



CARBON REDUCTION PLAN **2026**

Equans UK & Ireland

April 2026



1. EQUANS CARBON REDUCTION PLAN

This Carbon Reduction Plan reports Equans UK & Ireland's (Equans) progress towards achieving net zero greenhouse gas emissions. It reports annual greenhouse gas emissions and the steps we shall put in place to achieve net zero.

This document was produced in response to Policy Procurement Note (PPN) 006: **Taking Account of Carbon Reduction Plans in the Procurement of Major Government Contracts¹** and **NHS England's Net Zero Supplier Roadmap²**.

This Carbon Reduction Plan covers all Equans entities, reporting the total UK and Ireland emissions as well as each entity's emissions separately. The commitments in this plan are supported by all entities within Equans. This Carbon Reduction Plan is updated annually.

¹<https://www.gov.uk/government/publications/ppn-006-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>

²<https://www.england.nhs.uk/greenernhs/get-involved/suppliers/>





2. COMMITMENT TO ACHIEVING NET ZERO

Equans Group has full independent validation of its global decarbonisation plans by the Science Based Targets initiative (SBTi). Equans UK and Ireland's GHG inventory has been independently verified by Achilles in accordance with ISO 14064 since our 2023 baseline.

To support Group's global decarbonisation plans and maintain our ambitious goals, Equans UK & Ireland has adopted net zero targets as follows:

- Net zero carbon emissions by 2035 for our scope 1 and 2 emissions; and
- Net Zero carbon emissions by 2050 across all scope 3 emissions.

This Carbon Reduction Plan supports the UK Government's commitment to achieve net zero by 2050 under the Climate Change Act 2008. Our GHG inventory, baseline and reporting year, is independently verified by Achilles in accordance with ISO 14064.



3. BASELINE EMISSIONS FOOTPRINT

Equans' emissions are calculated in tonnes of carbon dioxide equivalent (tCO₂e) using the appropriate conversion factors published by the Department for Energy Security and Net Zero and the Department for Energy and Industrial Strategy³. This ensures our data includes the emissions from the seven greenhouse gasses named by the Kyoto Protocol.

Our emissions data is reported in line with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard⁴, and Corporate Value Chain (Scope 3) Standard⁵, using the 'Operational Control' approach.

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴<https://ghgprotocol.org/corporate-standard>

⁵<https://ghgprotocol.org/standards/scope-3-standard>

4. BASELINE

Baseline Year: 2023

Additional details relating to the Baseline Emissions calculations:

We use a 2023 baseline to monitor our progress towards net zero.

This covers the calendar year January 2023 to December 2023, which is also Equans' financial year. We continue to improve our carbon accounting methodology in line with best practice. We continue to ensure our carbon emission inventory accurately reflects any structural changes that affect the scope or boundary of our emissions. Following such events, we recalculate our baseline to ensure we apply a consistent approach to reflect our decarbonisation journey accurately and transparently. Our baseline data has been independently verified to the ISO14064 GHG standard.

BASELINE YEAR EMISSIONS

EMISSIONS		TOTAL (tCO ₂ e)
SCOPE 1	Offices and on-site natural gas	440.3
	Vehicle fleet	11,265.0
	On site fuels	1,341.1
	Total	13,046.5
SCOPE 2	Offices and on-site electricity	1,211.4
	Vehicle fleet electricity	348.1
	Total	1,559.6
SCOPE 3 (Included Sources)	Category 4 - Upstream transportation and distribution	10,251.4*
	Category 5 - Waste generated in operations	578.3
	Category 6 - Business travel	3,002.9
	Category 7 - Employee commuting	13,242.1*
	Category 9 - Downstream transportation and distribution	Negligible**
	Total:	27,074.7
All	Total Emissions	41,680.7

* Estimated

** Equans does not sell transportable products and therefore does not engage in the transport or distribution of products. Any transportation of items purchased by Equans to our Client sites is accounted for in our fleet data and reported as Scope 1 or 2 emissions.

The apportionment of emissions to relevant entities is captured below.

