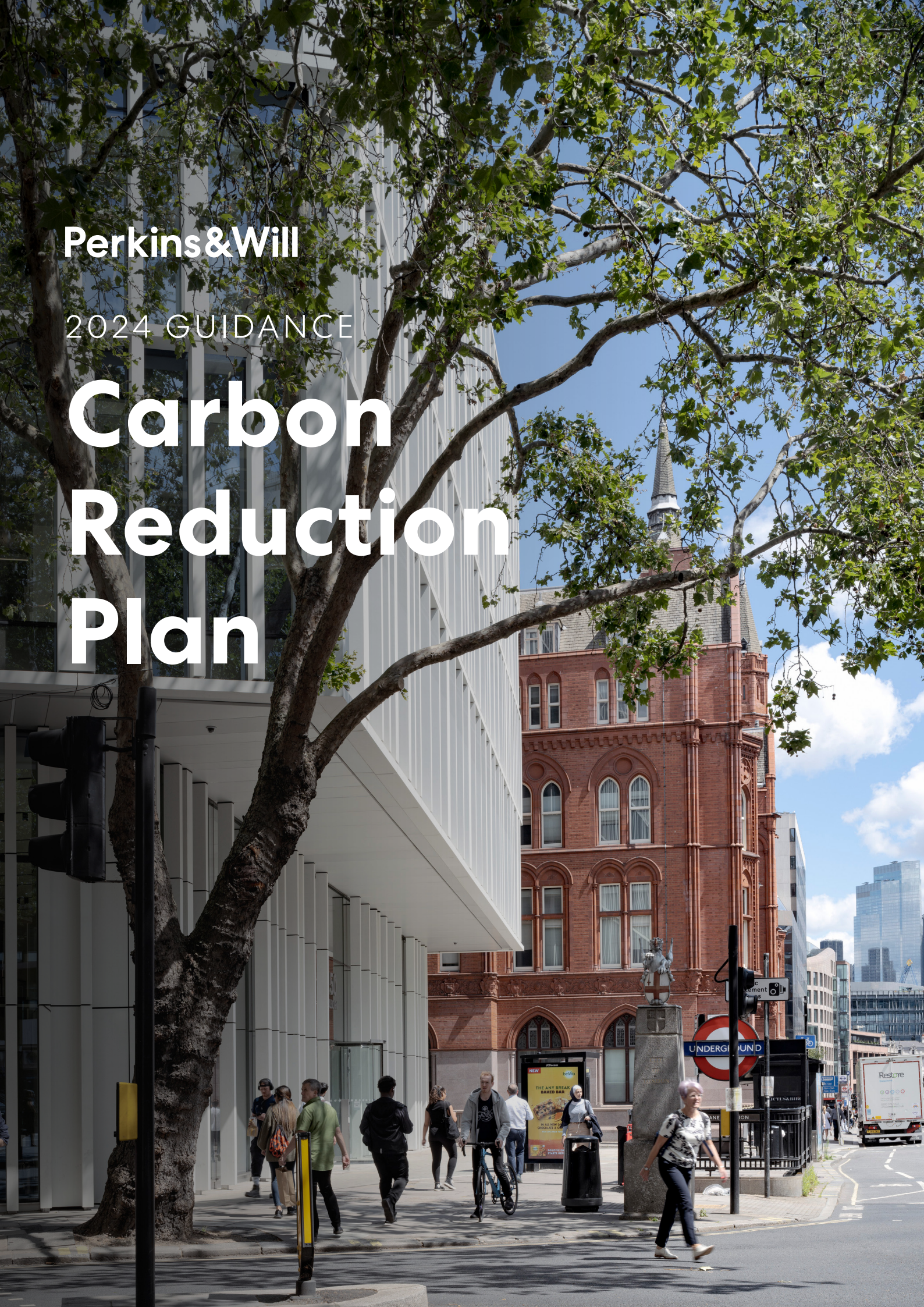




Perkins&Will

2024 GUIDANCE

Carbon Reduction Plan

Perkins&Will is committed to achieving Net Zero emissions by 2045.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

There has been a change in employee number since 2019 and also a change to operating premises which contributes significantly to our carbon calculation.

