Together, these efforts position Glide to meet its long-term climate targets, strengthen operational sustainability, and contribute meaningfully to a low-carbon future.

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