Equans bidding entity	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
Equans FM Ltd	1,105.3	43.2	1,438.8	2,587.3
Equans Services Ltd	3,230.9	288.6	9,000.7	12,520.2
Equans Buildings Ltd	55.6	10.2	1,070.0	1,135.8
Equans Regeneration Ltd	6,901.6	1,001.0	10,055.8	17,958.4
Equans E&S Solutions Ltd	1,083.8	91.4	3,654.6	4,829.7
Equans E&S Infrastructure UK Ltd	590.7	31.4	267.7	889.8
Other Equans Entities	78.7	93.8	1,587.1	1,759.5
Totals	13,046.5	1,559.6	27,074.7	41,680.7

5. CURRENT EMISSIONS REPORTING

Reporting Year: 2025

5.1 CURRENT FULL REPORTING YEAR

EMISSIONS		TOTAL (tCO ₂ e)
SCOPE 1	Offices and on-site natural gas	162.1
	Vehicle fleet	8,230.6
	On site fuels	673.2
	Total	9,066.0
SCOPE 2	Offices and on-site electricity	628.2
	Vehicle fleet electricity	429.8
	Total	1,058.1
SCOPE 3 (Included Sources)	Category 4 - Upstream transportation and distribution	7,573.3*
	Category 5 - Waste generated in operations	135.3
	Category 6 - Business travel	1,628.5
	Category 7 - Employee commuting	9,602.2*
	Category 9 - Downstream transportation and distribution	Negligible**
	Total:	18,939.2
All	Total Emissions	29,063.3

* Estimated

** Equans does not sell transportable products and therefore does not engage in the transport or distribution of products. Any transportation of items purchased by Equans to our Client sites is accounted for in our fleet data and reported as Scope 1 or 2 emissions.

The apportionment of emissions to relevant entities is captured below.

Equans bidding entity	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
Equans FM Ltd	979.5	58.7	865.8	1,904.1
Equans Services Ltd	1,635.8	277.8	6,508.1	8,421.6
Equans Buildings Ltd	57.0	10.6	1,345.1	1,412.6
Equans Regeneration Ltd	5,009.9	505.8	6,321.3	11,837.0
Equans E&S Solutions Ltd	868.5	92.6	2,238.1	3,199.3
Equans E&S Infrastructure UK Ltd	465.6	31.9	160.1	657.6
Other Equans Entities	49.6	80.6	1,500.8	1,631.1
Totals	9,066.0	1,058.1	18,939.2	29,063.3

6. EMISSIONS REDUCTION TARGETS

6.1 Target 1:

Net Zero for Scope 1 and 2 by 2035

We aim to reach net zero carbon emissions by 2035 for our scope 1 and 2 emissions, including our offices, vehicle fleet, and fuel consumption. We have an interim SBTi target to reduce scope 1 and 2 emissions by 42% by 2030. To achieve these targets we are aiming to reduce our emissions by an average of 7.5% per annum. As seen in figure 1, we have exceeded this target for the past two years. Our 2025 emissions were 12% lower than 2024 and 31% lower than our 2023 baseline.

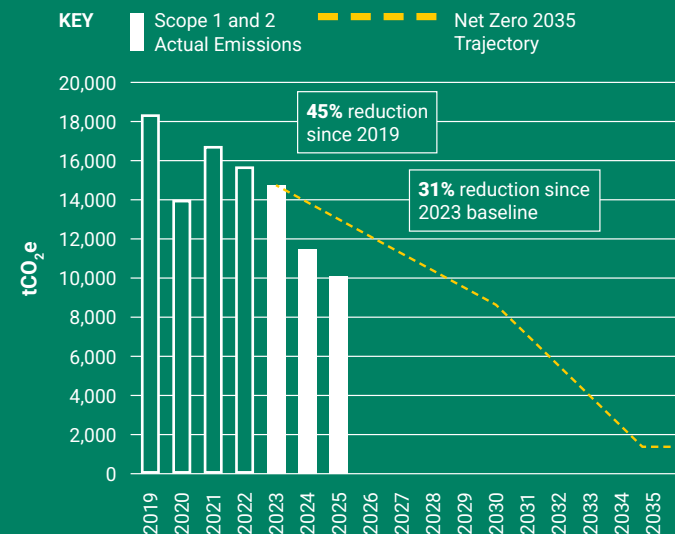


Figure 1: Equans UK & Ireland Scope 1 and 2 Carbon Emissions with Net Zero 2035 Trajectory