Emissions	Total (tCO ₂ e)
Scope 1	60.4
Scope 2	87.0
Scope 3	341.8
Total Emissions	490.2

Current Emissions Reporting

2024

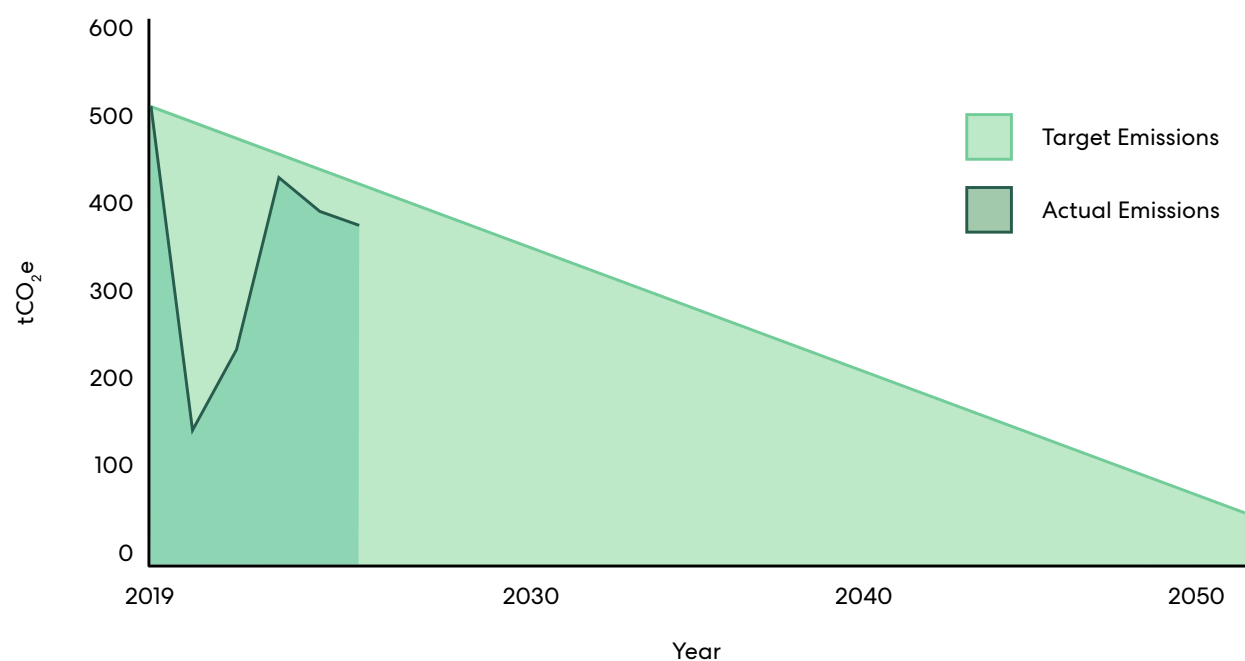
Emissions reduction targets

In order to continue our progress, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next five years to 337.5 tCO₂e by 2028. This is a reduction of 45.2%.

Emissions	Total (tCO ₂ e)
Scope 1	21.6
Scope 2	0
Scope 3	344.5
Total Emissions	366.1

Progress against these targets:





Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline. The carbon emission reduction achieved by these schemes equate to 366.1 tCO₂e, a 34% reduction against the 2019 baseline and the measures will be in effect when providing our services.

We are measuring the carbon using our existing ISO14001 methodologies

- We have put in place policies and a travel booking portal for air travel and its authorisation in place
- Air travel flight classes compared to journey of flight have also been accounted for
- Use of differing suppliers for items such as paper and the amalgamation of deliveries for purchased goods
- We have used the SBTi protocol to reduce our emissions and do not consider any carbon offsets within this roadmap so are open to other industrial sectors (such as aviation) carbon reductions

In the future we intend to implement further measures such as:

- Using only electrical measures for transportation and courier deliveries (excluding air travel)
- Identify and use air carriers, routes and travel classes with the lowest carbon footprint, including using higher proportion of Sustainable Aviation Fuel (SAF)
- Roadmap with landlord the elimination of fossil fuels from our existing building premises
- Identify electrical only hotels
- Create more accuracy of the data services we consume to more clearly quantify data usage with the rise of AI within work processes

Declaration & Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 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 Directors.

Signed on behalf of Perkins&Will:

A handwritten signature in black ink, appearing to read 'F Henderson', written over a horizontal line.

