NET ZERO & CARBON REDUCTION PLAN

Published June 2026

Amendment Record

This report is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
All	Initial Draft	REV00	01/10/2024
All	Review and addition of 2025 Carbon Report	REV01	03/07/2025
All	Review and addition of 2026 Carbon Report	REV02	19/06/2026

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FOREWORD

"One of the most important objectives of our maturing and growing business at Civic is to practise the principles of environmental sustainability that we advocate to our clients in our designs and advice. We have a clear plan to de-carbonise our business activities that not only meet the Net Zero targets of the UK government, but that will substantially improve on these targets. We are proud to be industry leaders in environmental sustainability, and an important part of this leadership is to measure and report annually on our progress towards Net Zero "

Julian Broster, Chief Operating Officer

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EXECUTIVE SUMMARY

Civic is committed to achieving the United Nations *Race to Zero* target of 'Net Zero' by 2050 and is actively taking steps to reduce our Greenhouse gas emissions. We met our first interim target to reduce scope 1, 2 & 3 GHG emissions by 15% before 2024 and noted a 21.2% reduction in 2026 (from our 2021 base year). This is less than the 30% target originally set but an achievement nevertheless when considering the significant growth Civic has seen over the past year. Longer term goals of a 50% reduction before 2030 remain on track.

A initial baseline assessment of our Greenhouse Gas inventory for Scope 1 to 3 emissions has been concluded, amounting to market-based emissions totalling 158.07 tCO2e* in the financial year March 2021 to February 2022.

From this baseline, science based objectives have been established with our goals to achieve Net Zero by 2050.

This plan outlines the schedule for our inaugural carbon management strategy, highlighting the company's course of action to attain interim goals. Additionally, a long-term carbon reduction target for 2030 sets the trajectory and paves the way for the formulation of our extended carbon reduction plan.

Civic have been carbon off-setting since 2022 via responsible Gold Standard offsetting schemes but continue to focus on activities necessary for meaningfully carbon reductions year on year.

Julian Broster – Chief Operating Officer

*Reassessed in 2024 by 'Alectro' from 105.19 tCO2e (as previously reported) to 158.07 tCO2e.

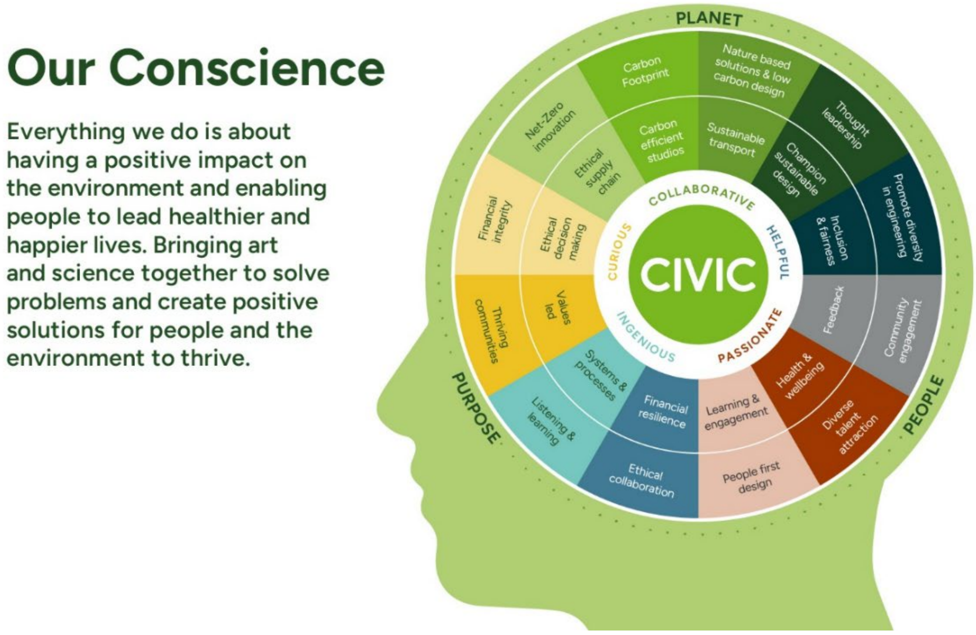
1. INTRODUCTION

1.1 Background

Civic Engineers was founded in 2013 by Stephen O'Malley and Julian Broster to create inspirational structures and places, and to respond to the rapidly changing needs of our society, towns, city and planet. In 2022, our parent company Civic (Civic Plus Limited) was formed in preparation for the addition of complementary businesses: Civic Earth (2023), Civic Ireland (2023), Civic Heritage (2024), New Practice (2024), Civic MEP (2024), Quattro Consult (2026) and community interest company Hope in Place (2025).