6.2 Target 2:

Net Zero for Scope 3 emissions by 2050

We are committed to reaching net zero for our Scope 3 emissions by 2050. We have an interim SBTi target to reduce selected Scope 3 emissions (covering travel, grey fleet, water, waste, services delivered to clients and supply chain) by 52% per value added by 2030. Whilst this Carbon Reduction Plan includes only the categories of scope 3 set out in PPN006, Figure 2 shows how we are exceeding these targets, with an 18% reduction between 2024 and 2025 and a 30% cumulative reduction since the 2023 baseline.

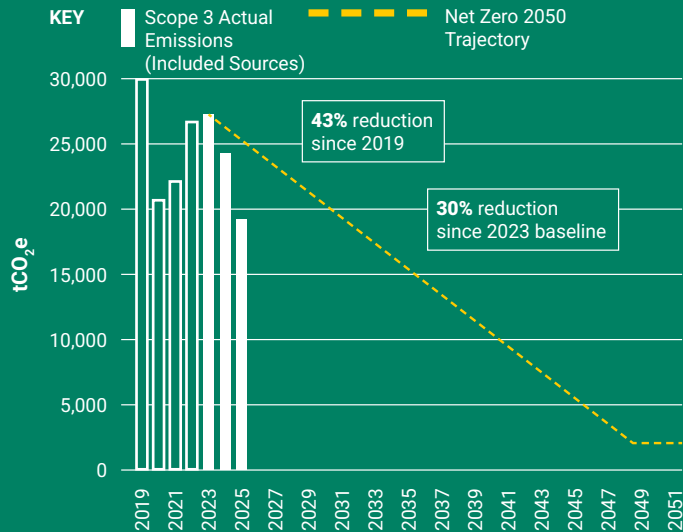


Figure 2:
Equans UK & Ireland Scope 3 Carbon Emissions with Net Zero 2050 Trajectory

7. CARBON REDUCTION PROJECTS

7.1 Our Approach

As an ISO 14001 and ISO 50001 certified organisation, environmental and energy management are integrated into our business management system and business processes, which governs our service delivery.

Equans was awarded Gold EcoVadis in 2025, continuing our run of gold or platinum since 2019. The award is an independent endorsement that demonstrates our commitment to sustainability management and gives confidence to our current and future partners that Equans continues to lead the way in sustainability management and has the expertise and experience to add value to their performance.

Equans was also recertified Platinum status for 2025 in the Sustainable FM Index (SFMI), the UK's only ESG benchmark for the FM sector. It is the sixth year that Equans' UK business has been recognised with a Platinum award by the sustainability benchmark.



7.2 Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented and will be in place when delivering our contracts:

- **Greening Our Energy Supply:**

In 2025 we continued our programme to transition offices and sites to renewable electricity tariffs. 100% of our leased property, where we are in control of the energy supply, are on REGO backed renewable electricity and RGGO backed biogas. We have put in place a process that mandates all future electricity and gas contract renewals are on a green tariff supply.

- **Sustainable Property Strategy:**

We launched our new sustainable property strategy specifying minimum energy efficiency requirements for corporate offices. For offices and sites where the landlord is in control of the supply, we continue to engage with them and request if not already green that they switch to renewable sources as soon as possible.

- **Energy Supply Decarbonisation:**

The combined impact of greening our energy supply, estate optimisation and grid decarbonisation is a 53% reduction in utilities emissions between 2023 and 2025.

- **Electrifying the Vehicle Fleet:**

In 2025 we achieved the milestone of over 45% of our fleet being EVs (equivalent to over 1400 electric vehicles). This includes 92% of our cars now being fully electric. This is being driven forward with our electric-only company car list, and the rollout of electric vehicle

charge points at our projects and at our employees' homes. This helps not only reduce our corporate emissions but also supports our employees to reduce their personal emissions.

