Carbon Reduction Plan 2025

PA Consulting

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June 2025

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Contents

Commitment to Net Zero

PA Consulting is committed to achieving Net Zero emissions by 2040.

We will achieve this in line with our commitment to the Science-Based Targets initiative, and according to their standard criteria.

Baseline Year GHG Emissions (2019)

Category		Global Emissions (tCO$_2$e)	UK emissions (tCO$_2$e)
Scope 1		530	420
Scope 2	*{market-based calculation}*	1192	962
Scope 3	Category 1- Purchased goods and services	6,529	5,466
	Category 2 - Capital goods	2,287	1,927
	Category 3 - Fuel- and energy-related activities	268	242
	Category 4 - Upstream transportation and distribution	463	380
	Category 5 - Waste generated in operations	15	12
	Category 6 - Business travel	9,217	6,532
	Category 7 - Employee commuting	3,646	2,962
	Category 8 - Upstream leased assets	174	141
	Category 9 - Downstream transportation and distribution[1]	0	0
	Category 11 – Use of sold products	0	0
	Category 12 – End of life treatment of sold products	0	0
Scope 3 total		22,598	17,661
Total emissions		24,321	19,044

Additional Details relating to the Baseline Emissions data:

Our 2019 emissions were not externally verified but have been updated in line with any issues found in subsequent years' data analysis, hence some corrections have been made from the data presented in our previous carbon reduction plan.

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[1] Downstream T&D – zero emissions as all our T&D is upstream (i.e. paid courier services)

Most Recent Year Emissions (2024)

Category	Description	Global Emissions (tCO$_2$e)	UK emissions (tCO$_2$e)
Scope 1		314	291
Scope 2	*{market-based calculation}*	2.6	0
Scope 3	Category 1- Purchased goods and services	8,962	7,637
	Category 2 - Capital goods	859	753
	Category 3 - Fuel- and energy-related activities	360	265
	Category 4 - Upstream transportation and distribution	544	461
	Category 5 - Waste generated in operations	6	4
	Category 6 - Business travel	5,072	3581
	Category 7 - Employee commuting	4,155	3377
	Category 8 - Upstream leased assets	173	145
	Category 9 - Downstream transportation and distribution[2]	0	0
	Category 11 – Use of sold products	193	193
	Category 12 - End of life treatment of sold products[3]	0	0
	Mitigation – Scope 3 sustainable aviation fuel credits	-50	-50
Scope 3 total		20,273	16,365
Total emissions		20,590	16,643

Methodology disclosures

Greenhouse gas inventories for both 2019 and 2024 are calculated based on calendar years, on a well-to-wheel and cradle-to-gate basis, in line with GHG protocol methodology. All 7 Kyoto protocol gases are included. We include all our non-zero scope 3 emissions in our disclosures to give a comprehensive picture of our total carbon footprint, i.e. any scope 3 categories not listed above have zero associated activity and therefore zero emissions.

Calculations are made using DEFRA carbon factors in the most part, however, where reliable local carbon factors are available for non-UK emissions (e.g. for electricity emissions) these are used in preference. The factors used are all documented within the verified raw data.

We have included 50t of within value chain mitigation pertaining to procurement of sustainable aviation fuel credits (allocated against UK head office air travel emissions).

Our 2024 emissions have been verified by NQA according to ISO 14064-1: 2019 and verified as satisfactory.

