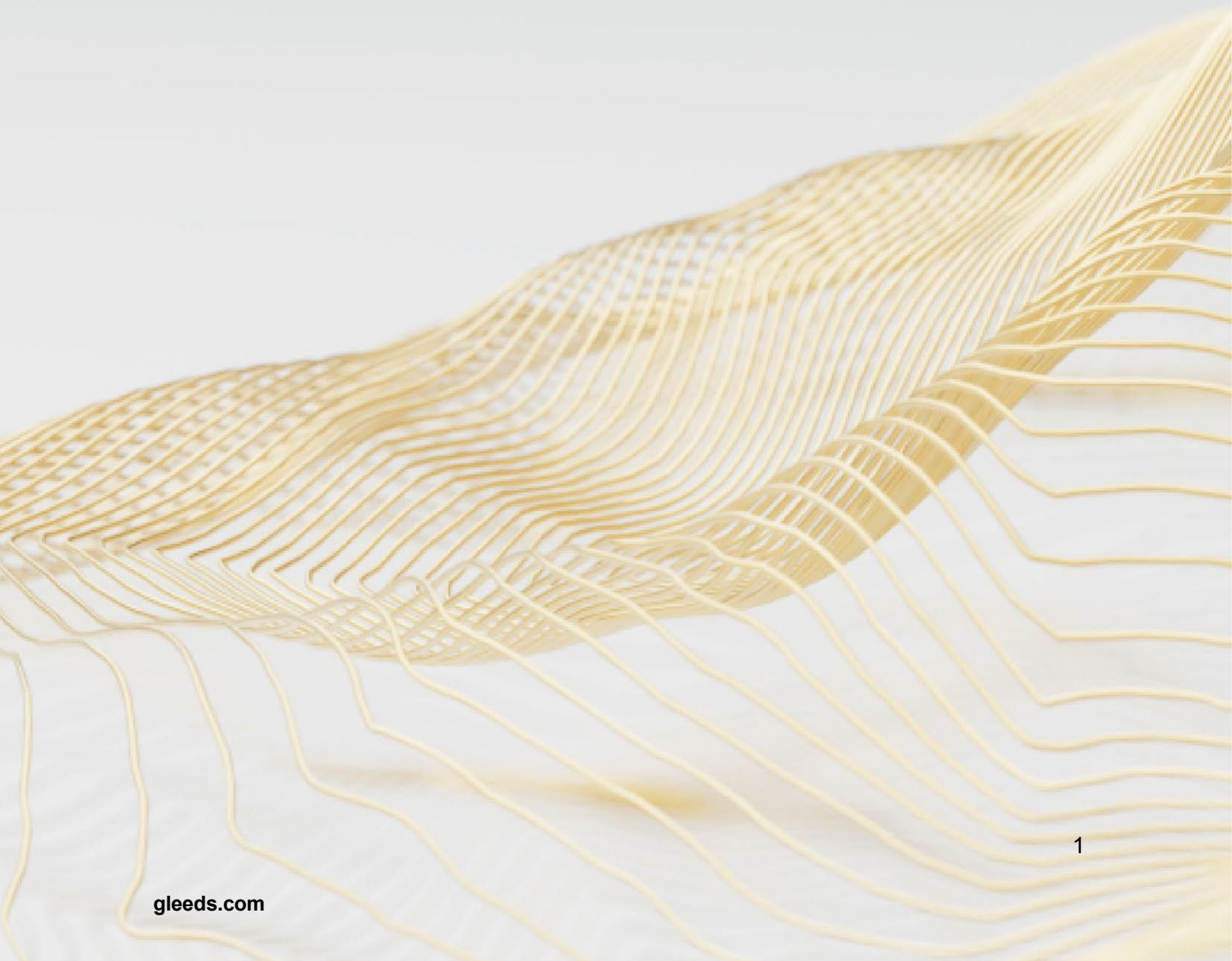


gleeds

Gleeds Global Footprint



Gleeds Global Footprint

Commitment to achieving Net Zero

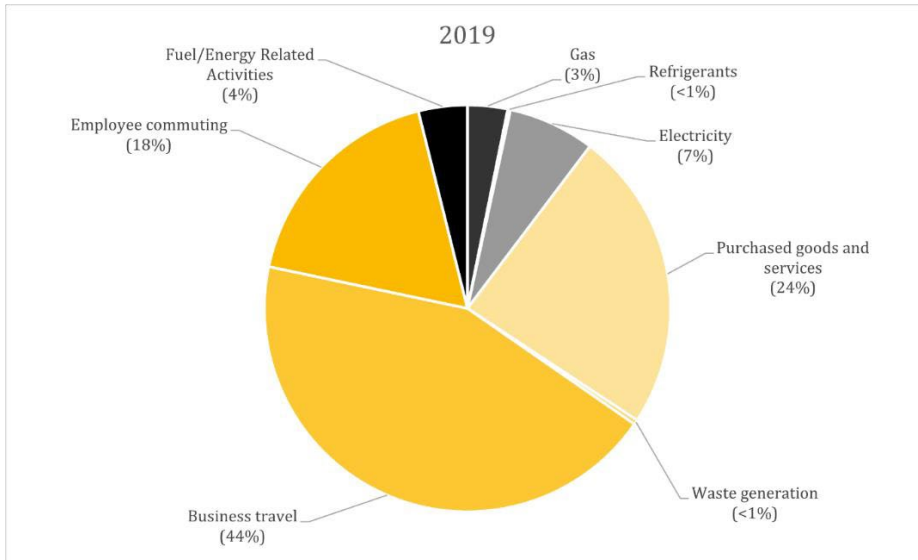
Gleeds is committed to being net zero by 2040 across our scope 1, 2 and 3 emissions.

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 (01 Jan 2019 – 31 Dec 2019)	
Additional Details relating to the Baseline Emissions calculations.	
This is the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO _{2e})
Scope 1	541
Scope 2	1,097 (Location-based)
Scope 3 (Included Sources)	14,243 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds provides consultancy services in the construction and property industry