Francis Henderson

Operations Director

Perkins&Will

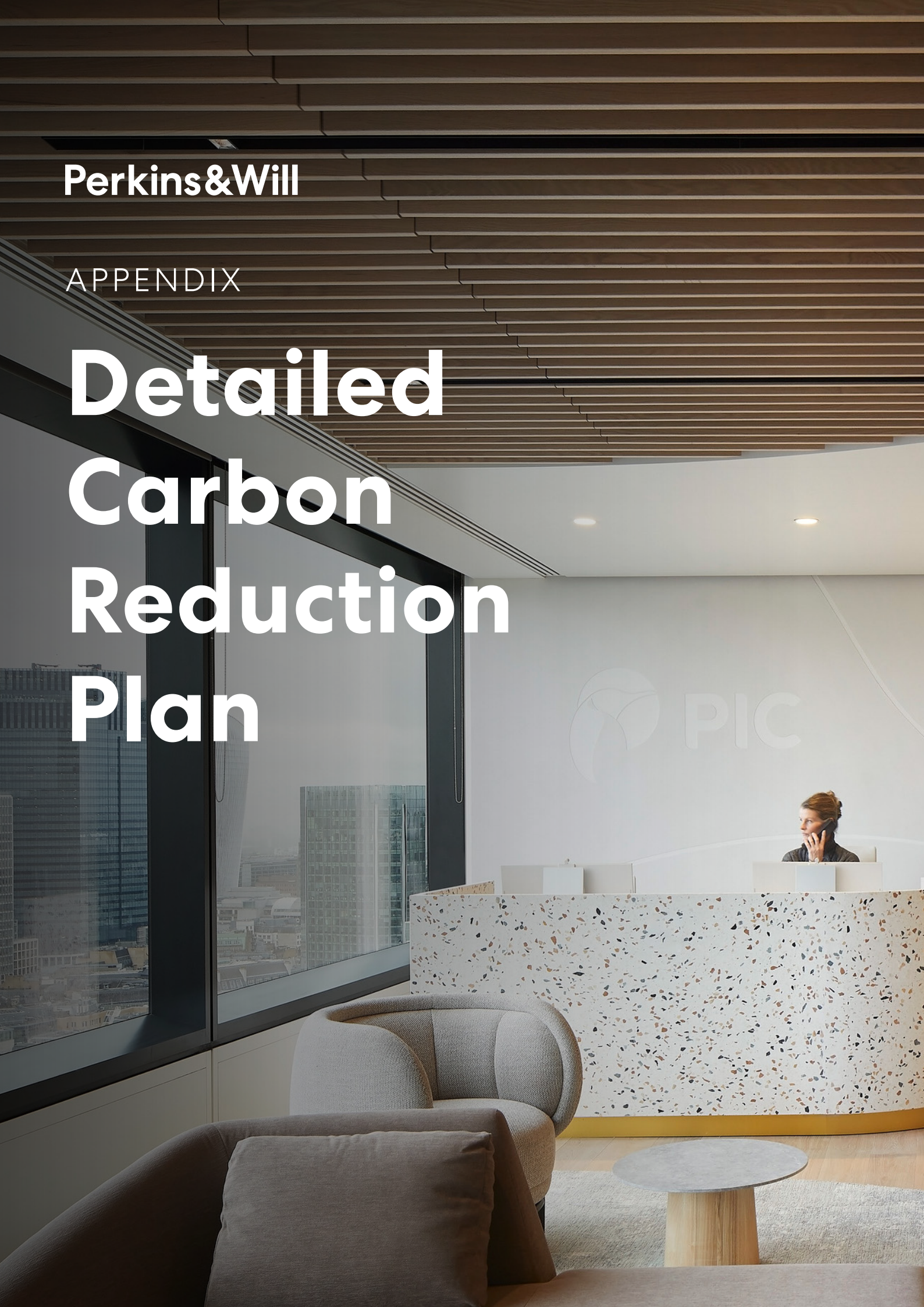
7th October 2025



Perkins&Will

APPENDIX

Detailed Carbon Reduction Plan





Perkins&Will

In 2019, pre-Covid, Perkins&Will undertook a full carbon inventory for scopes one, two and three of our business operations in the UK based upon the Science Based Targets Initiative methodology using the Greenhouse Gas protocol. This was to establish the amount of influence we had over the carbon content of our business operations and understand the ways in which these could be reduced.

We determined a target of 2045 to reduce our carbon to a residual amount of 10% under Science Based target rules with no offsets.

A separate stream of quantification of the carbon impacts from our projects was undertaken but is not included in this documentation. This will be progressed in the future under scope four or a hand printing process.

