EGIS UK CONSULTING & ENGINEERING LTD

CARBON REDUCTION PLAN

29 June 2026

Issue 3

1 INTRODUCTION

Egis UK Consulting and Engineering Ltd is a multi-disciplinary consulting, construction engineering and operating firm.

We are proud to be helping develop and operate critical infrastructure and services which benefit clients and communities across the nation. Together, we're helping the UK build smarter and greener. From motorways to tramways, nuclear power plants to smart cities, clients choose Egis to help them solve their most complex challenges, safely and collaboratively.
Our key areas of expertise:

- Aviation
- Nuclear and energy
- Rail and urban transit
- Roads
- Smart cities & urban development

This carbon reduction plan covers the following Egis Group Architecture, Consulting and Engineering (ACE) companies operating in the UK (summarised as Egis UK hereafter):

- Egis UK - Consulting and Engineering Ltd
- Egis Transport Solutions Ltd
- Weston Williamson + Partners LLP
- Weston Williamson Ltd
- Inhabit Europe Ltd
- 10 Europe Ltd
- Egis Industries (UK Branch)
- Helios Technology Ltd
- Galson Sciences Ltd
- Thomas and Adamson International Ltd

The delivery of sustainable development is a core value embedded in how Egis UK operate our business and the professional services we delivery to our clients in the infrastructure sector. Our Sustainability Policy and Strategy sets out our goals and commitments for protecting the environment and delivering positive social and economic outcomes for all our stakeholders including our clients, our employees, our supply chain and the local communities we work in. A key focus is contributing to delivery of the United Nations Sustainable Development Goals and supporting the

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UK transition to a Net Zero economy. We do this by focusing on both reducing our own operational greenhouse emissions and by providing consulting services to our clients that embed low carbon solutions into the design, construction and operation of infrastructure assets. Our expertise includes advising clients on carbon reduction initiatives, including the incorporation of PAS 2080 into the design process, whole life cycle assessment/cost analysis to ensure optimum low carbon solutions are embedded into projects.

2 EGIS UK CONSULTING AND ENGINEERING LTD COMMITMENT TO NET ZERO CARBON EMISSIONS

Egis UK is fully committed to achieving Net Zero carbon emissions by 2050. We will achieve this by implementing a robust net-zero carbon strategy addressing our greenhouse gas emissions across all our workplaces and operations. The initiatives Egis UK are currently undertaking or are planned for implementation are detailed in Sections 5 and 6 of this plan.

3 EGIS UK COMMITMENT TO MEASURING OUR UK BASELINE CARBON EMISSIONS

Egis UK began measuring its baseline greenhouse gas emissions in Jan 2023. This is broken down into Scope 1, Scope 2 and Scope 3 emissions across the UK business lines. The UK sustainability strategy published in 2024 requires Egis UK to hit net zero by 2050, reducing Scope 1, 2 & 3 emissions by 50% by 2030. This has been facilitated by the sign-up to the Science-Based Targets Initiative (SBTi) and will further be implemented with expected compliance with the CSRD.

Our baseline data below has been collected with robust evidence and then collated using carbon and ESG data platform Sweep for further analysis and insights. Using Sweep, we are able to categorise our emissions into the correct Scope and identify our hotspots which are indicated in the table below. The 2023 data calculated on Sweep will constitute as the Egis UK baseline data (Table 1).

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Table 1: Our Baseline

Baseline Year: 2023	
Additional Details Relating to the Baseline Emissions Calculations	
Our 2023 baseline emissions have been collated using carbon and ESG data platform, Sweep (explained above). Carbon source hotspots (Top 3 sources) during 2023 have been identified as the following: 1. Purchased goods and services= 2781.99 tCO_2 (e) 2. Employee commuting = 527.90 tCO_2 (e) 3. Business travel = 486.20 tCO_2 (e)	
EMISSIONS, TOTAL (tCO_2e) Estimated Baseline Year 2023	
Scope 1: **(Included sources: Direct GHG emissions from stationary combustion, Direct GHG emissions from mobile combustion, Direct fugitive GHG emissions**	**28.72**
Scope 2: **(Included sources: Indirect GHG emission from imported electricity)**	**51.45**
Scope 3: **Included sources:** **3.1 Purchased goods and services 2781.99tCO2e** **3.2 Capital goods 37.97tCO2e** **3.3 Fuel-and energy-related activities not included in scope 1 or scope 2 19.83tCO2e** **3.5 Waste generated in operations 6.05tCO2e** **3.6 Business travel 486.2tCO2e** **3.7 Employee commuting 527.9tCO2e** **3.4 Upstream transportation and distribution N/A (accounted for under 3.1 as we cannot distinguish between cost of the purchased good from the cost of transportation to our sites)** **3.9 Downstream transportation and distribution N/A (We do not produce and distribute products)**	**3859.93**
Total Emissions, (tCO_2e)	**3940.11**

Total tCO_2 (e) 2023 = 3940.11
Total number of Egis UK employees = 566 (end 2023)

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tCO_2 (e) per employee = 6.96
* Not inclusive of new acquisitions. We are currently re-baselining to include all new acquisitions into our 2023 data.