Total Emissions	15,882

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.

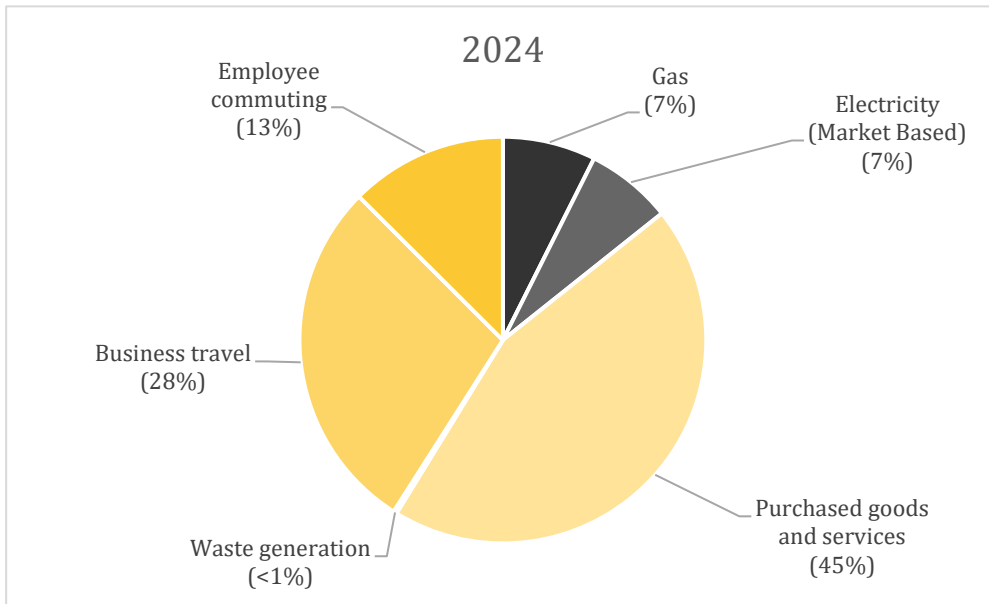


Current Emissions Reporting

Reporting Year: 2024 (01 Jan 2024 – 31 Dec 2024)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	864.21
Scope 2	661.26 (Market-based) * 743.54 (Location-based)
Scope 3 (Included Sources)	8,966.375 GHG Protocol Categories Included: 1, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds provides consultancy services in the construction and property industry Data for category 3 was not available at the time of reporting but will be included in 2025 reporting.
Total Emissions	10,491.85 (Market-based) 10,574.13 (Location-based)

*Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



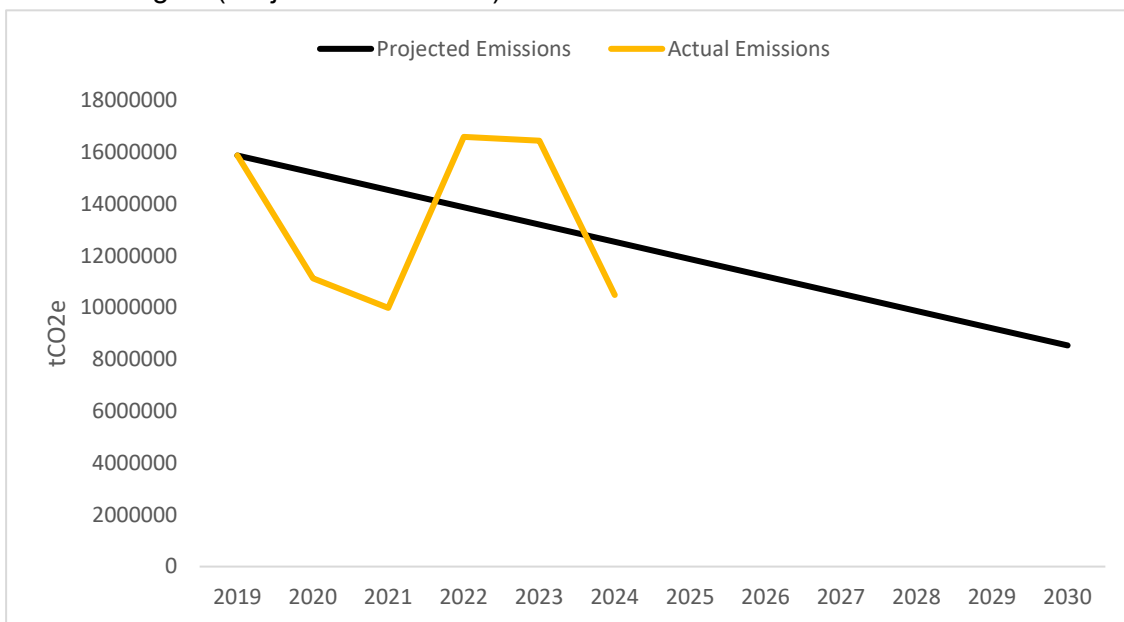
Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 37.8% reduction of our overall emissions by 2029 from our 2019 baseline. We are aiming to reduce our emissions to:

- 313.83 tCO₂e Scope 1
- 0 tCO₂e Scope 2 (Market-based)
- 619.94 tCO₂e Scope 2 (Location-based)
- 8,261.12 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets. They have also validated Gleeds' target of reaching net-zero by 2040.

ISO 14001 has been implemented across our UK operations.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2024, non-UK offices by 2027). We are currently at 84% of our UK offices.