- **Low Carbon Plant:**

We have deployed low carbon plant on our solar farm construction projects, such as battery optimised generators, solar powered welfare cabins and green hydrogen powered lighting and CCTV columns. We are continuing to roll out this low carbon site set up across our projects.

- **Electrifying Our Sites:**

We have an energy partner who centrally manages the installation of new temporary electricity supplies at our operational sites. This process helps our sites avoid the need for diesel generators. We are also rolling out a smart metering platform to enable improved real time monitoring and management of energy consumption.

- **Employee Commuting Survey:**

Each year we issue a survey to all staff asking how they travel to work and encouraging the use of sustainable travel options. In 2025 there was a 2% increase in the number of staff commuting by public transport and a further 5% of drivers switched to an electric vehicle since last year.

- **Supporting Hybrid Working:**

We have a hybrid working policy, with many of our employees working at home part of the week, reducing commuting emissions.

- **Optimising Our Office Estate:**

Hybrid working has also given us the opportunity to optimise our offices. We have moved to smaller and more energy efficient offices in London and our Shared Services Centre in Newcastle. We are continuing to explore further office efficiency opportunities.

- **The Equans Tree Fund:**

Established in 2019, the Equans Tree Fund has had great success with our employees and partners planting over 14,350 trees across client and community sites.



- **Alternative Fuels:**

Our long-term strategy is to phase out fossil fuels in the delivery of our operations. During this transition period, we are exploring the use of sustainably sourced biofuels. Our Solar Farm construction sites are leading the way. They now use Hydrotreated Vegetable Oil (HVO) to power the construction phase, a reduction in emissions of 74% since 2019, saving over 1,800 tonnes of CO₂e in 2025 alone. We continue to monitor the sustainability credentials and supply chain for new and existing alternative fuels.

- **Supporting our Supply Chain to Quantify and Reduce Emissions:**

We provide practical advice to our SME supply chain on decarbonisation through training initiatives delivered in partnership with the Supply Chain Sustainability School.

As part of our journey to understand and reduce the embodied emissions in the goods and services provided by our extensive supply chain, we have embedded spend based carbon estimates into our financial reporting. Through this approach we have established that scope 3 accounts for over 95% of our total emissions.

- **Supply Chain Engagement:**

In 2025 we launched our Procure for Impact Sustainable Procurement Strategy. To deliver this strategy we have identified our top 250 suppliers, engaged a third party to survey our suppliers, and hold CSR meetings with our top suppliers. Through this engagement we are obtaining more granular carbon emissions data and discussing in detail how we can lower the embodied emissions of the goods and services we purchase and identify low carbon solutions/products to implement on our sites.

- **Employee Engagement:**

We are embedding climate training into our staff induction and training programmes. This includes rolling out Climate Fresk and Circular Economy Fresk training to employees across the business from front line to board room, as well as our clients, with over 1100 people trained to date. We host an annual Sustainability Awards, Our Planet Awards, with dozens of inspirational entries across four categories, with the ultimate winners decided by employee voting. These awards enable us to showcase best practices across the sites and give inspirations across our organisation.

We also have a thriving employee led Green Network, which delivers events to inspire colleagues, in 2025 this included a Climate Assembly where people from across the business came together to discuss the circular economy and biodiversity strategy of the business.

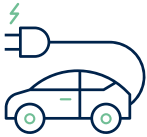
- **Minimal Waste to Landfill:**

We already divert the vast majority of our waste from landfill, over 96% of non-hazardous waste in 2025. We are also implementing supplier partnerships to support closed-loop recycling as part of our circular economy strategy. For example, since 2023 we recycled over 120 tonnes of u-PVC window frames with Eurocell, helping turn old windows into new energy efficient ones. Other initiatives include closed-loop paper towel recycling, repairing furniture for re-use, donating ladders to a skills charity, recycling our workwear and much more.



7.3 Future Carbon Reduction Initiatives

We plan to implement the following measures:



Electrifying the Vehicle Fleet:

We shall continue to electrify our fleet with an aim to deliver zero tailpipe emissions by 2035. Our van fleet represented 77% of scope 1 and 2 emissions in 2025, and is therefore the focus of our attention in 2026, with 216 new electric vans on order.



