RIDGE

ESG impact statement 2025

Making a measurable difference

Our approach

Ridge integrates responsible business – including Environmental, Social and Governance (ESG) principles – into how we operate, grow and deliver value. As the business continues to expand, we are committed to managing our impacts responsibly, embedding sustainability into decision-making, and supporting long-term, resilient growth.

The ESG principles are closely interconnected pillars and work as a unified system rather than separate elements. Governance provides the structure, oversight and accountability needed to set and monitor environmental and social objectives. Social factors, such as employee engagement and supplier relationships, enable the delivery of environmental initiatives in practice. Social value provides the operational framework through which we deliver measurable ESG outcomes across our partnership, projects and wider value chain. In turn, environmental actions often have direct social impacts, influencing wellbeing, communities and working conditions. Together, these three pillars support effective decision-making, manage risks and drive long-term sustainable performance.

Our ESG ambitions are central to how we operate within the built environment, shaping the way we design, advise and deliver projects for our clients and the communities we serve. By integrating environmental principles, we support low carbon, resource efficient and resilient outcomes across the lifecycle of assets. Through our social commitments, we prioritise inclusive design, wellbeing and positive community impact, ensuring projects create lasting value beyond their immediate scope. Strong governance underpins this approach, enabling transparent, ethical and accountable decision making. Collectively, this positions us as a responsible partner to our clients, helping them meet their own sustainability goals while contributing to more sustainable, resilient and equitable places.

Our ESG approach:

Environment
Climate and environmental responsibility

Social
People and communities

Governance
Accountability and assurance

> Our approach to responsible business supports effective decision-making, manages risks and drives long-term sustainable performance.

ESG summary 2025 ↓

Turning ESG ambition into built reality

Environmental

1 Strong carbon management with measurable progress
2 Clear Net Zero targets aligned to best practice
3 Renewable energy transition underway
4 Focus on tackling scope 3 through procurement and travel
5 Circular economy and resource efficiency embedded

Social

1 Strong employee engagement and talent retention
2 Significant investment in skills and career development
3 Wellbeing and inclusive culture embedded
4 Measurable and growing community investment and impact
5 Responsible and ethical supply chain practices to promote human rights, ethical practices and social value in the supply chain

Governance

1 Strong board-level ESG oversight and accountability
2 External benchmarking and recognised ESG ratings
3 Alignment with global frameworks and commitments
4 Robust certified management systems and assurance
5 Transparent reporting, compliance and risk management

Environmental

We are committed to reducing our environmental impact through robust carbon management, resource efficiency and sustainable operations.

We have been measuring and tracking our Greenhouse Gas (GHG) emissions across all relevant scope 1, scope 2 and scope 3 categories since 2022. While our absolute emissions between 2022 and 2025 have increased by 78%, our intensity-based emissions targets stated in our Carbon Reduction Plan (CRP) are on target.

We have established a comprehensive CRP aligned with Procurement Policy Note 06/21 (PPN 06/21) and the GHG Protocol, with executive-level accountability.

We are progressing towards Net Zero scope 1 and 2 intensity by 2035 and Net Zero business travel intensity by 2040, with ambitions to accelerate these targets. Between 2022 and 2025, we achieved a 58% reduction in scope 1 and 2 emissions intensity (market-based) and a 22% reduction in scope 3 business travel emissions intensity, well on track with our emissions reductions targets.

79% of electricity consumption is sourced from renewable energy, with a target of over 90% by 2030 that is on track.

Regarding Science Based Targets Initiative (SBTi), we consider our scope 1 and 2 targets as being science-aligned with a 1.5°C trajectory. Due to business growth – and many of our scope 3 categories sitting completely out of our control – we do not currently commit to SBTi-aligned scope 3 targets. Our current stance here on SBTi is based on version 1 of the SBTi Corporate Net-Zero Standard. Version 2 of the SBTi Corporate Net-Zero Standard was released in June 2026, and we will review our position on this new guidance in in our future sustainability strategy".

We are addressing scope 3 emissions through sustainable procurement, supplier engagement and travel reduction initiatives. These are our most significant impact areas.

