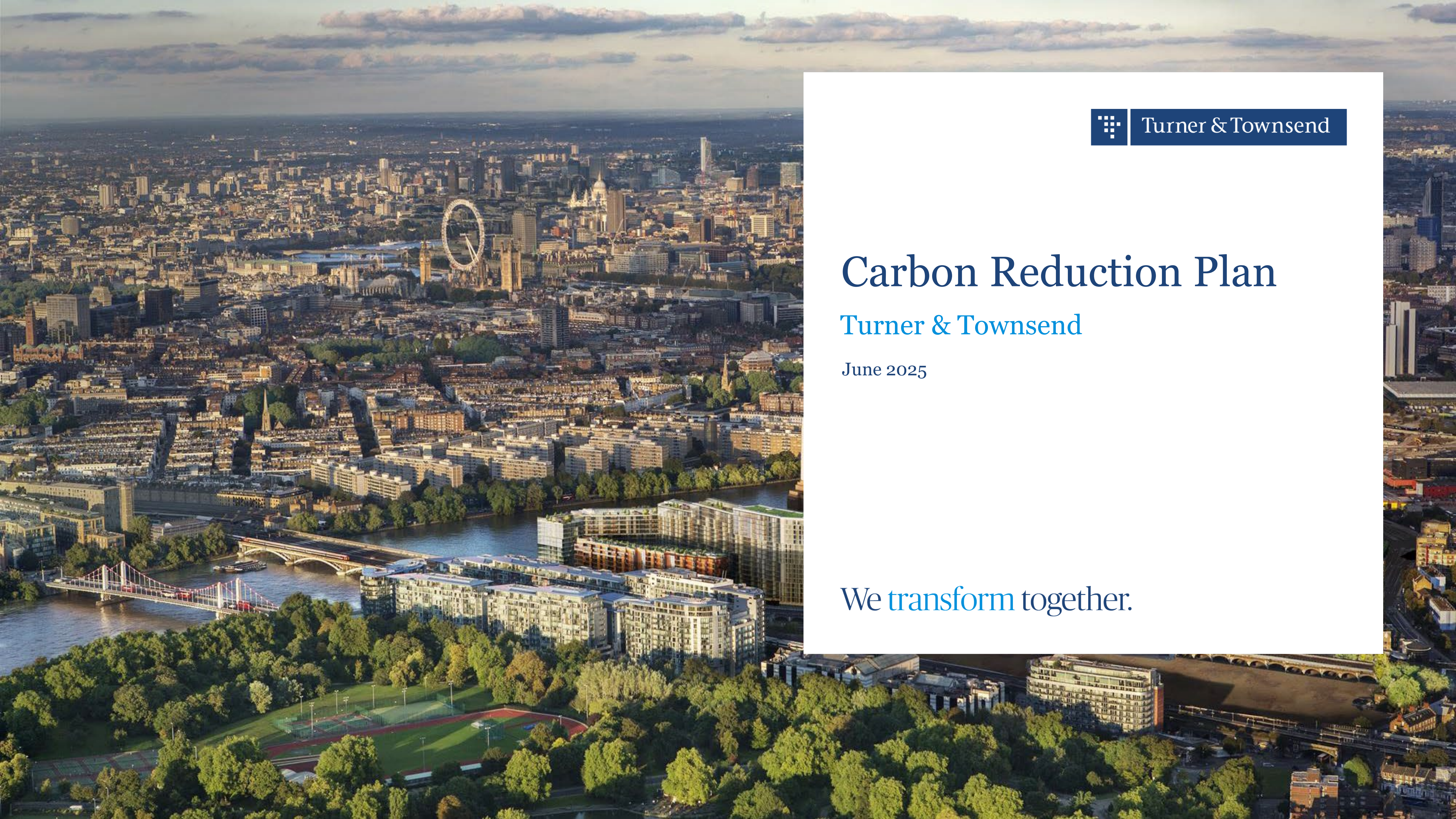


Carbon Reduction Plan

Turner & Townsend

June 2025

We transform together.