From our city centre studios in Manchester, London, Leeds, Liverpool, Glasgow, Edinburgh and Dublin, the Civic group now offers civil, structural & transport engineering, ground engineering, archaeology & heritage building services, and sustainability & place expertise.

Whereas this document focuses on our operational carbon agenda, Civic have also developed a framework of principles (Civic Conscience) to govern their project work responsibly. We were also among first signatories of the Engineers Declare initiative and align ourselves with the UK Green Building Roadmap.



Ultimately, it is our wish is that our work enhances the quality of life for people in the built environment, working within the sensible limitations of the natural environment; building not destroying, exploring not exploiting, reusing not just using, listening and learning, civility from civil engineering.

1.2 Context

The Intergovernmental Panel on Climate Change (IPCC) is the United Nations body for assessing the science related to climate change. According to their report: Climate Change 2023: Synthesis Report, the window to keep the 1.5°C temperature goal, and avoid more catastrophic environmental impacts, is nearly shut. The IPCC has given its final warning, as the emissions curve is not yet bending.

1.3 Paris Agreement 2015

In 2015, the Paris Climate Agreement witnessed 195 nations establish targets for carbon reduction. These objectives aimed to keep global warming under 20c, with endeavours to restrict warming to 1.5c. Climate science is increasingly clear on risks associated with warming above the threshold of 20c, an outcome widely recognized as unacceptable. Allowing further stress on the natural environment will inevitably cause serious repercussions on both human society and the economy that sustains us.

1.4 UK Climate Change Act 2008 (as amended 2019)

Introduced in 2008, the Act set binding carbon reduction goals on the UK: 34% by 2020 and 80% by 2050 from a 1990 baseline. The sixth carbon budget (2033 to 2037) enforces a 78% reduction by 2035. Following the Paris Agreement, a 2019 amendment commits the UK to 'Net Zero' by 2050. Civic acknowledges the risk exposure, on themselves and their clients, to future regulations and financial pressures if carbon strategies misalign with national targets.

2. CARBON REDUCTION PLAN

Supplier Name: Civic Plus Limited ("Civic") and its subsidiaries: Civic Engineers Limited, Civic Earth Limited, Civic Heritage Limited, Civic MEP Limited, New Practice Limited, Civic Plus Limited (Ireland) and community interest company Hope in Place (2025).

Publication Date: June 2026

2.1 Commitment to Achieving Net Zero

Civic is committed to achieving Net Zero emissions by 2050.

Emission reporting can be found on our Public Report page here.

2.2 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: 2022 (01/03/2021 - 28/02/2022)	
Additional Details relating to the Baseline Emissions calculations.	
Civic started collecting emissions data for our financial year ending 01/03/2021 Our baseline emissions calculations include: Scope 1 covers Stationary Combustion Emissions, Fugitive Emissions, Mobile Combustion Scope 2 covers Purchased Electricity Scope 3 covers Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (3), Upstream transportation and distribution (4), Waste generated in operations (5), Business travel (6), Employee commuting (7) and Working from Home, and Downstream transportation and distribution (9). In addition, Scope 3 also covers material Purchased Goods and Services (1) and Capital Goods (2). Emission factors and GHG gas reporting have been calculated according to the UK Government GHG Conversion Factors for Company Reporting. * As the baseline period did not utilise the same complete methodology, a modelled answer was used to update the emissions for scope 3 emissions to ensure that we are comparing like for alike.	
Baseline year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	23.45
Scope 2	Market-based: 11.55 Location-based: 11.55
Scope 3	123.07
Total Emissions (Market-based)	**158.07**