Circular economy practices are embedded through waste reduction, improved recycling and responsible procurement policies, reducing landfill emissions and supporting resource efficiency.

We promote sustainable travel through electric vehicle schemes, cycling initiatives, and hybrid working, supporting lower-carbon behaviours.

Our environmental focus is on measurable reductions, credible targets and continuous improvement aligned with a 1.5°C trajectory for operational emissions.

> **We are progressing towards net zero scope 1 and 2 intensity by 2035**

> **58%**
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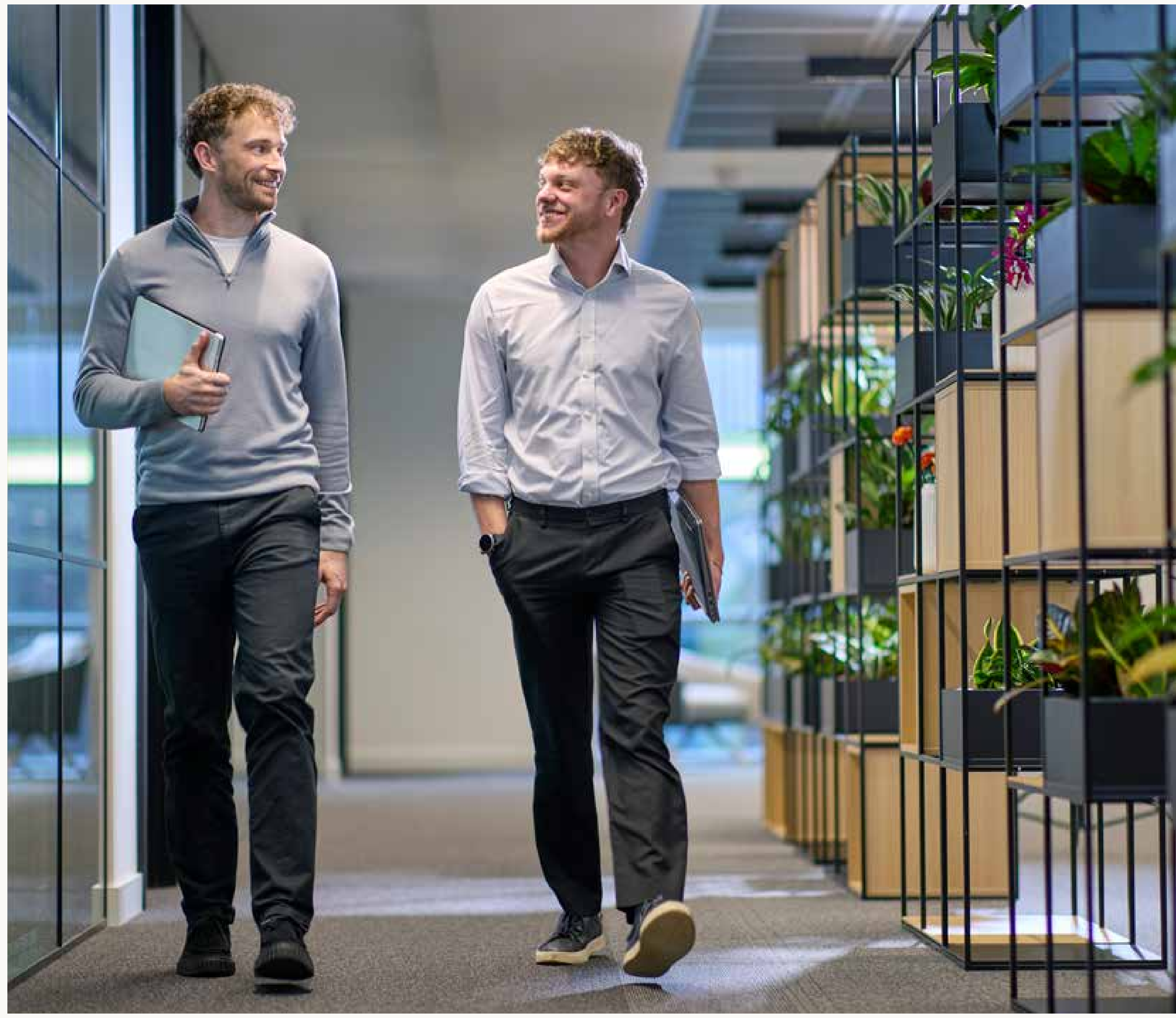
> reduction achieved in scope 1 and 2 emissions intensity between 2022 and 2025