Introduction

"2024 has been an exciting year for Turner & Townsend, with significant growth plans being implemented. We have reflected on what positive sustainable performance means, as core to our Vision and Purpose. As a result, we have reverified our ambition with the Science Based Targets initiative, with 2030 short term, and 2040 absolute net zero targets, as we responsibly manage our climate and environmental responsibilities."

Vincent Clancy

Chairman and Chief Executive Officer

Turner & Townsend are delighted to publish the latest Carbon Reduction Plan for the business, which identifies our greenhouse gas emission (GHG) portfolio for the calendar and reporting year, 2024.

This report demonstrates the considerable strides we have made towards achieving our short- and long-term sustainability objectives. We have increased collaboration with our majority shareholder, CBRE, supporting both businesses to share learnings and drive efficient decarbonisation actions. We continue to challenge ourselves to drive change against the backdrop of a fluctuating legislative and client-driven market.

We have invested in our internal capabilities to deliver – and continue to do so. In 2024 our efforts were recognised by EcoVadis who gave us a Gold rating, equal to being regarded in the top 5 percent of sustainably-minded businesses – EcoVadis is recognised as a globally leading sustainability rating body. Without resting on this success, we have accelerated ambitions to operate our owned and leased offices on renewable electricity by five years to the end of 2025, and are developing improved roadmaps, transition and action plans to support this, and other actions.

Together, this supports our Purpose: *We are making the difference, transforming performance for a green, inclusive and productive world.* Our world is changing, and our industry needs to respond. This is challenging but it is our responsibility to make it happen.

Declaration and Sign off

This Carbon Reduction Plan has been completed in accordance with UK PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Scope 1, 2 and 3 emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the Greenhouse Gas (GHG) Reporting Protocol Corporate Standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Further, these emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (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 UK Board, represented by our Chief Executive Officer, Vincent Clancy.

Signed: Vincent Clancy

Date: 28 July 2025

Turner & Townsend's net zero targets

In 2024, we re-verified our global net zero targets and ambitions with the Science Based Targets initiative, retaining our 2030 ambitions and **confirming our net zero by 2040 ambition**.

Our internal net-zero strategy addresses our climate impact and is key to growing our business and service offerings with integrity. The strategy aligns with best practice released by the Science-Based Target initiative (SBTi) which defines net zero as a reduction in absolute emissions of 90 percent against a baseline year. Like many businesses, we are therefore transforming our operations and tackling emissions from our supply chain, which represents 82 percent of our carbon footprint.

We are committed to continued review and strengthening the pace and scale of our net zero ambitions as we continue to experience business growth year on year. In 2025 we are due to publish a standalone Climate and Environmental Impact report, as well as a detailed global Climate Transition Plan.

Although still in the early stages of our journey, we embrace the challenges of decarbonisation while retaining business growth. We not only need to address our impacts but continue to be a positive influence with our clients, stakeholders and across all our markets.

Our journey to net zero

2019-21	2019 Baseline for GHG impacts, using 2021 as a proxy*
2023/4	Re-baseline and consolidation of scope boundaries, M&A's and methodology
2025	Transition to 100% renewable electricity
2030	Reduce scope 1 and 2 emissions by 50%
2040	Net zero target: At least 90% reduction in all scopes

** 2021 used as a proxy year to replace data impacted by Covid-19 global pandemic where performance was not representative for target setting purposes*

Emission reductions: targets and progress

Alongside our business growth, our emissions continue to be driven by an expanding global workforce and business travel as a result of client demands and our operations, including procurement impacts. To help address this, we are establishing a targeted sustainable procurement initiative.

We are currently addressing progress under three primary themes: Reducing the impact of our office footprint, reducing the impact of how our people move, and reducing the impact of procurement. We anticipate that these will become foundations within the upcoming Climate Transition Plan.