2.3 Current Emissions Reporting

Year: 2026 (01/03/2025 - 28/02/2026)	
Additional Details relating to the current reporting period	
Civic have collected emissions data for our financial year ending 28/02/2026. We have worked with a 3rd party provider (alectro.io) to measure our carbon emissions and report them in line with the GHG Protocol. Our baseline emissions calculations include: Scope 1 covers Stationary Combustion Emissions, Fugitive Emissions, Mobile Combustion Scope 2 covers Purchased Electricity Scope 3 covers Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2 (3), Upstream transportation and distribution (4), Waste generated in operations (5), Business travel (6), Employee commuting (7) and Working from Home, and Downstream transportation and distribution (9). In addition, Scope 3 also covers material Purchased Goods and Services (1) and Capital Goods (2). Emission factors and GHG gas reporting have been calculated according to the UK Government GHG Conversion Factors for Company Reporting. ** These are actual scope 3 data points	
Year emissions:	
EMISSIONS	**TOTAL (tCO_2e)**
Scope 1	9.29
Scope 2	0.22
Scope 3	115.09**
Total Emissions (Market-based)	**124.60**

2.4 Emissions Reduction Targets

Introduction

At Civic, we are committed to supporting global efforts to reduce carbon emissions and prioritise transparency in reporting our environmental impact. As part of this commitment, we have produced our Carbon Emission Report for the Reporting Year 2026, covering the period from March 1, 2025 to 28 Feb, 2026.

This report provides a comprehensive overview of Civic's operational greenhouse gas (GHG) inventory, highlighting key emissions data, trends, and areas of focus for improvement.

By leveraging Alectro's Virtual Sustainability Officer® platform, we have enhanced our ability to measure, report, manage, and balance our carbon emissions more effectively.

Through this report, we aim to foster accountability, support industry best practices, and contribute to a more sustainable future.

Key Metrics

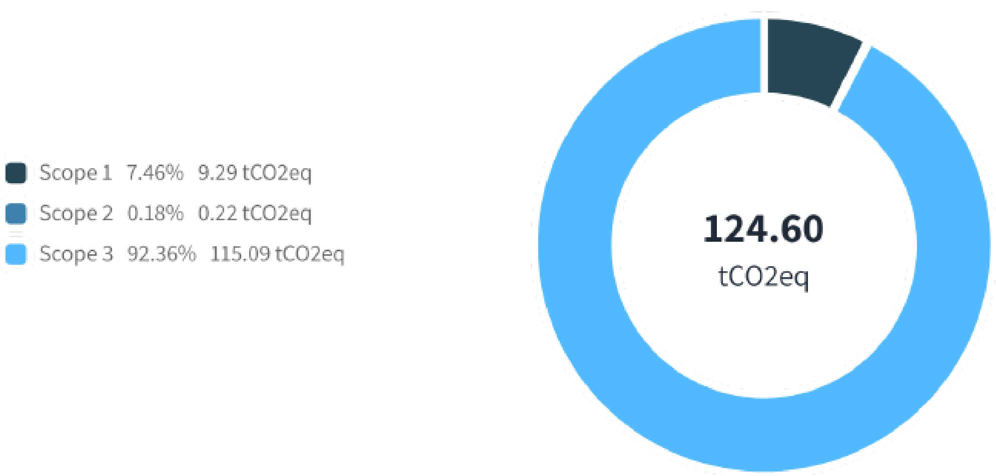
124.60 tCO2e
Total Emissions

0.72 tCO2e
Per Employee

5
Years of Reporting

2050
Net Zero Target Year

Carbon Emissions Summary



Greenhouse Gas Inventory

All data is reported in tonnes of carbon dioxide equivalent (tCO_2e) because it provides a standardised unit of measurement that accounts for the varying global warming potentials (GWP) of different greenhouse gases, enabling a clear, consistent, and comparable assessment of total emissions.

Scope	Category	Name	tCO2eq	tCO2eq per employee
1	1	Stationary Combustion Emissions	9.29	0.05
1	2	Fugitive Emissions	0	0
2	1	Purchased Electricity	0.22	0.00
3	1	Purchased Goods and Services	37.12	0.21
3	3	Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	1.36	0.01
3	5	Waste Generated in Operations	1.92	0.01
3	6	Business Travel	23.58	0.14
3	7	Employee Commuting	51.06	0.30
3	9	Downstream Transportation And Distribution	0.04	0.00