4 CURRENT EMISSIONS REPORTING

Egis UK began measuring the carbon baseline data in 2023. The current plan and process is to collect and assess data on a half yearly basis. We have now collated all data for 2025 which is our latest completed reporting year.

Table 2: Current Reporting

EMISSIONS, TOTAL (tCO_2e) 2025	
Scope 1: **(Included sources: Direct GHG emissions from stationary combustion, Direct GHG emissions from mobile combustion, Direct fugitive GHG emissions**	**29.46**
Scope 2: **(Included sources: Indirect GHG emission from imported electricity)**	**153.73**
Scope 3: **Included sources:** **3.1 Purchased goods and services 2477.8tCO2e** **3.2 Capital goods 20.47tCO2e** **3.3 Fuel- and energy-related activities not included in scope 1 or scope 2 29.97tCO2e** **3.5 Waste generated in operations 36.67tCO2e** **3.6 Business travel 965.31tCO2e** **3.7 Employee commuting 735.45tCO2e** **3.4 Upstream transportation and distribution N/A (accounted for under 3.1 as we cannot distinguish between cost of the purchased good from the cost of transportation to our sites)** **3.9 Downstream transportation and distribution N/A (We do not produce and distribute products)**	**4265.67**
Total Emissions 2025, (tCO_2e)	**4448.86**

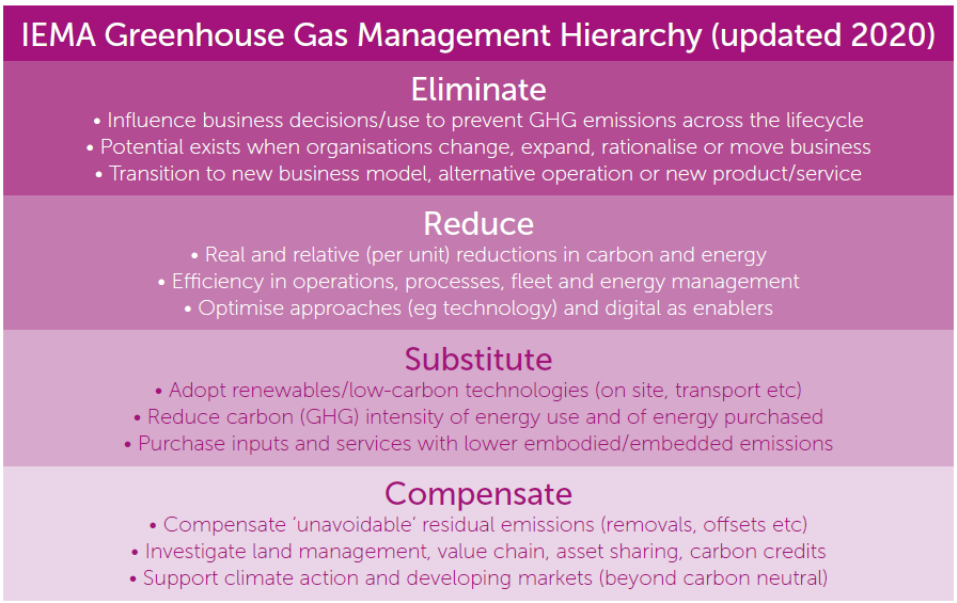
Total tCO_2 (e) 2025 = 4448.86
Total number of Egis UK employees = 693
tCO_2 (e) per employee = 6.42
*Note that Egis has expanded through M&A activity since the 2023 baseline. It is expected that this will significantly change the Total Emissions in 2023 when undergoing a re-baseline activity.

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5 COMPLETED CARBON REDUCTION INITIATIVES & OUR APPROACH TO GHG MANAGEMENT

Our Environmental Management System which is certified to ISO14001:2015 contains our management processes and measures to reduce our environmental impacts including the reduction of carbon emissions. In addition, we have used the Institute of Environmental Management and Assessment (IEMA) publication ''Assessing Greenhouse Gas Emissions and Evaluating their Significance'' as a guide to our approach to assessing and reducing our emissions. We are using their Greenhouse Gas Management Hierarchy as illustrated in Figure 1 below to set out our approach to reducing greenhouse gases associated with our operations.