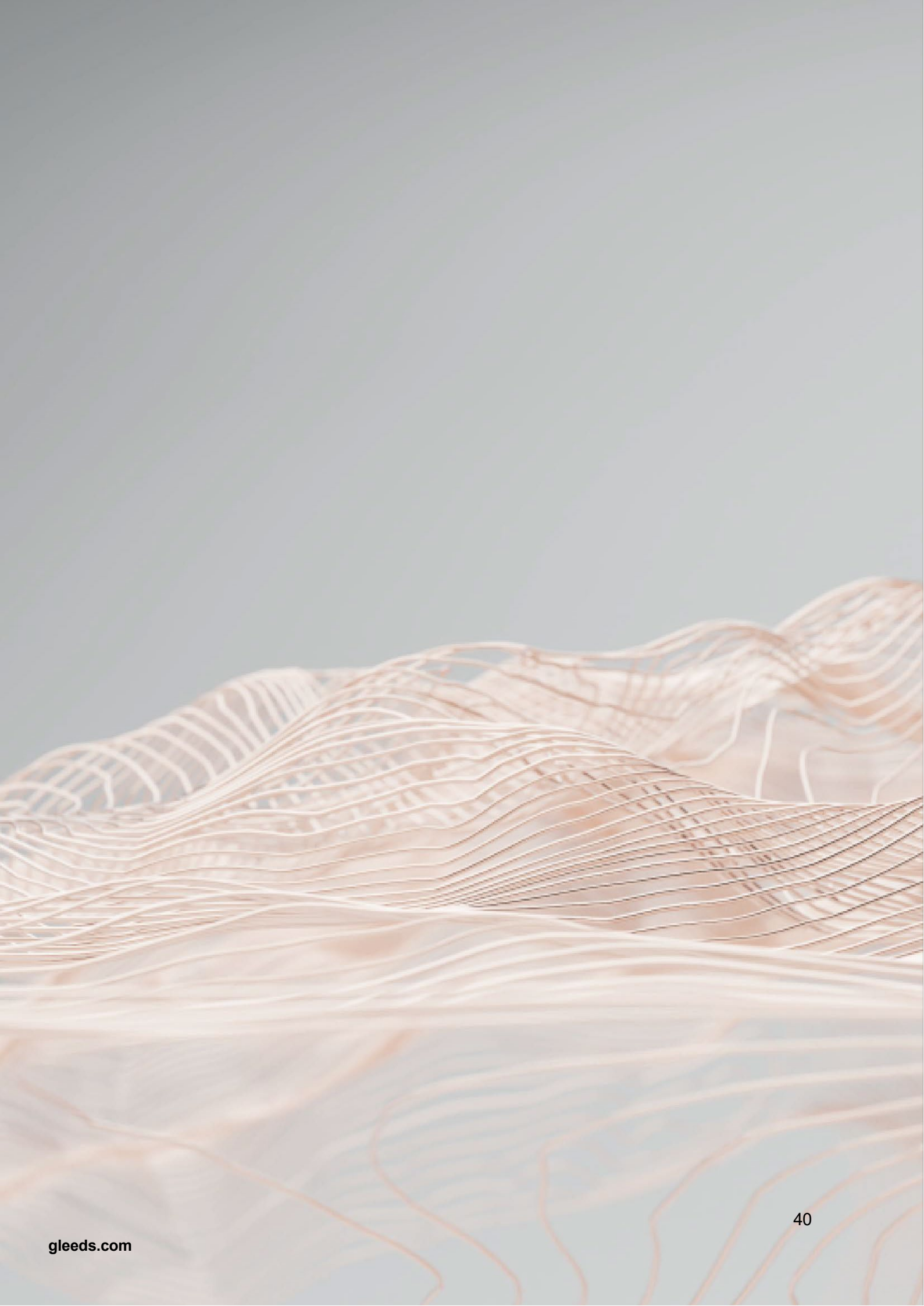
Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.

Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.

Integrating requests for environmental impact data into the procurement process for new suppliers.

Undertaking annual surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.



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Gleeds LLP Carbon Footprint

Carbon Reduction Plan

Supplier name: Gleeds LLP

Publication date: 30/06/2026

Commitment to achieving Net Zero

Gleeds LLP is committed to achieving net zero by 2040 across our scope 1, 2 and 3 emissions.

Gleeds LLP

Gleeds LLP started trading in 2025, with previous reporting for the Gleeds UK companies having the same scope as Gleeds LLP in the UK and therefore the emissions are comparable.

