

BWB’s commitment to the environment is reflected in our mission, ‘**Creating places for everyone, preserving the planet for all**’. We are focussed on embedding sustainability into all aspects of our operations and our project work and playing our part in tackling the global challenge of climate change. In 2020 we signed up to the Pledge to Net Zero committing to reduce our carbon emissions to net zero by 2050 at the latest.

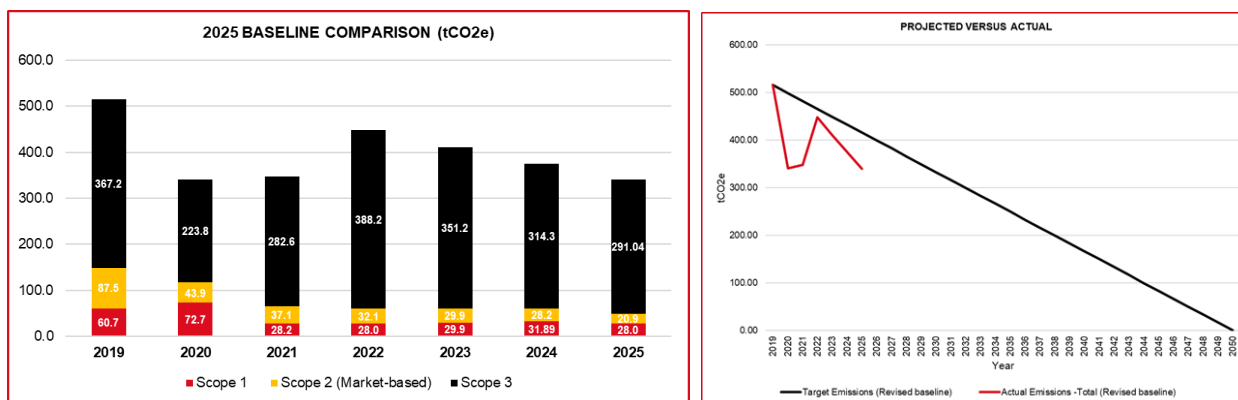
Updated Baseline

Since making our Pledge, our business has changed significantly. We’ve grown our team, evolved how we work, and become much better at understanding and measuring our impact on the planet. We have significantly expanded our inventory to include new emissions sources, particularly in relation to scope 3 which now includes electricity transmission and distribution, estimated energy consumption from working at home, IT and other large electrical equipment purchases, hotel stays and waste which were not included in the original baseline assessment. To ensure our reporting remains accurate, credible, and transparent, we completed a carbon re-baselining exercise in 2025, calculating an estimate of historical emissions for additional scope 3 emissions sources for the 2019 baseline year and any subsequent years for which data was not available. This has enabled us to see a truer picture of our reduction efforts and more accurately track progress against our net zero ambition.

2025 Progress Summary

Compared to our updated 2019 baseline:

- Scope 1 emissions have **reduced by 54%** to 28.00 tCO₂e.
- Scope 2 (market-based) emissions have **reduced by 76%** to 20.92 tCO₂e.
- Scope 3 emissions have **reduced by 21%** to 291.04 tCO₂e.



We are proud of the positive progress we have in reducing our emissions across all three scope areas which when combined represent a **34% decrease** in our total GHG emissions compared to 2019 levels. Today, our estimated carbon intensity per employee is **1.03 tCO₂e per employee, almost half what it was in 2019** (2.01 tCO₂e), despite a 29% increase in headcount over the same period, demonstrating that sustained, collective action is making a meaningful difference.

New Targets

To ensure we continue to build on this success, alongside the baseline update, we have agreed a new set of interim targets to guide the next phase of our emissions reduction, in line with a 1.5°C global warming scenario:

- Reduce Scope 1 and Scope 2 greenhouse gas emissions to net zero by the end of 2030.
- Reduce company vehicle emissions to net zero by the end of 2030.
- Achieve a 50% reduction in scope 3 business travel emissions by the end of 2030 (from 2024 levels).
- Achieve a 50% reduction in overall scope 3 emissions by the end of 2030 (from 2024 levels).

These targets are ambitious and reflect our commitment to achieve sustained reductions in our operational carbon emissions as we continue on our path to net zero.

Scope 1 & 2

We have attained our most significant reductions in relation to our scope 1 and 2 emissions, which have decreased by **67%** since 2019. This substantial reduction has been achieved through continued investment in our company fleet, working with our landlords to switch to certified green energy tariffs in our offices and reducing our leased office space in London and Birmingham. By the end of 2025, all our assigned company cars had been switched to full electric vehicles, reflecting a commitment in our updated company policy to only permit zero emission vehicles as personal company cars. We have also recently introduced our first EV pool vehicle, so all but one of our fleet vehicles are now either full electric or hybrid vehicles.