Figure 1: Institute of Environmental Management and Assessment (IEMA) Greenhouse Gas Management Hierarchy



Updated from original IEMA GHG Management Hierarchy, first published in 2009

To date we have already completed the following environmental measures and carbon reduction initiatives:

- Supported our staff that wish to have a hybrid working pattern or where feasible, a full-time home working pattern.

- Leased a new main head office premises in January 2023 (3 Valentine Place - London) which includes energy saving measures such as light sensors and flexible heat and air-cooling systems.

- Implemented a paperless office regime in our offices.

- To support the implementation of our Egis UK Sustainability Strategy we have established an ESG and Innovation Steering Group. This is supported by various Sustainability Working Groups These groups consist of representatives from across our teams (including Director level leads) who actively promote sustainability and carbon reduction in our operations.

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- Delivered carbon management training and awareness to staff.

- Trained key members of staff in the use of the Sweep tool to identify carbon hotspots and assist in monitoring of our effectiveness in our carbon reduction measures.

- Became a Corporate Partner of the Supply Chain Sustainability School which provide construction industry leading training and best practise guidance on a range of sustainability topics including carbon. Where appropriate managers include training via the school in staff personal and CPD objectives.

- Sustainable Business Travel Policy. Introduced a clear approval policy for business related travel to encourage employees to take the lowest environmental, social and economic travel impact options where possible.

- Commitment to science-based targets. We have signed up to the Science Based Targets Initiative (SBTi) including the SBTi net zero carbon by 2050 target. Our reduction ambition targets were validated by the SBTi in December 2024.

6 PLANNED FUTURE CARBON REDUCTION INITIATIVES

Since Egis UK began to conduct a corporate carbon emissions baseline, the company has been examining a number of internal initiatives which would ensure the reduction of our absolute carbon emissions by 2050, with the remaining emissions offset to zero via quality certified carbon off-setting schemes. As part of this process, Egis UK are identifying our carbon "hotspots" which offer the greatest opportunities for absolute greenhouse gas emissions reduction. Our path to net zero will involve reducing our operational footprint, including our business travel as well as strengthening the way in which we embed carbon reduction within our supply chain and our client services.

The following additional carbon reduction initiatives are planned for implementation over the next 3 years:

- **2026-2028: Procurement.** Review our procurement and supply chain processes to identify specific areas for carbon reduction associated with the goods and services we procure.

- **2026-2028: Supply Chain Management.** Egis UK will continue to work with the Supply Chain Sustainability School on the development and implementation of a supply chain sustainability programme in order to engage with our suppliers to achieve our net zero carbon targets. We are now Corporate Partners of the School. We will set targets for supplier decarbonisation and will also report our progress towards zero carbon emissions on annual basis via a non-financial scorecard.

- **2026-2028: Company Growth.** As the company continues to grow in terms of turnover and number of employees, Egis UK are likely to relocate to additional or larger leased office space. This will enable us to secure "greener office leases" including energy efficient offices and opportunities to switch to 100% renewable energy sources as part of all new lease agreements, as well as mandating the selection of office floorspace with energy saving measures such as light sensors and flexible heat and air-cooling systems.

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- **On going: Hybrid working.** Egis UK will continue to encourage flexibility in our employees' working practices, enabling staff to avoid car journeys to work wherever practicable. Egis UK will continue to schedule remote working meetings using Microsoft Teams and video conferencing facilities.

- **On-going: Employee engagement.** To achieve our net zero carbon target, it is critical that we continue to empower and educate our staff as part of this process This will include company-wide sustainable behaviour change and training programmes in order to embed wider sustainability issues and projects into our business-as-usual working practices. We are rolling out Climate Fresk training (equivalent aim of Climate Literacy training) to all staff.

- **2026-2030: Quality certified carbon offsetting.** Egis UK will explore and evaluate various certified carbon offsetting schemes that focus on global biodiversity and ecosystem services including the UN ecosystem restoration programme 2021 – 2030 and the LEAF Coalition (Lowering Emissions by Accelerating Forest Finance) initiative.

Scope 1 + 2

Buildings – New and Existing

- For all new office leases for the ACE activity, we aim to select buildings with top energy efficiency rating. The energy performance of each building has been included in the new Group Real Estate Guidelines and Criteria, with criteria such as the prerequisite for an energy audit, or an energy certificate that defines the energy classification of the building, energy efficient heating and cooling equipment, use of electricity, or/and renewable energy for all energy needs, etc.
- All new office leases to aim for electrical heating and cooling equipment, moving away from natural gas and domestic heating oil.
- Switching out conventional lightbulbs with LEDs and ensure thermostat settings are maintained at recommended eco-levels. This will cut emissions 10% by 2030.
- All office sites and operated infrastructure will apply instruments for 100% green electricity (e.g. PPAs/guarantees of origin). Coverage of Egis electricity use by these instruments is estimated to be 80% by 2028 and 100% by 2030.
- Shift to a low GWP refrigerant like R290 or equivalent which can cut more than 50% of emissions.

