

Carbon Reduction Plan

Supplier name: BDO LLP

Publication date: 02 February 2026 for reporting period ending 4th July 2025 (FY25).

Commitment to achieving Net-Zero

BDO LLP is committed to achieving Net-Zero emissions by 2050 or earlier.

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: 2019/2020 (FY20)	
Additional details relating to the baseline emissions calculations.	
<p>BDO LLP follows an operational control approach to defining our organisational boundary. Scope 1 & 2 emissions are calculated using an activity-based approach.</p> <p>This approach uses actual consumption data (e.g. kWh of electricity used) which is multiplied by the relevant carbon conversion factor. For Scope 2 electricity, both market-based and location-based emission factors are calculated as per the GHG Protocol Scope 2 guidance.</p> <ul style="list-style-type: none">• Location-based electricity is calculated based on the average emissions intensity of grids in which energy consumption occurs. The relevant carbon conversion factors are sourced from the UK government.• Market-based electricity is calculated using specific electricity emission factors sourced directly from suppliers reflecting the emissions associated with the energy mix purchased. <p>Scope 3 emissions are calculated in line with the WRI's Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard as well as the WRI's GHG Protocol Technical Guidance for Calculating Scope 3 emissions. Scope 3 emissions categories calculated in our baseline year were 1: Purchased Goods and Services, 2: Capital Goods, 3. Fuel- and Energy-Related Activities, 4: Upstream Transportation and Distribution, 5: Waste Generated in Operations, 6: Business Travel, 7: Employee Commuting.</p>	
Baseline year emissions: 2019/2020 (FY20)	
EMISSIONS	TOTAL (tCO₂e)

Scope 1	167
Natural gas	167
Scope 2	1,913
Market based	1,913
Location based	1,042
Scope 3	13,101
4. Upstream transportation and distribution	127
5. Waste generated in operations	289
6. Business travel	8,196
7. Employee commuting and home working	4,489
9. Downstream transportation and distribution ¹	0
Total Emissions	
Market based	15,181
Location based	14,310

Current Emissions Reporting

Reporting Year: 2024/2025 (FY25)	
EMISSIONS	TOTAL (tCO ₂ e)
Scope 1	95
Natural gas	72
Diesel	2
Other Refrigerants	21
Scope 2	100
Market based	100
Location based	759
Scope 3	15,539
4. Upstream transportation and distribution	0

¹ No emissions reported as BDO does not sell or transport products

5. Waste generated in operations	18
6. Business travel	6,880
7. Employee commuting and home working	8,641
9. Downstream transportation and distribution ²	0
Total Emissions	
Market based	15,734
Location based	16,393

Emissions reduction targets

To continue our progress to achieving Net-Zero, we have adopted the following carbon reduction targets. These have been verified by the Science-based Targets Initiative (SBTi) as being in line with the climate science of limiting warming to 1.5°C degrees.

Near term:

- Reduce absolute scope 1 and 2 emissions (market-based) by 50% by FY30.
- Ensure 80% of suppliers by emissions (covering purchased goods and services, capital goods, and business travel) have set science-based targets by November 2027.

Long term:

- Reduce absolute scope 1 and 2 emissions (market-based) by 90% by FY50.
- Reduce scope 3 emissions per full time employee (FTE) by 97% by FY50.

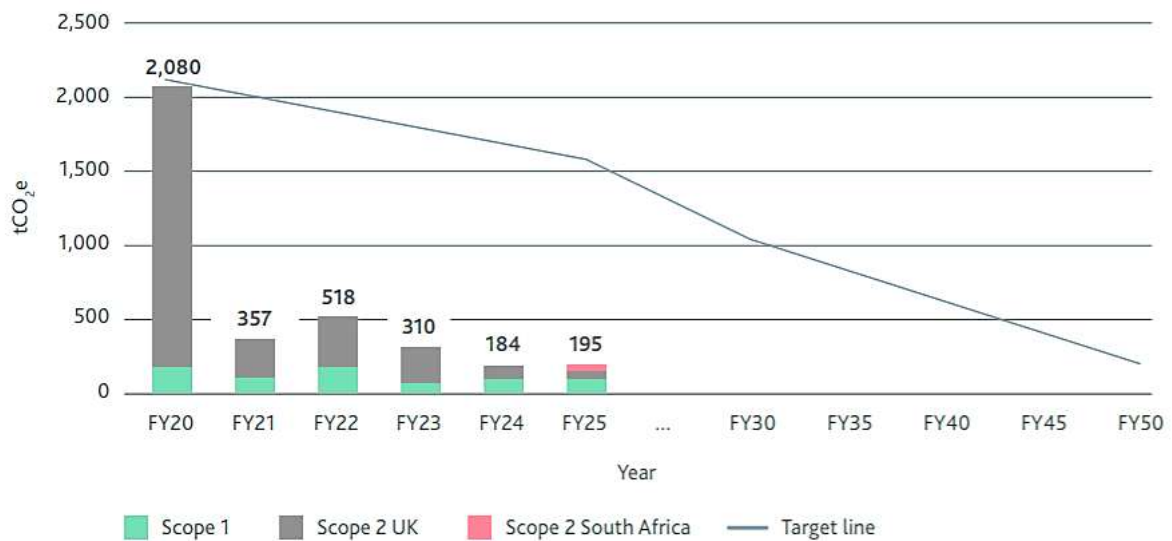
We are currently tracking ahead of our Scope 1 and 2 market-based targets and expect reductions of more than 50% by FY30, and 90% by 2050. While we are currently ahead of target, we are aware that our progress could be impacted by a number of factors such as changes to our operational boundary, availability of renewable energy certificates (for market-based calculations) and progress of grid decarbonisation in geographies where we operate.