Emissions by Scope

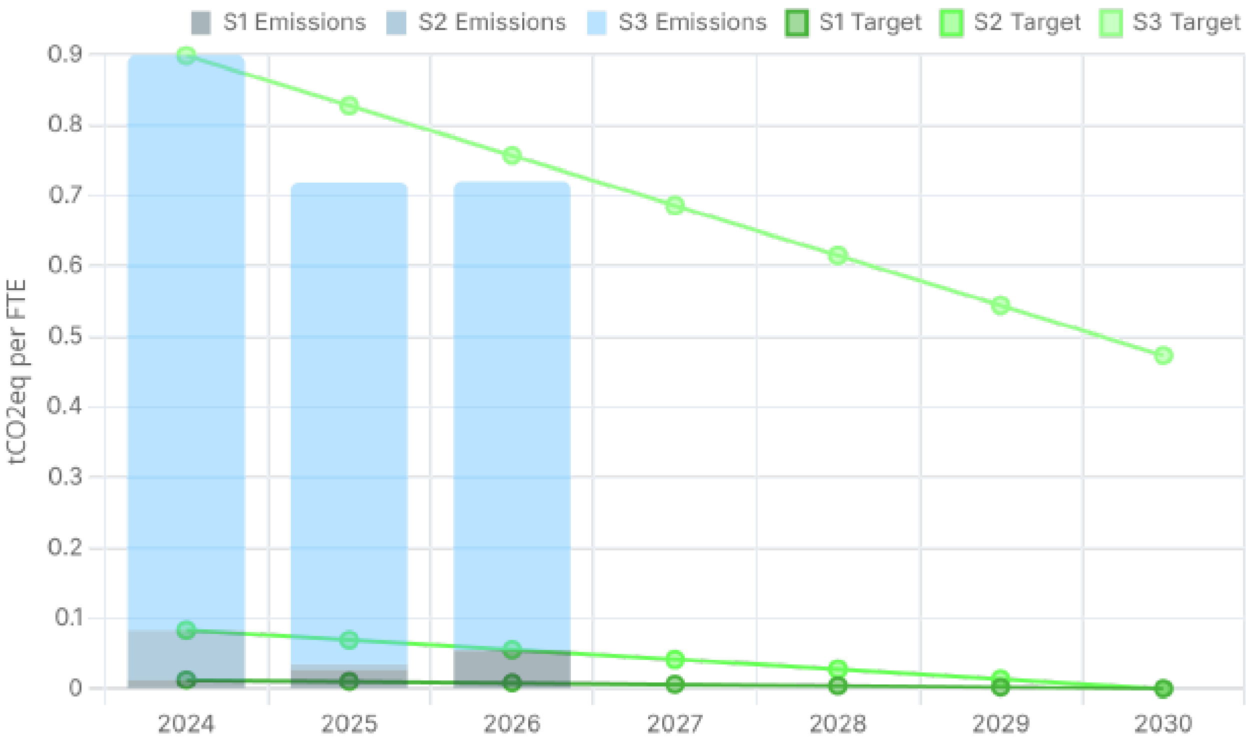
Scope	tCO2eq	tCO2eq per Employee	%
Scope 1	9.29	0.05	7.46
Scope 2 (Market)	0.22	0.00	0.18
Scope 3	115.09	0.67	92.36
Total	**124.60**	**0.72**	**100**

Scope 2 emissions are reported using a market-based approach, reflecting Civic's Environmental Procurement Policy to source electricity through a renewable energy tariff. For the reporting period, Scope 2 location-based emissions are measured at 13.03 tCO_2e.

Glidepath

Reduction Targets for 2030

Scope 1	Scope 2	Scope 3
100%	**100%**	**42%**



Scopes and categories included

Scope 1 & 2

All categories (1-6)

Scope 3

Upstream: Purchased Goods and Services (Category 1), Capital Goods (Category 2), Fuel and Energy-Related Activities Not Included in Scope 1 or Scope 2 (Category 3), Upstream Transportation and Distribution (Category 4), Waste Generated in Operations (Category 5), Business Travel (Category 6), Employee Commuting (Category 7), Upstream leased assets (Category 8)

Net Zero Statement

At Civic we are committed to promoting sustainability, protecting the environment, and creating a prosperous world for future generations. Promoting a broader sustainability agenda is integral to Civic's professional activities and our management.