Baseline

A carbon audit, verified by Carbon Footprint Ltd, established that our carbon footprint in 2019 was significant in the following areas. These areas are provided in a metric of tonnes of Carbon Dioxide Equivalence (tCO₂e) for each.

Natural Gas	Scope 1	60.35
Electricity Consumption	Scope 2	86.98
Flights		249.15
Commuting		36.41
Hotel Stays		8.01
Electricity Transmission & Distribution		7.38
Purchased Materials		3.64
Outsourced Logistics - Air		2.73
Rail Travel		1.07
Taxi Travel		1.03

The combined total is **490.2tCO₂e**. However, this data could also be evaluated by our turnover or employee number which gives differing results. To give a true indication of the carbon impact, all of these aspects have been evaluated by location based figures.

Total tonnes of CO ₂ e	490.20
Tonnes of CO ₂ e per employee	2.57
Tonnes of CO ₂ e per £100k turnover	2.10

Significant Impacts

Since 2019, our categories for measurement changed slightly due to computing (on the cloud) and home working gaining significance. These were added to the 2019 audit retrospectively. In each of the cases we evaluated the most significant impacts and the amount of influence we had on the process. This is summarised below.

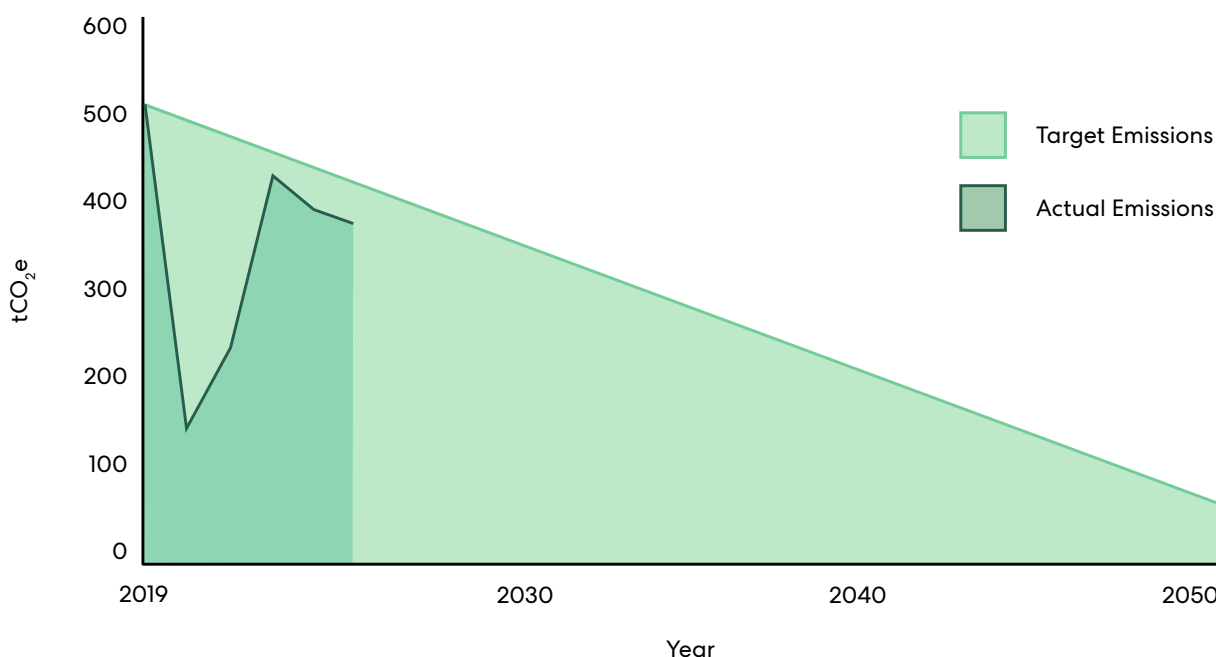
Natural Gas	Limited influence
Electricity Consumption	Limited influence
Flights	Influence
Home Working	Some influence
Commuting	Influence
Commuity	Some influence

Perkins&Will moved to new offices at the start of 2023, The significant changes include a tenancy agreement where Perkins&Will pay on a square meter basis converting our scope 1 and 2 emissions to scope 3 emissions, The change of location also changes the commuting emissions of our staff.

Targets & Progress

On the overall carbon trajectory a linear path is taken to achieve a 90% reduction to 2045. A 50% reduction to 2030 is not achievable from the main categories that we have and would increase the failure risk of an actionable plan.