We are working towards our FY50 long-term target of reducing our scope 3 emissions per full time employee (FTE) by 97%. Our current trajectory is above our target line, and we are focusing on 1) supplier engagement to ensure a greater proportion of our spend is with organisations who share our commitment to Net Zero 2) improving our emissions data for our purchased goods and services from spend-based to emissions-based calculations and 3) reducing business travel emissions.

² No emissions reported as BDO does not sell or transport products

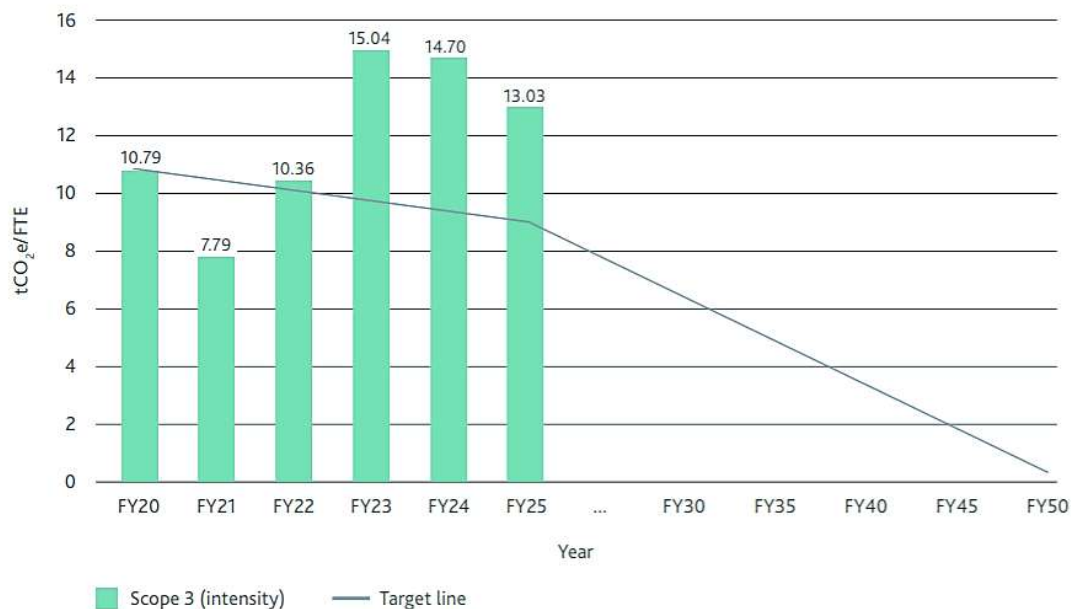
Progress against these targets can be seen in the graph below:

Near- and long-term emissions reduction trajectory for scope 1 and 2 emissions (market-based)



This shows our projected journey to reduce our scope 1 and 2 emissions by 50% by FY30 and 90% by FY50 (on a market-based calculation). The data shows that our carbon reduction measures are currently keeping us well below this target line.

Long-term emissions intensity reduction trajectory for scope 3

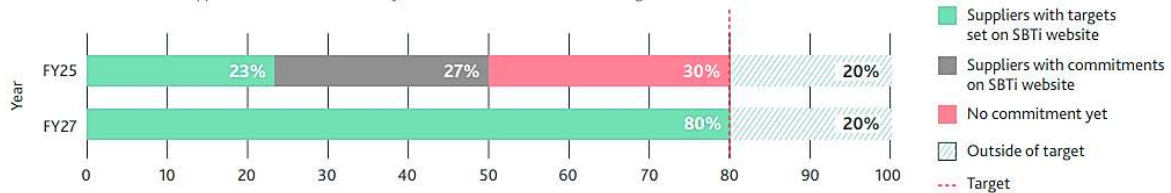


The above graph shows our projected journey to reduce the intensity of our scope 3 emissions by 97% per FTE by FY50. We see our scope 3 emissions intensity has reduced by 11.3% from the previous year, indicating that our policies and measures to tackle our

supply chain and business travel emissions are taking effect. We include here all relevant scope 3 categories as these relate to our validated science-based target.

Supplier engagement science-based target status*

As of FY2025, 50% of our supplier emissions are covered by set or committed science-based targets.



This shows our progress towards meeting our near-term supplier engagement target of having 80% of our emissions covered by science-based targets.

Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented since the FY20 baseline.