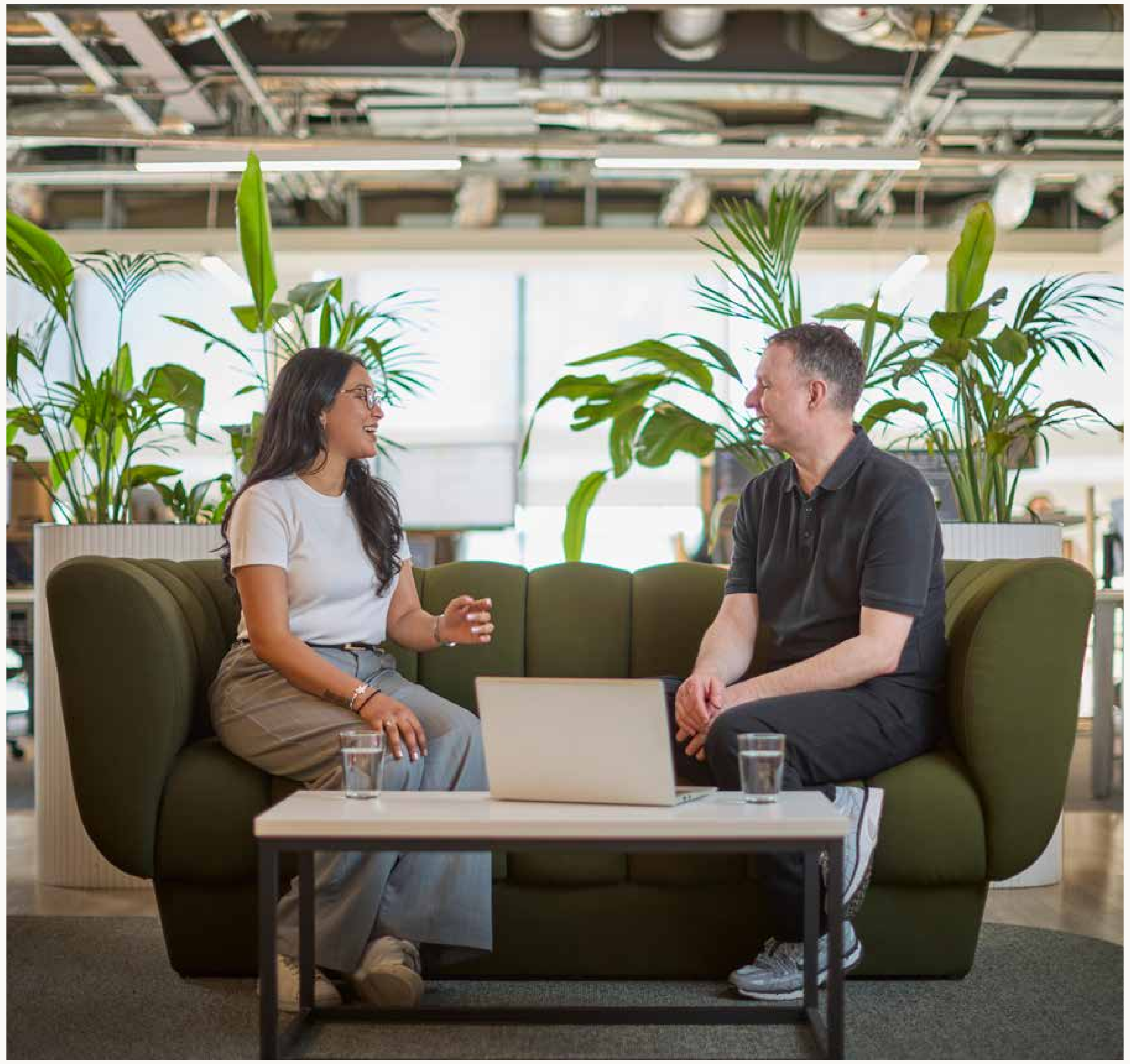
Social

Our people and culture agenda supports the delivery of sustainable business performance, and is focused on building an inclusive, engaged and high-performing workforce, underpinned by fair reward, meaningful development opportunities and a strong sense of belonging.