Offsetting:

We are working with our global colleagues to develop an offsetting plan to compensate for residual emission sources that we are unable to immediately decarbonise as part of our net zero commitments, ensuring that offset schemes we utilise have robust, transparent validation schemes in place.



Optimise our Biodiversity Strategy:

To maximise the co-benefits of ecological and carbon reduction management across our sites.



Supply Chain Emissions:

We are committed to a comprehensive approach to sustainable procurement. Alongside our Procure for Impact strategy, we are working towards our longer term goal of embedding product specific emissions factors and environmental product information into all our procurement catalogues. This will enable robust understanding of a product's sustainability credentials during the procurement process.



Data Automation:

We are working to automate the process of carbon data reporting, by connecting directly to our supplier platforms, to provide us real time information on the use of fuels, vehicles and utilities. Through efficient and robust data analysis, we can improve decision making and reduce carbon emissions and energy consumption.





7.4 Helping Our Clients Decarbonisation Journeys

As well as reducing our own carbon emissions, our mission is to provide our customers a high level of expertise and technology with the ambition of making a significant contribution to a low carbon world.

Here is a selection of our recent work:

- **Retrofitting UK Homes:**

We deliver an industry-leading retrofit service and have been the leading contractor for securing funding through the Department for Energy, Security and Net Zero's Warm Homes: Social Housing Fund (WH:SHF).

A prime example is Jordan House in Birmingham. The apartment block was built in the 1960's and had poor energy performance, leaving residents with cold homes and high energy bills. Our energy efficiency works included external wall insulation, new windows, doors, roofing insulation, new heating and ventilation systems, alongside structural works and replacement of kitchens and bathrooms. The result was an improvement in EPC from D/E to C and an annual saving of 75 tCO₂e, and importantly residents are saving money on their energy bills, and feel much warmer and more comfortable in their homes.

- **Upgrading Public Buildings:**

Working on behalf of Cheshire East Council and Everybody Health & Leisure, Equans has transformed the outdated swimming provision at Macclesfield Leisure Centre to ensure it remains a much-loved community facility for decades to come. A new Micro-Filtration system was installed to provide improved water quality while offering the

potential to reduce water usage by up to 66%, helping to lower running costs for Cheshire East Council. The works delivered measurable improvements in water and energy efficiency while reducing operational costs, improving sustainability and creating a safer environment for both customers and staff.

- **Delivering Solar Farms:**

In 2025, we installed 328 MWp of solar generation capacity across 6 sites. One of these sites, Sandon Brook Solar Farm, located in South Essex, is a cutting-edge utility-scale renewable energy project delivered in partnership with Low Carbon. Delivering 55 MWp of solar photovoltaic (PV) capacity and 35 MW of Battery Energy Storage System (BESS), the site can power over 16,500 UK homes with clean, sustainable electricity. The site incorporates biodiversity enhancements and works in harmony with traditional agricultural practices such as sheep grazing, demonstrating how large-scale solar farms and farming can coexist sustainably. In 2026, we are continuing to deliver more solar farms and energy storage facilities across the UK.

- **Energy Efficient Street lighting:**

We are helping local authorities across the UK to convert road lighting to energy efficient LEDs. Across our Barnet and Lambeth contracts over 99% of lighting assets are now LEDs, more than 20% above of the national average. In Barnet, we have reduced the electricity consumption by 65% since the 2019 baseline, with a carbon reduction saving of 75%.

- **Sustainable Facilities Management:**

As a leading facilities management provider, we have seen first-hand the appetite from clients to incorporate net zero services into their existing FM agreements:

- We have extended our partnership with the UK Home Office, to deliver integrated Facilities Management (FM) services across London and the surrounding area. As part of our commitment to sustainability and innovation, Equans will optimise the energy efficiency of the estate by leveraging enhanced digital platforms, including a pilot programme with our cutting-edge Equans Digital technology. Additionally, we will lead an innovative Climate Adaptation Pilot that translates physical climate risks into actionable, asset-level insights to help future-proof the estate.