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[2] Downstream T&D – zero emissions as all our T&D is upstream (i.e. paid courier services)
[3] Rounded to zero – accurate figure is 0.00012tCO$_2$e
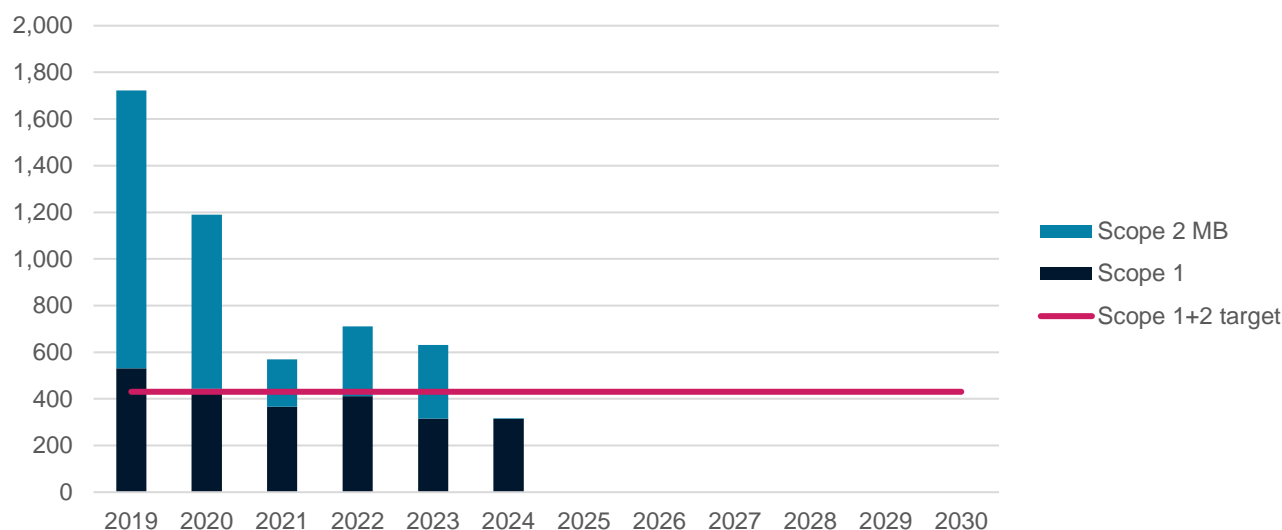
Emissions reduction targets and progress

Our emissions reduction targets have been validated by the Science-Based Targets initiative. Our 4 targets are:

1) **Reduce scope 1+2 footprint by 75%**
2) **Reduce scope 3 intensity (tCO2e/£m GEVA) by 55%**
3) **Source 100% renewable electricity**

All by 2030, relative to a 2019 baseline year.

4) **Reduce total carbon intensity by 95% from 2019 to 2040 and mitigate the remaining 5% within the value chain**

All our targets are defined against all of PA's global operations and on all our GHG emissions categories
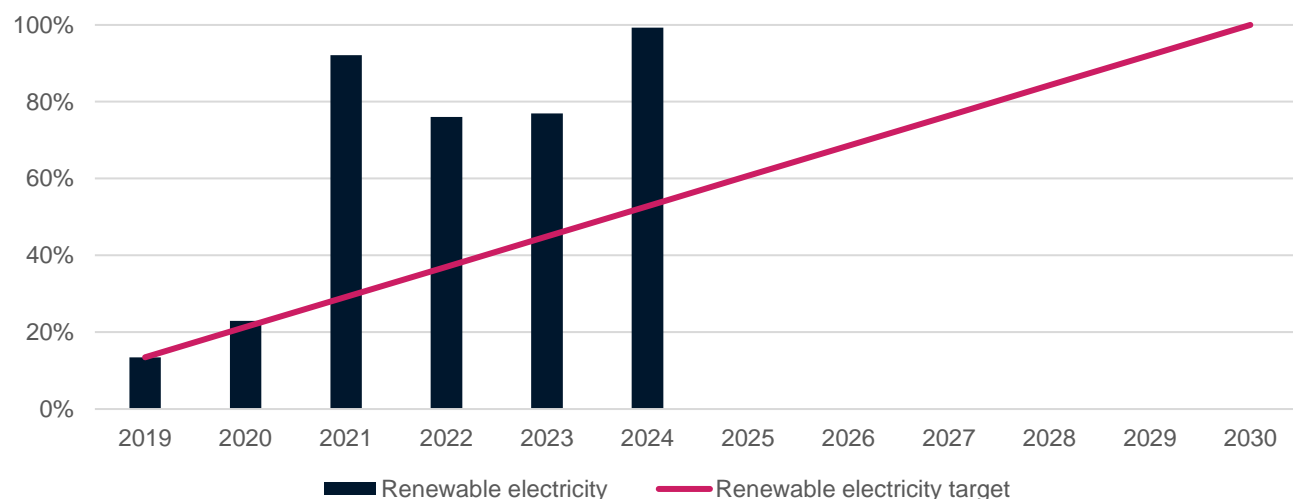
Summary of Progress