We maintain a strong and inclusive culture, with an 84% employee engagement score in our Great Place to Work (GPTW) survey for 2024, reflecting a supportive and high-performing workplace (the survey takes place every second year). Our ability to attract and secure talent remained strong in 2025, with over 75% of employment offers accepted across the business.

We invest in long-term skills development and career progression. This has been achieved through over 2,500 apprenticeship weeks offered throughout 2025. Our graduate programmes continue to be a key focus in 2025, with 28 apprentices recruited onto our Elevate programme and 47 graduates recruited onto our Evolve programme. In terms of staff training, we have had over 8,000 hours of structured learning in 2025 and a total of 299 employees were engaged in professional qualification training.

Employee wellbeing remains a key priority, supported through structured wellbeing initiatives, dedicated support services and a growing network of more than 40 trained mental health first aiders. Each office has a dedicated wellbeing room for employees to manage stress or address personal health needs.



We continue to strengthen inclusion across the partnership. We are focused on improving gender balance across the business – in 2025, 69% of our workforce were male and 31% of our workforce were female. This provides a basis for improving gender-balanced recruitment pipelines, reducing the gender pay gap and supporting career progression pathways.

Through our project delivery activities, responsible business practices and community initiatives, we generated £48.2m in social, environmental and economic impact in 2025, representing a 32.8% year-on-year increase in community impact. This included over £80,000 in donations to VCSEs and delivery of over 3,360 volunteering hours.

Through our Sustainable Procurement Policy and Supplier Code of Conduct, we promote ethical practices, human rights and social value throughout our supply chain.

Our social strategy focuses on attracting and developing talent, supporting inclusive communities, and delivering positive outcomes across our value chain.

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84%

employee engagement score in our Great Place to Work survey for 2024.

Great Place To Work® Certified APR 2024-APR 2025 UK

Governance

Strong governance underpins our ESG performance, ensuring transparency, accountability and risk management.

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We are signed up to EcoVadis, a globally recognised sustainability assessment platform. We achieved a bronze rating (top 35%), reflecting the maturity of our ESG management systems and continuous improvement. This reflects our maintained high coverage of ISO certifications; our expanded climate reporting; our improved clarity and consistency of ESG governance evidence; and our enhanced alignment between ESG strategy, implementation and reporting.

We are a member of the Carbon Disclosure Project (CDP) as part of our commitment to transparent and robust disclosure of climate-related impacts, risks and opportunities. Our CDP Climate score of B demonstrates structured management of climate risks, targets and performance of our activity group, however, we recognise there are key categories needing improvement.

We are a signatory to the UN Global Compact, the world's largest corporate sustainability initiative. This aligns our operations with international principles on human rights, labour, environment and anti-corruption. We are committed to complete our first Communication on Progress (CoP) report by 31st July 2026.

We maintain ISO-certified management systems (ISO 14001, 45001, 27001, 9001, 26000, BS8950), ensuring robust environmental, safety, quality and information security governance.

All social value data is independently assured through a third party.

Our governance framework includes risk management systems, information security controls and responsible AI policies, supporting business resilience and ethical operations.

We meet regulatory requirements through ESOS and SECR compliance, with transparent reporting on energy use, emissions and efficiency improvements.

We have strong governance at senior level, with an ESG steering group meeting regularly with high level accountability. We are committed to strengthening governance through improved data quality, external assurance and integration of ESG into strategic decision-making.

"We achieved an EcoVadis bronze rating, top

35%

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RIDGE

Looking ahead

We will continue to scale responsibly by improving ESG data quality, accelerating decarbonisation, strengthening social impact, and embedding governance across all business functions. This ensures ESG remains central to sustainable growth and long-term value creation. Ridge will continue to strengthen this solid foundation, ensuring ESG principles remain integral to how we grow, operate and deliver lasting positive impact.

Please refer to the *2025 environmental report* and the *2025 social value impact report* for more detailed information.

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