Progress against these targets:

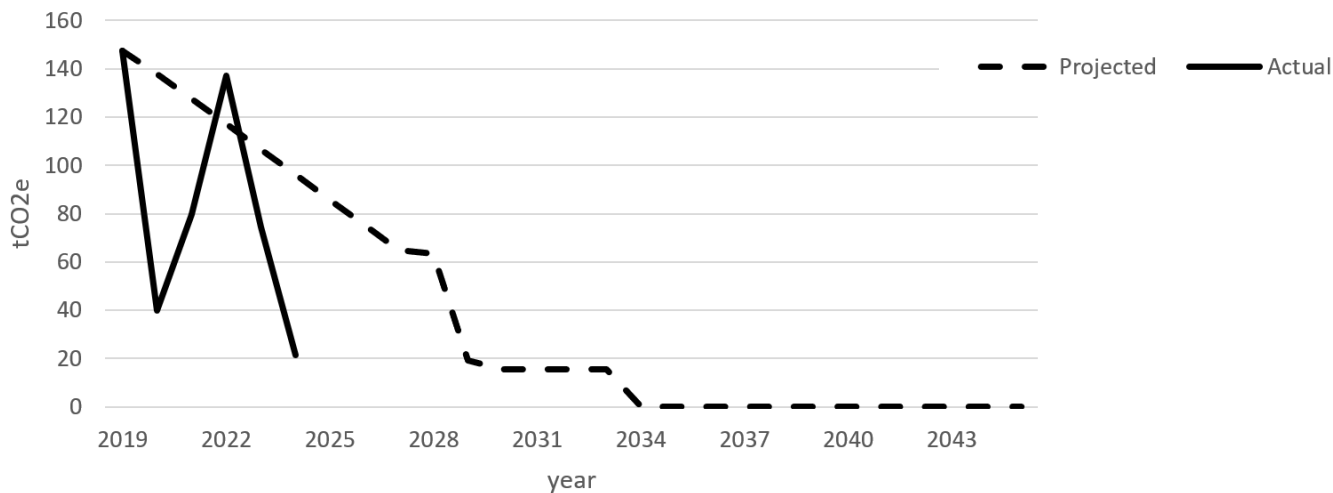


For the summary of this report the top six results are taken from significant impacts list from the 2019 baseline audit with the combination of electricity and gas as a single category. Below we have illustrated how positive steps were taken.

Our overall carbon impact for 2024 is 366tCO₂e

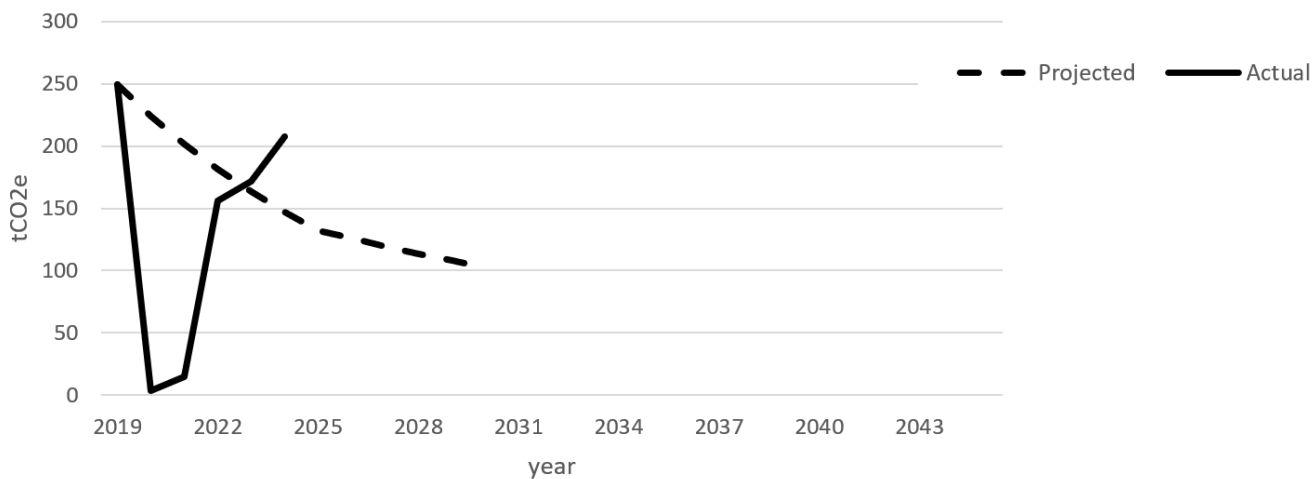
Fuel

Scope 1 and 2 within this report but is actually part of our scope 3 emissions due to the manner in which we are billed within our tenancy