Completed Carbon reduction initiatives:

- Set, validated and on track to meet our Net-Zero targets with the Science-based Targets Initiatives (SBTi)
- Established a Decarbonisation Programme with four key workstreams focusing on How We Work, How We Travel, How We Buy and How We Advise.
- Launched a Carbon Smart Travel Policy in February 2024 focusing on three themes: travel less, travel with care and understand your impact. We introduced an internal carbon price on air travel as part of our travel policy, of which has gained us recognition in 2025 by travel industry bodies for our leading travel policy and decarbonisation.
- Retained the ISO 14001:2015 and 50001:2018 accreditation for all our UK offices.
- Worked with an external consultancy specialising in energy management to carry out planning aligned to ESOS Phase 3. This provided a specific action plan to optimise energy management initiatives across our property estate and inform the specification of our new offices.
- Modelled credible pathways towards meeting our targets, using a Net-Zero Initiatives Forecast Modeller, built in-house by our Carbon Advisory team.
- Externally verified our Scope 1 and Scope 2 data for FY25 by PricewaterhouseCoopers LLP, in our ongoing efforts to improve our data accuracy and confidence in our progress.
- Sourcing Renewable Energy Guarantees of Origin (REGOs) for energy purchased across our UK offices, aiming for 100% renewable energy by FY30.
- Factoring climate and decarbonisation into strategic decisions, such as on commercial property and leases. For all relocations and renovations, climate is a key consideration built into the building selection process. This means we can prioritise offices with strong environmental certifications, energy management systems, renewable energy and circularity programmes. This past December, we moved into a

new Edinburgh office, which is Scotland's first BREEAM 'Outstanding' building and has a NABERS 5 target rating.

- Removing natural gas from our offices – recent removals include Cambridge, Southampton and a relocation of our Guildford hub. Furthermore, our new office spaces in Guildford, and Manchester all now run on 100% renewable energy.
- Launched our Waste and Circularity Policy, and a Waste Working Group to help us support the transition to a more circular operational model. Our waste policy includes a zero-to-landfill target by 2030.
- Reviewed our supplier due diligence and started engaging with strategic suppliers on their Net-Zero journey, through our Sustainable Procurement programme.
- Since November 2024, we've run Net-Zero workshops for more than 150 colleagues from 10 different teams across BDO UK.
- Partnered with Olio, the food sharing platform, to save over 6,000kg of food waste in our London office
- We have re-financed our banking facilities in accordance with the Loan Market Association's Sustainability Linked Loan Principles. Our four KPIs are aligned to our long-term sustainability commitments – proportion of suppliers with science-based targets, reduction in business travel emissions, gender diversity in leadership and early careers engagement. This will receive a limited assurance review from an external party each year.

The carbon emission reduction achieved by these measures include:

- a 90.6% reduction against our baseline for our scopes 1 and 2 (market-based)
- a reduction of 23.9% against our baseline for our scopes 1 and 2 (location-based) emissions
- a reduction of 40.3% against baseline for our business travel intensity metric. For flights alone, we have reduced emissions by 27% this year compared to last.
- a reduction of 11.3% in our scope 3 intensity emissions from the previous year, indicating that our policies and measures to tackle our supply chain and business travel emissions are working.

In the future we plan to implement further measures such as:

- Continued communications and employee engagement activities, for example, formalising our Environmental Champions network, running Net-Zero workshops and embedding knowledge through existing programmes such as our six-week Summer Intern Programme and University partnerships on developing sustainability projects.
- Conducting our second employee home working and commuting survey in FY26 to gather employee behaviour insights that inform our Scope 3 emissions data.
- Restating and re-baselining our GHG emissions within the next 12 months following the adoption of a new SaaS platform and improved data collection methodologies
- Working with our property management team, procurement team, building managers and landlords to explore the adoption of smart metering and occupancy monitoring across a number of offices and prioritise circularity and reduction in waste through reuse and recycling.
- Enhancing our supplier engagement and "SBTi compliant supplier" tracking programme, through initiatives such as the setting of science-based targets, hosting

educational decarbonisation strategy workshops and embedding environmental and social criteria into our supplier pre-qualification questionnaires and evaluation processes.

- Working with global BDO member firms who supply BDO LLP with services and providing support and mentoring as they set their own Net Zero targets in order to meet our globally approved Net Zero policy.
- Relocation of our London Office in 2027 to 'The M Building' where sustainability is central to the project with the rebuild and retrofit aiming for BREEAM outstanding, NABERS 5-star rating and WELL Platinum accreditation.

Declaration and Sign Off

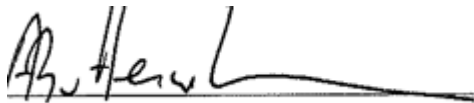
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard³ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting⁴.

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) Standard⁵.

This Carbon Reduction Plan has been reviewed and approved by our Chief Operating Officer on behalf of BDO LLP and its members.

Signed on behalf of the Supplier:



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Andy Butterworth
Chief Operating Officer (COO) and designated member

Date: 02/02/2026

³ <https://ghgprotocol.org/corporate-standard>

⁴ <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

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