We aim to lead by example by following good sustainability practices, to reduce the direct environmental impacts of all our activities, advance our positive contributions to the planet and our society, and to help our clients and partners to do the same.

Civic is committed to achieving net zero emissions by 2050. We will do this by aligning our Scope 1, Scope 2, and Scope 3 emissions to the following:

We will make Scope 1 emissions zero by 2030. We will do this by working with our facilities team to minimise the use of fossil fuel for heating.

We will make Scope 2 emissions zero by 2030. We will do this by ensuring we are supplied by low carbon electricity sources.

We will reduce our Scope 3 emissions by 42% by 2030 in line with the Science Based Targets initiative. We will do this by:

1. We will do this by encouraging and supporting our employees as they transition to low-carbon modes of transport
2. We will do this by understanding the impact of events we host, and making sure that we make decisions that support our choices
3. We will do this by selecting suppliers that align with our net zero strategy

We will also do this by aligning at least 80% of our supply chain to a high standard including (but not limited to) published carbon reporting and a published net zero plan.

We will review this at a later date if things change.

Methodology

Project Admin:

Alectro: This analysis was conducted by Alectro Ltd, for any questions please get in touch with us by emailing hello@alectro.io

Civic: This project was led by Laurie Latham (laurie.latham@team-civic.com)

Reporting Period: 1 March 2025 – 28 Feb 2026

Report Generated: This report was generated on 19 June 2026

Organisational Boundaries: Civic's carbon reporting follows the operational control approach as defined by the GHG Protocol. This approach includes all operations where Civic has full authority to introduce and implement operating policies. As a result, 100% of GHG emissions from all owned and leased facilities under Civic's direct operational control are included in the report.

Operational Control: All GHG emissions within the organisational boundary are accounted for and categorised into three key scopes:

- **Scope 1:** Direct emissions from sources owned or controlled by Civic.
- **Scope 2:** Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling.
- **Scope 3:** Other indirect emissions that occur in the value chain, which are considered optional for reporting purposes.

Reporting Principals:

Alectro believes that emission reporting should be conducted with the same importance as financial accounting and reporting. In line with the World Resource Institute WRI GHG Accounting and Reporting Principles, this analysis and report has been conducted to ensure that the information is a true and fair account of Civic and its current situation.

We therefore ensure our analysis and reporting is based on the following principles:

Relevance: We ensure the GHG inventory appropriately reflects the GHG emissions of the company and serves the decision-making needs of users – both internal and external to the company.

Completeness: We account for and report on all measurable GHG emission sources and activities within the chosen inventory boundary, including disclosing and justifying any specific exclusions.

Consistency: We use consistent methodologies to allow for meaningful comparisons of emissions over time. We transparently document any changes to the data, inventory boundary, methods, or any other relevant factors in the time series.

Transparency: We address all relevant issues in a factual and coherent manner, based on a clear audit trail. We disclose any relevant assumptions and make appropriate references to the accounting and calculation methodologies and data sources used.

Accuracy: We ensure that the quantification of GHG emissions is systematically neither over nor under actual emissions, as far as can be judged, and that uncertainties are reduced as far as practicable. We aim to achieve sufficient accuracy to enable users to make decisions with reasonable confidence as to the integrity of the reported information.

2.5 Carbon Reduction Projects

Carbon Reduction Initiatives:

As this is the fourth year of carbon emission reporting, we have started implementing actions from the analysis from previous years.

In future years, we will report carbon reductions and their progress, reporting on an intensity-based figure to ensure the growth of the company is accounted for.

We have implemented the following actions:

- Moving all of our facilities to low-carbon electricity procurement
- Transitioning any company vehicle fleet to low carbon transport measures (BEVs and PHEVs as a priority)
- Implement a company-wide travel policy to reduce our reliance on ICE vehicles to carry out site visits
- Work with suppliers to understand their own emissions. Educate and encourage them to set their own carbon reduction targets in line with the science.
- Integrate climate consideration into firm decision-making
- Continue to educate our people to reduce their carbon impact both in and outside of work
- Transparently report on our environmental metrics both internally and externally

2.6 Declaration and 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[1] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting[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) Standard[3].

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

Signed on behalf of Civic:

Signature:	

[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

Name:	Julian Broster
Role:	Chief Operating Officer
Date	19/06/2026

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