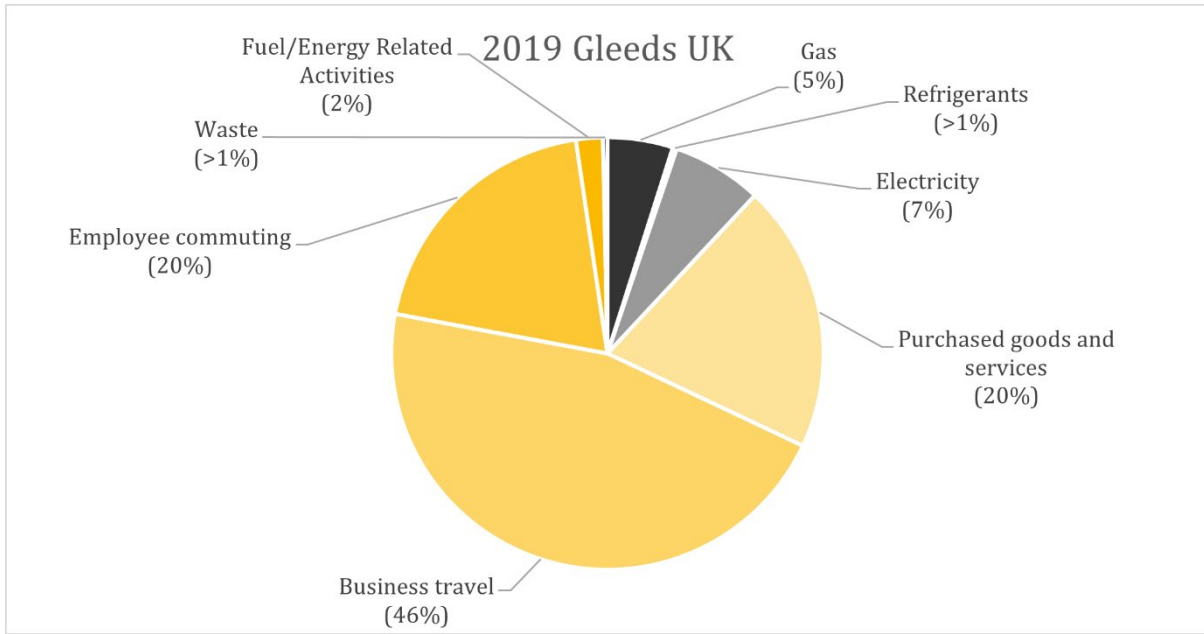
Emissions Footprint

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 (01 Jan 2019 – 31 Dec 2019)	
Additional details relating to the Baseline Emissions calculations.	
2019 was the first year that Gleeds reported its carbon emissions externally. Given that 2020 was not a standard year in terms of emissions (due to the impact of COVID-19), 2019 is the most recent year to be used as a baseline.	
Baseline year emissions:	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	377.54
Scope 2	489.82 (Location-based)
Scope 3 (Included Sources)	6390.39 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds UK provides consultancy services in the construction and property industry

Total Emissions	7257.75
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A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Current Emissions Reporting