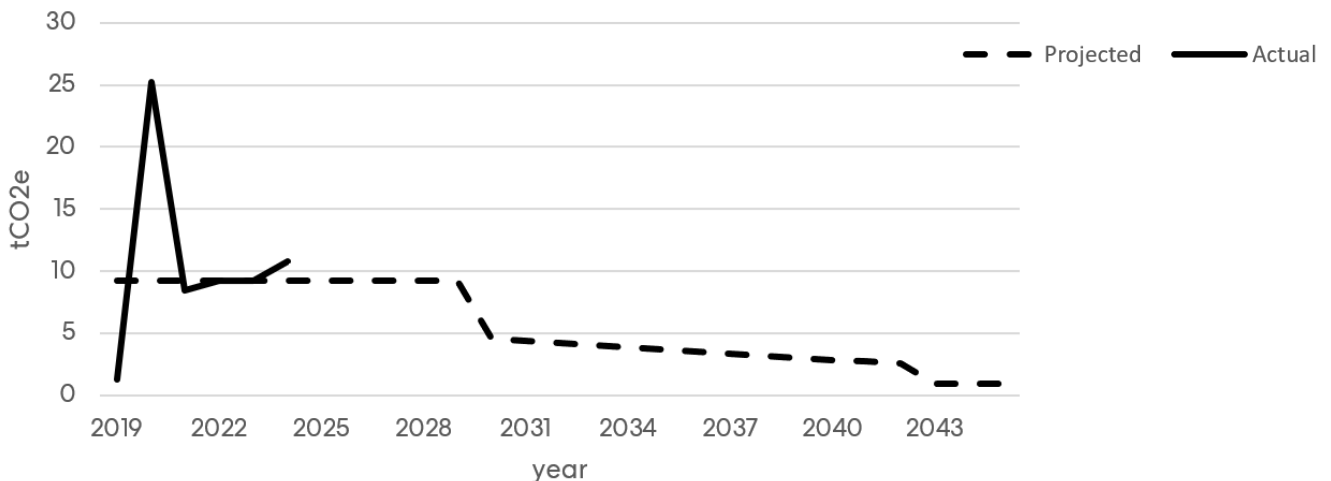
As we have successfully created a transition to green tariff with appropriate RECS has safeguarded our electricity footprint. Electrical emissions have dropped to 2030 levels ahead of plan. This still leaves the gas footprint which although offset is not permissible by SBTi protocols. This has increased slightly but this is due to weather conditions rather than efficiencies within the operation of the building. Within 2025 we will endeavour to seek a solution to decarbonise current gas usage with our landlord.

Flights



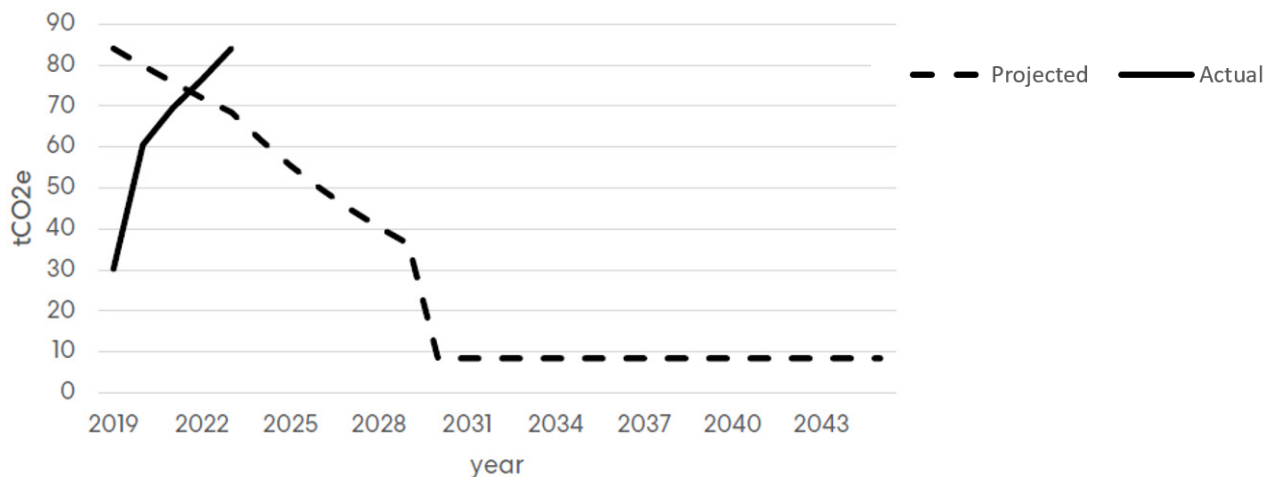
As an international company a significant carbon expenditure is on flights. We have seen this increase due to more business being acquired from international clients. Within 2025 we will address a business policy for projects outside of the UK. We have implemented a travel policy and a booking platform to be considered during booking. The projected dotted line considers current technology within booking system and potential savings that can be made- the use of fully laden flights and the adoption of sustainable aviation fuel as given by the aviation industry. The sector does not have a roadmap from 2030 onwards and therefore will need to be updated to reflect the thinking in this sector.