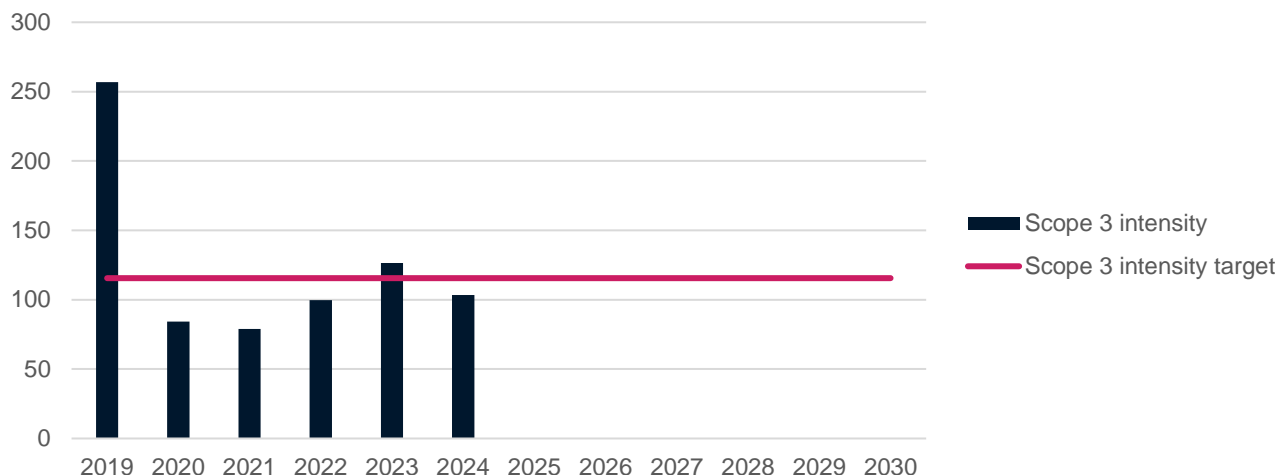**Target 1: Scope 1+2 GHG emissions**

Scope 2 market-based emissions in 2024 were reduced to $2.6tCO_2e$ through purchases of Renewable Energy Attribute Certificates for our locations where we do not control sourcing of electricity. Residual emissions are from purchased heat or cooling.

Target 2: renewable electricity

Target 3: Scope 3 emissions intensity

Carbon Reduction Projects

In 2024 our primary focus was on building a system to secure ISO 14064 verification for our emissions inventory and finalising SBTi validation for our targets. We were also able to secure approval for procurement of RECs for our global electricity supply.

Going forward, we are continuing to work on the thermal performance of GITC (our only owned building) and investigating options to decarbonise its heating system.

We continue to increase our knowledge of our supply chain and to use that knowledge to make more sustainable procurement decisions. We are also developing a travel emissions dashboard for internal use to support reductions in business travel emissions.

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 and uses the appropriate Government emission conversion factors for greenhouse gas company reporting, except where stated, and in line with our ISO 14064 verification.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and our complete inventory 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 board of directors.

Signed on behalf of PA Consulting

Christian Norris, CEO
Date: 12 June 2025

About PA.

We believe in the power of ingenuity to build a positive human future.

As strategies, technologies, and innovation collide, we create opportunity from complexity.

Our diverse teams of experts combine innovative thinking and breakthrough technologies to progress further, faster. Our clients adapt and transform, and together we achieve enduring results.

We are about 4,000 strategists, innovators, designers, consultants, digital experts, scientists, engineers, and technologists. And we have deep expertise in consumer and manufacturing, defence and security, energy and utilities, financial services, government and public services, health and life sciences, and transport.

Our teams operate globally from offices across the UK, Ireland, US, Nordics, and Netherlands.

PA. Bringing Ingenuity to Life.

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