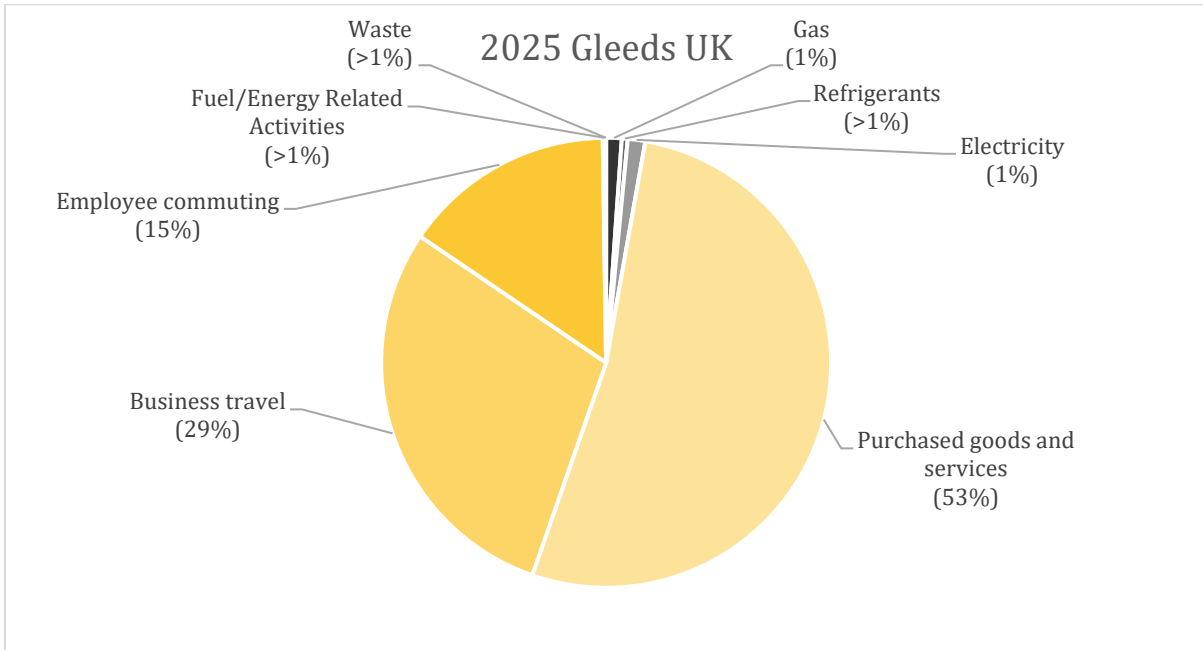
Reporting Year: 2025 (01 Jan 2025 – 31 Dec 2025)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	58.178
Scope 2	65.686 (Market-based) * 107.007(Location-based) **
Scope 3 (Included Sources)	5071.459 GHG Protocol Categories Included: 1, 3, 5, 6, and 7 Categories 4 and 9 not applicable/significant as Gleeds UK provides consultancy services in the construction and property industry.

Total Emissions	5137.145 (Market-based)
	5236.644 (Location-based)

* Our market-based emissions include where we have purchased renewable electricity; the remaining emissions are from a blended approach where we have incomplete data.

**Location-based emissions have been calculated using the Conversion Factors 2025 published by DEFRA on 10 June 2025.

A further breakdown of our emissions for the year can be seen in the graph below, covering the material categories across our scope 1, 2 and 3 emissions.



Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets for our Scope 1, 2 and 3 emissions.

We are targeting a 46.2% reduction of our overall emissions by 2030 from our 2019 baseline. We are aiming to reduce our emissions to:

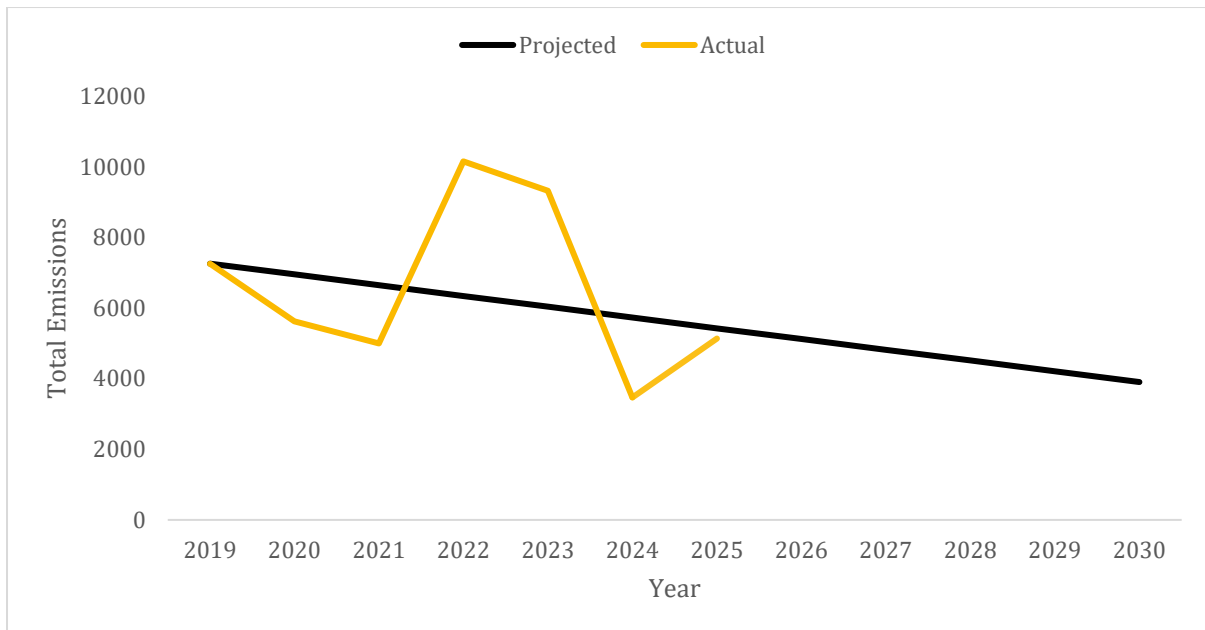
203.12 tCO₂e Scope 1

0 tCO₂e Scope 2 (Market-based)

263.52 tCO₂e Scope 2 (Location-based)

3483.03 tCO₂e Scope 3

The graph below shows our progress (Actual Emissions) against the reductions needed to reach our targets (Projected Emissions):



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the 2019 baseline.

The Science Based Targets initiative (SBTi) has validated Gleeds' near and long-term carbon reduction targets as well as Gleeds' net-zero target, which are:

- Overall Net-Zero Target: Gleeds commits to reach net-zero greenhouse gas emissions across the value chain by FY2040.
- Near-Term Targets: Gleeds commits to reduce absolute scope 1 and 2 GHG emissions 46.2% from a FY2019 base year, equivalent to a 83.2% reduction per full-time employee by FY2030. Gleeds also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, business travel and employee commuting 46.2% within the same timeframe
- Long-Term Targets: Gleeds commits to reduce scope 1, 2 and 3 GHG emissions 90% by FY2040 from a FY2019 base year.

Gleeds' Environmental Management System is certified to ISO 14001.

Planned Carbon Reduction Initiatives

We are in the process of implementing further measures such as:

- Procuring all electricity provided to Gleeds offices from high quality renewable tariffs (UK offices by 2026, non-UK offices by 2027 (where feasible)). We are currently at 87% of our UK offices.
- Establishing and implementing business travel policies and guidance, encouraging lower carbon transport modes.

- Switching all light bulbs to LEDs and implementing sensors (where possible) to reduce the amount of time that the lights are on.
- Engaging with landlords of relevant sites to discuss medium-term plans for the phase-out of fossil fuel heating systems.
- Integrating requests for environmental impact data into the procurement process for new suppliers.
- Undertaking surveys requesting information on specific transport modes and distance travelled, to assess our employee commuting more accurately.

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.

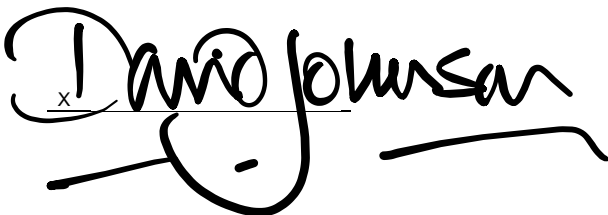
Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard Government emission conversion factors for greenhouse gas company reporting¹ and uses the appropriate ².

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^{1, 2}.

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) Standard³.

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

Signed on behalf of the Supplier:

A handwritten signature in black ink that reads "David Johnson". The signature is written in a cursive style with a large, stylized 'D' and 'J'. There is a small 'x' mark above the 'D' and a horizontal line under the 'J'. A long horizontal stroke extends from the end of the signature.

David Johnson, CEO

Date: 30/06/2026

1. <https://ghgprotocol.org/corporate-standard>
2. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>
3. <https://ghgprotocol.org/standards/scope-3-standard>