Home Working



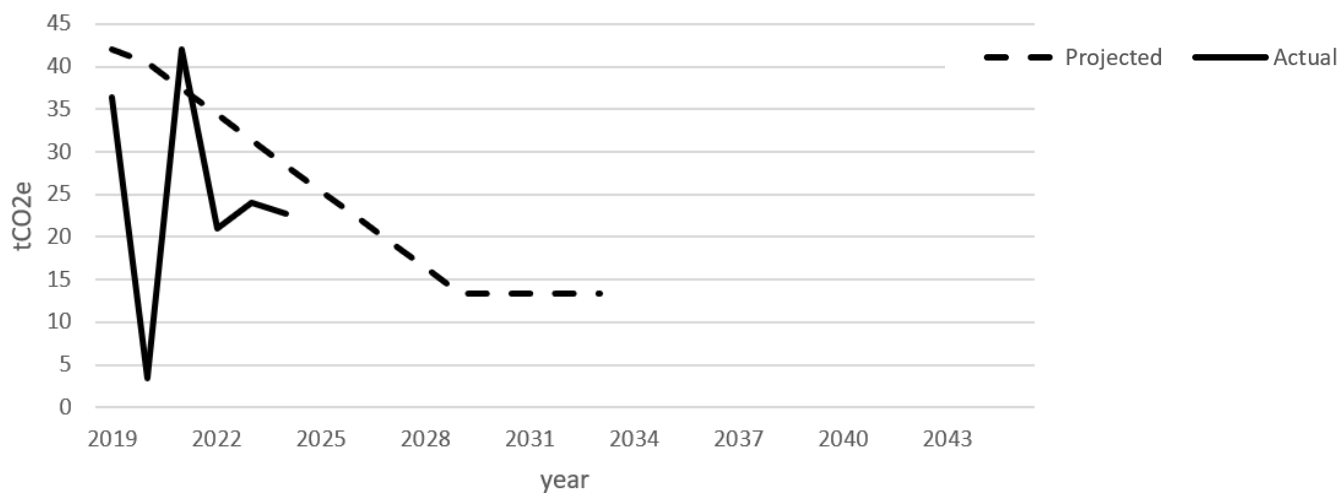
Since 2019 we have seen an increase in home working. This required extensive survey information to estimate domestic arrangements but still contains an error rating in the region of 25%. As there is limited influence on these environments this is projected (dotted line) not to change with an unchanged policy of three days minimum in the office. This is set to reduce due to decarbonisation of the grid in 2030 and then a radical retrofit program from 2030-2050 projected by Department of Energy Security and Net Zero. In 2024 we have seen a greater adoption of homeworking by most staff. This with an increase of equipment such as secondary monitors within home environments has seen an increase in this carbon impact.