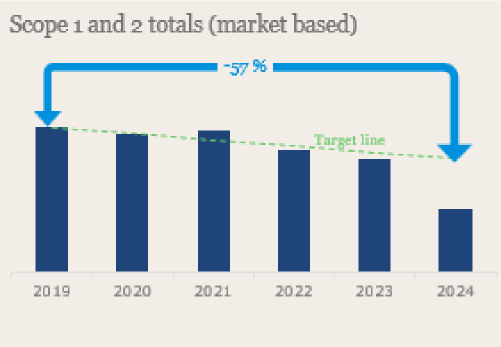
Additionally, a suite of intensity metrics has been established to allow the monitoring of decarbonisation efforts alongside continued growth ambitions. Growth and decarbonisation do not always align, so use of intensity metrics allows for better informed strategic and investment decision-making where we can partially decouple growth from net-zero.

In turn, this is supporting refined and detailed actionable roadmap development within each of our global regions, including the UK as a singular region. *The data included in this report is undergoing third-party audit and validation. Therefore, the data in this report is liable to minor amends.*

Scopes 1 and 2

Target 50 percent reduction by 2030 from 2019 base year

- 57 percent reduction versus 2019* base year
- 44 percent reduction versus previous reporting year



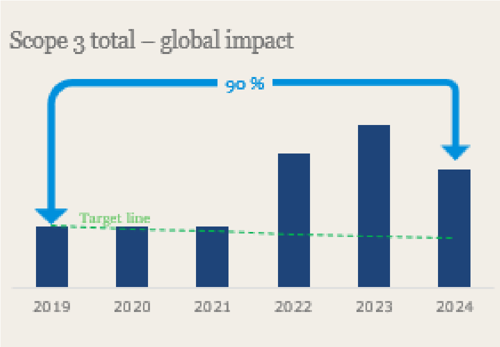
2024 progress highlights:

- Office energy impacts (including scope 3.3, 3.5 and 3.8) decreased by 37 percent from 2023
- Office energy (kWh) by office space has decreased 29 percent since 2023
- Scope 1 and 2 market-based emissions reduced 25 and 45 percent respectively from 2023

Scope 3

Target 90 percent reduction by 2040 from 2019 base year

- 90 percent increase versus 2019* base year
- 28 percent decrease versus previous reporting year



2024 progress highlights

- 26 percent reduction in travel related tCO_2e/headcount
- 42 percent reduction in $kgCO_2e$/£ spent in on purchased goods, services and capital goods
- Air and land-based business travel increased by 2.4 percent by milage, but improved decision making meant we realised a 17.3 percent improvement in associated tCO_2e impacts.

** using 2021/22 as a proxy year to replace data impacted by Covid-19 global pandemic where performance was not representative*

GHG Performance Data

Scope Category	2024	2023	2022	2021	2020*	2019*
Scope 1 (% of total)	0.08 %	0.08 %	0.11 %	0.15 %	0.16 %	0.16 %
Direct emissions from stationary combustion	43.4	39.0	12.8	29.3	29.3	29.3
Direct emissions from mobile combustion	48.8	84.2	129.6	70.3	74.4	71.3
Direct Emissions from fugitive sources	-	-	-	-	-	-
Scope 1 total	92.2	123.2	142.4	99.6	103.7	100.5
Scope 2 (% of total)	1.48 %	1.94 %	2.55 %	6.26 %	6.15 %	6.37 %
Indirect Emissions from Purchased/Acquired Electricity (location-based)	1,849.4	2,097.4	2,678.6	3,186.5	3,267.1	3,419.4
Indirect Emissions from Purchased/Acquired Electricity (market-based)	1,541.9	2,790.0	3,099.0	3,715.0	3,614.0	3,798.0
Indirect Emissions from Purchased/Acquired Heating	198.3	377.6	326.0	328.9	328.9	328.9
Scope 2 total (market-based)	1,740.2	3,167.6	3,425.0	4,043.9	3,942.9	4,126.9
Scope 3 (% of total)	98.44 %	97.99 %	97.34 %	93.59 %	93.69 %	93.48 %
Category 1: Purchased Goods & Services	89,254.8	1131,412.4	106,122.6	48,722.1	48,722.1	48,722.1
Category 2: Capital Goods	7,646.7	9,550.9	2,581.2	1,888.6	1,888.6	1,888.6
Category 3: Fuel and Energy-Related Activities	376.1	410.2	631.1	673.2	379.8	500.1
Category 4: Upstream transportation and distribution	n/a	n/a	n/a	n/a	n/a	n/a
Category 5: Waste Generated in Operations (inc water)	57.2	51.3	44.6	54.2	63.1	63.1

