

Carbon Reduction Plan.

Executive Summary.

Pegasus Group launched its ESG Strategy in January 2024, which set out 12 themes that targeted a reduction in terms of impacts on the environment, positively increased our social impact within the workplace and communities within which we operate and better our overall governance in terms of making key decisions and recording and reporting our progress and impacts.

12 themes have been set out by Pegasus Group, these are:

1. Environmental Leadership and Transparency
2. Net Zero
3. Renewable & Low Carbon Energy
4. Sustainable Communities
5. Employer of Choice
6. Health, Safety and Wellbeing
7. Diversity, Equality, and Inclusion
8. Community Involvement
9. Business Conduct and Integrity
10. Financial Leadership
11. Thought Leadership, Innovation and Digitilisation
12. Sustainable and Collaborative Workplace Environments

Our vision set in 2022 remains the same:

"Our vision is to be known as an exciting development consultancy to work both for and with. We bring innovative thinking to create beautiful places, enhancing the built and natural environment in a way that positively affects people's lives."

By the end of 2027/2028 financial year, we are aiming to grow to:

- 1,000 people
- £100m revenue
- £20m profit.

Organisation Overview.

Organisation Name: Pegasus Planning Group Limited (trading as Pegasus Group)

Location(s):

33 Sheep Street, Cirencester, GL7 1RQ
5th Floor, 1 Newhall Street, Birmingham, B3 3NH
Suite 29, St Brandon's House, 29 Great George Street, Bristol, BS1 5QT
First Floor, South Wing, Equinox North, Great Park Road, Almondsbury, Bristol, BS32 4QL
2nd Floor, Victory House, Vision Park, Histon, Cambridge, CB24 9ZR
4 The Courtyard, Church Street, Lockington, Derbyshire, DE74 2SL
First Floor, 20-22 Torphichen Street, Edinburgh, EH3 8JB
5th Floor, Capitol, Russell Street, Leeds. LS1 5SP
Central House, Queen Street, Lichfield, WS13 6QD
No. 4 St Paul's Square, Liverpool, L3 9SJ
21 Ganton Street, London, W1F 9BN
Queens House, Queen Street, Manchester, M2 5HT

Central House, Queen Street, Lichfield, Staffordshire, WS13 6QD

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Offices throughout the UK.

Pegasus Group is a trading name of Pegasus Planning Group Limited (07277000) registered in England and Wales.
Registered Office: 33 Sheep Street, Cirencester, Gloucestershire, GL7 1RQ

Expertly Done.

DESIGN | ECONOMICS | ENVIRONMENT | HERITAGE | LAND & PROPERTY | PLANNING | TRANSPORT & INFRASTRUCTURE

First Floor, Gainsborough House, 34-40 Grey Street, Newcastle upon Tyne, NE1 6AE
 3 West Links, Tollgate, Chandlers Ford, Eastleigh, Hampshire, SO53 3TG
Industry/Sector: Development Consultancy
Number of Employees: 510
Annual Turnover: [Insert figure]
Key Activities: Consultancy services incorporating Town and Country Planning, Design & Architecture, Economics, Environment, Heritage and Transport & Infrastructure.

Commitment to Achieving Net Zero.

Pegasus Group is committed to achieving net zero emissions by 2030.

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.

Pegasus Group have appointed a specialist independent consultant, Grain, since 2022 to provide ongoing advice and calculations on our greenhouse gas emissions and carbon reduction plans and provide baseline calculations for previous years from 2019/20.

Baseline year 2019–2020 (updated figures)

Emissions	TOTAL (tCO2e)
Scope 1 (gas and refrigerant)	36
Scope 2 (electricity)	92
Scope 3 <i>Business travel: Air</i> <i>Business travel: Road</i> <i>Computers</i> <i>Electricity (WTT & T&D)</i> <i>GAS (WTT)</i> <i>Home Working</i> <i>Paper</i> <i>Water</i>	288
Total Emissions	416

Current emission reporting 01/07/2023–30/06/2024

Emissions	TOTAL (tCO2e)
Scope 1 (gas and refrigerant)	7
Scope 2 (electricity)	64
Scope 3 <i>Business travel: Air</i> <i>Business travel: Road</i> <i>Computers</i> <i>Electricity (WTT & T&D)</i> <i>GAS (WTT)</i> <i>Home Working</i>	191

Paper Water	
Total Emissions	263

Emission Reduction Targets.

- Our overriding objective is to implement practices and report outcomes in a transparent way so we can accurately record and improve our impact on the environment and society. This provides our commitment to launch the strategy, review it on a regular basis and provide updated monitoring reports on a regular basis to the board so informed decisions can be made.
- Our objective is to increase revenue from renewable and low carbon energy services across the Company and promote the sector more generally through PR, education, and shared knowledge.
- Our objective is to create sustainable communities and expand the scope of our sustainability consultancy expertise and capabilities that we can offer to our clients as an added value service towards achieving this goal.

Achieved

- Our total emissions from Scope 1-3 sources have decreased from 416 tCO2e (2019/20) to 263 tCO2e (2023/24), representing a **-37% reduction**.
- Strong and consistent reduction in Scope 1 emissions (gas and refrigerants) by **-80% since 2019/20** (largely achieved through moving the Canwell/Lichfield office that were reliant on an inefficient gas heating system).
- Scope 2 (External supplier electricity use) and Scope 3 (other emissions including business travel) have also reduced by **-30% and -34% since 2019/20**
- We achieved a **-7% reduction** in Scope 1-3 sources between 2022/23 and 2023/24.
- We have significantly reduced the intensity of our CO2e emissions (Scopes 1-3) since 2019/20 to levels that we believe to be industry leading when measured against respective employee numbers and the turnover of the business:
 - Employees (FTE) = **0.59 tCO2e/FTE**, which represents a **-43% reduction**.
 - Turnover (\$) = **5.11 tCO2e/USD million**, which represents a **-51% reduction**.

Progressing

- Since the Covid Pandemic, Scope 2 emissions have remained relatively static and relates to our required external electricity supply. We need to further review and focus on what additional efficiencies can be achieved by looking at what supplier options are available to us.
- Scope 3 emissions are on a downward trend but are not decreasing as much as we would like to see and there is fluctuation in the categories with an increase in air travel, a decrease in water use, and business travel by road appears vary year on year.
- Some of our worst performing offices in 2023/24 based on emissions intensity per sq m and by full time equivalent staff numbers came from our former offices in Leeds, London and Cambridge (all are due to / have moved to more efficient spaces).

Going forward, we will continue to see where we can drive more reductions in emissions with a particular focus on gaining better information over our business travel (52% of our emissions in 2023/24). Most business travel is by privately owned cars). We will continue to encourage the use of our electric vehicle scheme with Octopus Energy and monitor uptake and it has been recommended by Grain that we seek further information on the specification of employee's private cars (and we are considering the benefit / practicality of this).

Grain have also been commissioned to review our emissions over our 2024/25 financial year (9 months). Early indications are that our total emissions and intensity levels per employee (FTE) and by turnover over this period are consistent with our 2023/24 results.

In line with our original ESG Strategy issued in January 2024, Pegasus Group have committed to explore options to offset our 2024/25 emissions with the objective to become Carbon Neutral by the end of our 2025/26 financial year and progress towards Net Zero by 2030.

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 standard¹³ and uses the appropriate government emission conversion factors for greenhouse gas company reporting.¹⁴

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements (where required), 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.¹⁵

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Name & Job Title: Douglas McCormick
CEO



Signature:

Date: 20th October 2025