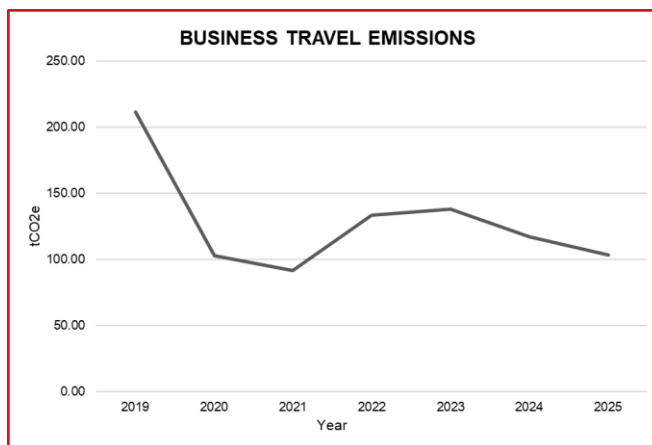
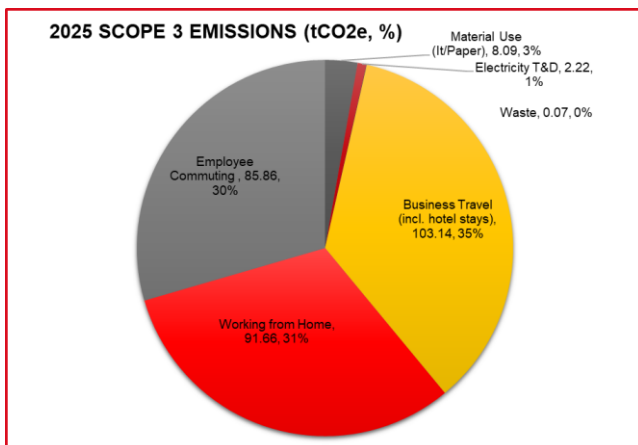
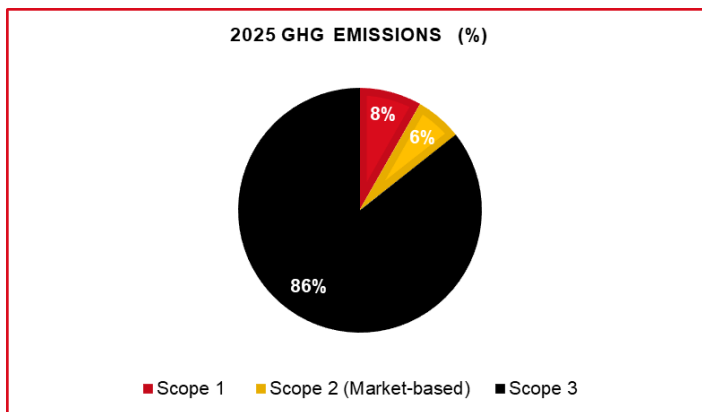
We have also made progress in reducing the emissions associated with our office electricity use. Three of our five offices are now on 100% green energy supplies, with our London office having switched to a 100% renewable energy tariff during the year. We have combined this with the implementation of energy efficiency improvements in some offices, installing energy saving LED lighting in our Nottingham and London offices in January 2026.

Scope 3

With the significant reduction in scope 1 and 2 emissions, scope 3 emissions constitute an increasing proportion of our emissions and represented 86% of the total in 2025.

Compared to our updated 2019 baseline, we have **decreased scope 3 emissions by 21%** despite increasing staff headcount by nearly a third (29%) over the same period.

Given the nature of our business, most of our scope 3 emissions are associated with business travel, employee commuting and energy use from working at home. Our reduction efforts have focused primarily on improving emissions associated with business travel as our biggest source of scope 3 emissions. By encouraging our employees to consider whether travel is necessary, promoting the use of virtual meeting technology where appropriate, and supporting the use of greener, public transport options over driving, we have reduced our business travel emissions by **51%** compared to 2019, with a **12%** reduction in the last year. Through our EV salary sacrifice scheme we are also incentivising people to adopt cleaner electric vehicles, reducing their own personal carbon footprint and supporting a further reduction in the emissions associated with our business mileage.



Next Steps

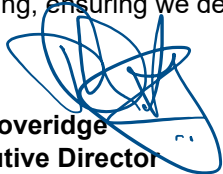
Scopes 1 & 2: We have set an ambitious target to reach net zero in our scope 1 and 2 emissions by 2030. One of the main ways we will seek to achieve this is through the continued electrification of our company fleet vehicles. To facilitate this, we will be working with our landlords over the next few years to ensure access to EV charging facilities for our company vehicles at our main office locations. We will also continue to encourage a switch to green energy supplies in our offices where they are not already in place whilst also looking at additional measures we can implement to increase energy efficiency.

Scope 3 emissions have always represented the largest proportion of our greenhouse gas emissions and, due to their indirect nature, they are more challenging to address. Our focus for the next year will be to identify targeted action to further reduce the emissions associated with our business travel as we strive to meet our new target to reduce these by 50% by 2030, from 2024 levels. This may include measures to incentivise more people to switch to electric vehicles and support a further reduction in the emissions associated with our grey fleet business mileage.

We will also be looking at strategies for reducing the carbon associated with commuting such as encouraging active travel and the use of greener commuting options and working with our key suppliers to better understand the carbon emissions associated with our supply chain to inform potential actions we can take in this area.

Designing for Climate Change

Our Pledge to Net Zero is focused on the carbon associated with our operations. Equally important to us is our commitment to reduce the carbon impact of our projects. BWB is committed to working with our clients and supply chain to deliver innovative, low-carbon solutions for a sustainable future. We have identified Climate Solutions as one of three strategic growth areas in our 2025-2030 Strategic Plan, focussed on addressing specific aspects of sustainability, carbon management, energy efficiency, climate risk assessments and ESG reporting, ensuring we deliver successful projects that benefit people, enhance places and protect our planet.

A handwritten signature in blue ink, appearing to read 'Tim Loveridge', written over a circular stamp or seal.

Tim Loveridge
Executive Director