** using 2021 as a proxy year to replace data impacted by Covid-19 global pandemic where performance was not representative*

GHG Performance Data

Scope Category	2024	2023	2022	2021	2020*	2019*
Scope 3 continued						
Category 6: Business Travel	6,493.6	7,658.6	7,280.5	4,008.9	4,002.5	4,137.4
Category 7: Employee Commuting	11,217.7	10,730.1	13,580.8	4,675.3	4,570.4	4,779.4
Category 8: Upstream Leased Assets	333.4	361.8	411.2	481.8	489.2	505.7
Category 9: Downstream transportation and distribution	n/a	n/a	n/a	n/a	n/a	n/a
Category 10: Processing of sold products	n/a	n/a	n/a	n/a	n/a	n/a
Category 11: Use of sold products	n/a	n/a	n/a	n/a	n/a	n/a
Category 12: End of life treatment of sold products	n/a	n/a	n/a	n/a	n/a	n/a
Category 13: Downstream leased assets	n/a	n/a	n/a	n/a	n/a	n/a
Category 14: Franchises	n/a	n/a	n/a	n/a	n/a	n/a
Category 15: Investments**	Excluded	Excluded	Excluded	Excluded	Excluded	Excluded
Scope 3 total	115,379.6	160,175.5	130,651.8	60,504.3	60,115.5	60,596.8
Total emissions (market based)	**117,211.9**	**163,466.4**	**134,219.2**	**64,647.8**	**64,162.0**	**64,824.2**
Intensity metrics						
tCO_2e/£ million revenue (gross)	76.5	133.4	151.8	88.9	86.2	101.3
tCO_2e/ headcount	9.0	14.4	14.5	8.7	10.6	10.4

- *using 2021/22 as a proxy year to replace data impacted by Covid-19 global pandemic where performance was not representative*
- ***Excluded due to lack of specific data at this stage.*

UK focus on carbon reduction challenges, initiatives and progress

Challenge	Progress to date	Example initiatives and action delivered or proposed
Reducing the impact of our office footprint	▪ Achieved ISO14001 in all UK offices ▪ 22 percent reduction in office energy kWh from 2023 ▪ 21 percent reduction in tCO_2e/m^2 from 2023 ▪ 38 percent reduction in tCO_2e/ headcount from 2023 ▪ 70% electricity consumed in the UK is from a renewable source	▪ Working with landlords to support improved data sharing, sub-metering and to provide professional services support to assist schemes such as Air Source Heat Pump installations ▪ Continued lighting re-fits, BMS improvements and digitising controls (e.g. sensors, auto-shut down and zoning) ▪ Boiler and HVAC updates (with landlords or Facilities Management support)
Reducing the impact of how our people move	▪ Appointed a new UK travel provider in 2024 with reporting and insights on travel behaviours and promotion of low-carbon alternatives (e.g. train travel to replace certain domestic flights) ▪ Continued reduction of business car fleet	▪ Investigating partnerships to offer EV salary sacrifice options ▪ Providing fuel-efficient driver training to high-mileage drivers, and seeking alternative approaches to reduce overall travel needs ▪ Developing driver training policy and launch
Reducing the impact of procurement	▪ Improved categorisation and knowledge of supply chain partners has led to improved mapping (20 percent increase in categories) and therefore a more accurate implementation of emission factors (average emission factor per £ spent reduced by 44 percent) ▪ Trailed new sustainability requirements in procurement leading to informed decision making on cost and carbon impacts, in parallel.	▪ Developing ESG procurement criteria to inform decision making ▪ Partnering with a UK telecoms major to analyse energy and carbon impacts of IT equipment and inform business decision making on energy efficiency optimisation ▪ Coordinating with a third-party specialist to support transition from spend-based to activity-based procurement carbon data in 2025

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