Computing



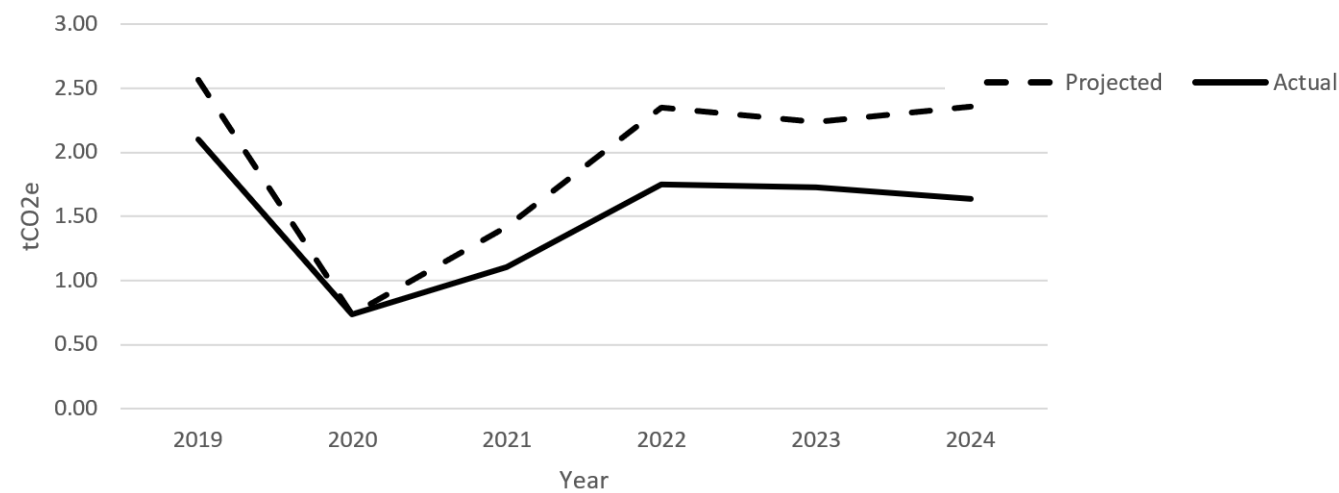
Within 2024 we have seen the emergence of AI used within business processes. This has increased data transfer within business operations. Currently this data is taken from industry averages but in the future, and to get us back on trajectory (dotted line), we will be using a service agreement for data centres in territories of high renewable energy. From our 2023 investment in leased equipment there has been little replacement and many new employees have received reinstalled laptops.

Commuting



Our current location is served by the tube and electric trains with little change in walking and cycling to work. Future projections are for further decarbonisation of transport and the subsequent improvement in air quality to allow alternative transportation to be used- this is however beyond our immediate control. This would be coupled with employment processes to account for future employment and home distances/modes this will be investigated further in 2025.

Result by Other Metrics



In 2024 we saw a drop in employee numbers but an increase in home working. This has meant that there is more of a discrepancy between tracking carbon impacts by revenue and employee. Without absolute figures being given this could skew the perception of overall impact. These figures should still be made available but largely caveated.

Future Evaluation

The main measures of possible control for each of the categories are:

- The lobbying of our landlord for a PPA rather than RECS to achieve renewables supply for the building with a future switch to a full non fossil carbon fuel source.
- A policy refinement defining a carbon price to be used when booking flights on the travel portal
- A greater level of certainty on data agreements for cloud storage and computing to quantify data usage rather than using industry averages.
- Refining home working calculations to create better definition of the contribution of home working to business operations carbon impact.

In addition, lesser categories such as courier and taxi servicing should be completed through electrical means as much as possible with a robust policy and purchasing system. The recommendation of hotels by carbon (not just flights) is required so the true impact of a whole business trip creates greater level of accuracy.

To create more accurate results, we need to start to consider the subcontracting of other professional services as part of the design and construction projects we are responsible for. For 2024 reporting we have established our top 10 suppliers by cost. In 2025 we will request their roadmaps and conduct supplier questionnaires as part of our consideration for contract renewals in 2026.

To maintain robust reporting a more granular system is required. This will include in the first instance quarterly reporting to management in 2025. A greater level of graphing year by year should give further seasonal insights and clues to possible policy or purchasing changes that can reduce our carbon consumption. Once conducted recommendations will be given to management.

The correct protocol needs to be established for the inclusion of new categories such as hotel stays, computing and home working. A full reanalysis in 2025 of the impact amount and rate of change will give a good indication of the significance of impact categories rather than just using the 2019 baseline categories.

Summary

Our path to zero-carbon compatible business operations is achievable and on track. We cannot be a zero-carbon business currently since we still require materials and resources for our business to run.

We have created a quick win through green tariff electricity but this has been offset by increased business travel and the use of data within our business operations. We will endeavour to increase the robustness of data, stricter accountancy methods and policy changes to have a direct result in the reduction impact in our carbon roadmap.

Our own carbon reductions are simplistic and assumptions have been described. This roadmap is reliant on other industry predictions, some of which do not span far into the future. Perkins&Will operates as part of an ecosystem where we are reliant on other sectors and companies to develop their own roadmaps. Once this happens, we will be able to report with more certainty and evaluate the control we have on our own pathway.