- We won 3 awards at the prestigious 2025 Premises & Facilities Management (PFM) Awards, including an award for our long-standing public-private partnership, with the Met Police and SSGL which supports the specialist training of over 100,000 officers annually. We delivered £250k in energy savings and 200tCO₂e. Pioneering sustainability and social value initiatives included EV infrastructure, and beekeeping.
- **Equans to progress the UK's first net zero neighbourhood:**

Equans has continued to develop the UK's first net zero neighbourhood in Dudley. Up to 300 homes (a mix of privately owned and social housing) are set to undergo deep retrofit measures, including advanced insulation, solar panels, battery storage, and low-carbon heating systems (50 homes have been refitted in phase 1). Equans has installed 73.8kWp of solar (domestic and commercial), with 172kWh of battery storage, improving security of supply and lowering electricity costs for households and businesses.

Crucially, the community's active role in co-designing interventions has strengthened social cohesion and ensured solutions genuinely meet local needs. This model now provides a replicable framework, enabling other neighbourhoods across the West Midlands and beyond to adopt a proven, community centred approach to place based transformation.

- **Green Hydrogen:**

Hydrogen will play a key role in decarbonizing industry and heavy transport. We have delivered a number of exciting projects supporting this important part of the UK's energy transition, including working with a consortium to design, build, commission, and operate the world's largest and most efficient ammonia to hydrogen conversion unit of its kind.
- **Cambridge County Council, Swaffham Prior Heat Network:**

Equans delivered a renewable heat network for CCC to serve the village of Swaffham Prior, which has no connection to the gas network. This scheme provides 300 homes access to a heat network powered by ground and air source heat pumps which use renewable electricity.
- **PFI:**

In 2025 we advanced our Net Zero strategy across healthcare PFI sites. The collaboration between Equans' Sustainable FM and Equans' Carbon Shift teams working closely with our NHS clients successfully secured funding through the NHS Future Renewables Fund. A total of 2.5 MWp of solar PV is being installed across 3 hospital sites.
- **Adaption:**

We are passionate about reaching net zero, but we also recognise that adapting to the immediate impacts of climate change is also becoming a critical priority. Equans pioneering combination of advanced climate modelling, building engineering analysis and bespoke recommendations allowed us to deliver a bespoke Climate Risk, Adaptation,

and Resilience Assessment for Leeds Teaching Hospitals. The project identified physical vulnerabilities, formulated mitigation strategies, and explained how to future-proof their estates and facilities against escalating climate risks.

- **Carbon Shift:**

Carbon Shift, from Equans, is an integrated end-to-end approach that combines technical expertise, operational excellence, and innovative thinking to provide a comprehensive route to decarbonisation; from Net Zero strategies and advisory services to delivery of on-the-ground solutions. Reducing carbon emissions and adapting to the changing climate are critical – and Carbon Shift was created to support organisations of all sizes, and across all sectors, in addressing these challenges successfully and cost effectively. Carbon Shift delivers practical, tailored solutions to help businesses significantly reduce their carbon footprint while improving long-term resilience.

Highlights include:

- Since 2018 over 2 million tonnes CO₂ savings identified for clients in the UK
- £500m savings identified for clients in the UK
- £400m public funding for decarbonisation projects secured for clients
- in 2025 we deliver over £1.1m of environmental social value, through reducing our emissions, supporting biodiversity, providing sustainability leadership and re-using materials.

DECLARATION AND SIGN OFF

This Carbon Reduction Plan has been completed in accordance with PPN 006 and the 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 standard⁴ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting³.

Scope 1 and 2 emissions have been reported in accordance with SECR requirements⁶, 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) Standard⁵.

This Carbon Reduction Plan has been reviewed and approved by the board of directors at Equans UK & Ireland.

Signed for on behalf of Equans UK & Ireland



Jean-Philippe Loiseau
CEO EQUANS UK & Ireland

³<https://www.gov.uk/government/publications/environmental-reporting-guidelines-including-mandatory-greenhouse-gas-emissions-reporting-guidance>