Scope 3

Decrease Business Travel – Projected to cut travel emissions 30% by 2030.

- Decreasing the number of business trips where feasible and scrutinize any non-billable travel (i.e. travel not subject to a project contract.)
- Working with clients and managers on leveraging digital technology for meetings to reduce the need for traveling.
- Monitoring implementation of the Group Travel Policy that sets thresholds for plane travel.
- Using trains for journeys shorter than 4 hours instead of short-haul flights and car.

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Sustainable Procurement – Projected to cut purchased goods and services emissions 25% by 2030

- Set up sustainable procurement plan and choose suppliers who align with our SBTI goals - Ask emission data from suppliers to make informed choices and move away from suppliers who don't share these values.

Employee Commuting – Projected to cut commuting emissions by 10-20% by 2030

- Introducing a cycle to work scheme.
- Increasing the number of people travelling to work on Public Transport by subsidizing fares.

Reduce External Sub-Contracting – Projected to cut purchased goods and services emissions 20% by 2030

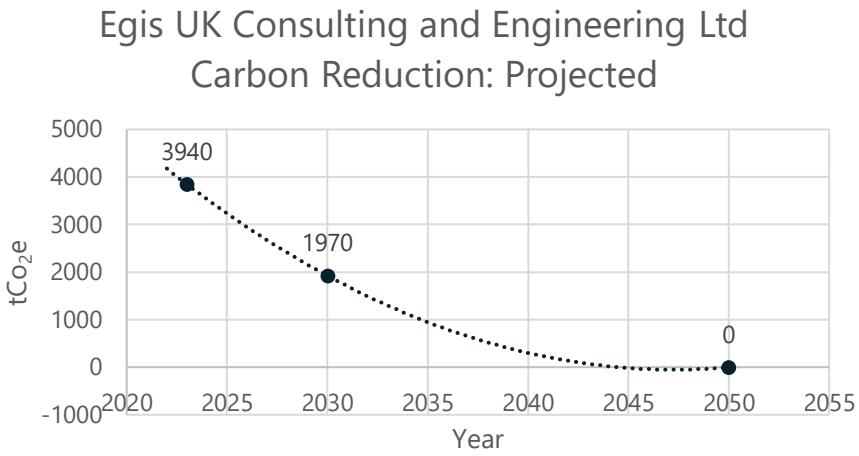
- Mapping skills and disciplines across the Group to optimize use of internal resources before subcontracting externally.

Other

- As part of the building consolidation process, the choice of new buildings also includes optimizing commuting and facilitating access to public transport.

7 EMISSIONS REDUCTION TARGETS

As part of our commitment to science-based targets, we have submitted our carbon reduction targets to the Science Based Targets Initiative (SBTi) for validation. These targets were approved and validated by the SBTi on 2nd December 2024.



In order to progress to net zero by 2050 we are aiming to achieve the following reductions (near and long term) in our emissions based on our 2023 baseline.

Near-terms targets:

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Egis commits to reduce:

- Absolute scope 1 and 2 GHG emissions 54.60% by 2033 from a 2023 base year.
- Scope 3 GHG emissions from purchased goods and services, capital goods 61.07% per Million € of added value by 2033 from a 2023 base year.
- Scope 3 GHG emissions from employee commuting 61.07% per Employee headcount by 2033 from a 2023 base year.
- Absolute scope 3 GHG emissions from business travel 32.50% by 2033 from a 2023 base year

Long-term targets:

Egis commits to reach net-zero greenhouse gas emissions across the value chain by 2050. More specifically, Egis commits to reduce:

- Absolute scope 1 and 2 GHG emissions 90.00% by 2050 from a 2023 base year.
- Scope 3 GHG emissions from purchased goods and services, capital goods, use of sold products 97.00% per Million € of added value by 2050 from a 2023 base year.
- Scope 3 GHG emissions from employee commuting 97.00% per Employee headcount by 2050 from a 2023 base year.
- Absolute scope 3 GHG emissions from fuel-and energy-related activities, business travel, investments 90.00% by 2050 from a 2023 base year.
- In addition, Egis commits to neutralize any residual emissions after the long-term target has been achieved to reach net-zero emissions.

8 DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

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.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors.

This plan will be reviewed annually and published on our website so that it is publicly accessible.

Signed on behalf of Egis UK**:**



Amy Dickinson

ESG Director, Europe and Africa

Date: 29.06.26

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