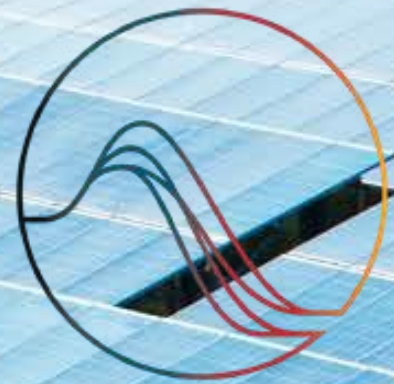




Science Based Targets Validation Report

Financial Year 2025

Report Date: 24 March 2026



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

We design for delivery

Robert Bird Group is committed to continue to be a leader in the engineering services we offer, to meet the key challenges of the future.

 **Robert Bird Group**
an  company

www.robertbird.com

Our Vision

We create the built environment of the future, shaping better lives, better communities and a better world, through **the relentless pursuit of engineering excellence.**

About the Science Based Targets initiative

The Science Based Targets initiative (SBTi) is a global body enabling companies and financial institutions to set ambitious emissions reduction targets in line with the latest climate science. The SBTi's goal is to accelerate businesses across the world to support the global economy to halve emissions before 2030 and achieve net-zero before 2050.

The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the Worldwide Fund for Nature (WWF) and one of the We Mean Business Coalition commitments. The SBTi defines and promotes best practice in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies' targets.

Introduction

This report presents the results and recommendations of Robert Bird Group's submitted targets assessed against the SBTi Criteria and guidance. This includes an overview of the GHG emissions sources and inventory, target setting methodologies and ambition, emissions included in the target boundary, and Robert Bird Group-specific feedback from the validation process, where applicable.

Robert Bird Group (RBG) has committed to:

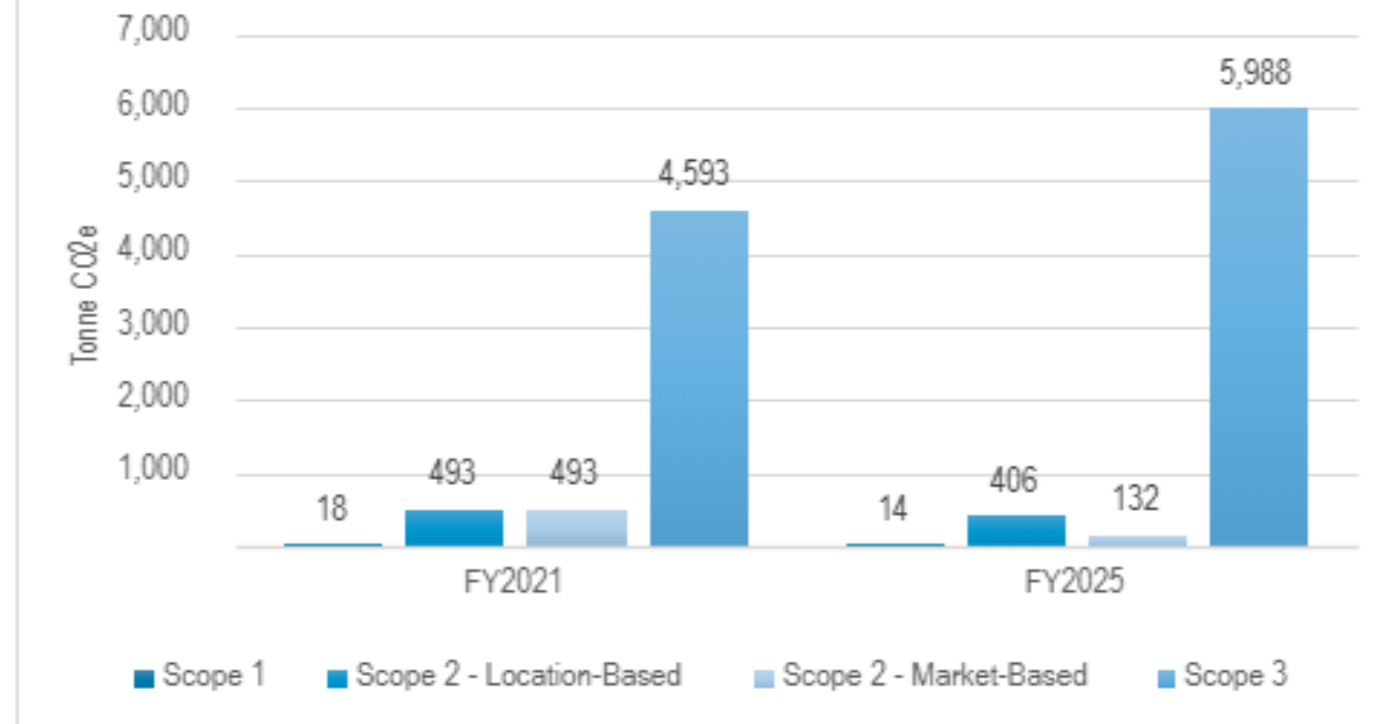
- Reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2021 base year.
- Increase active annual sourcing of renewable electricity from 0% in 2021 to 100% by 2030.
- Reduce absolute scope 3 GHG emissions 42% by 2030 from a 2021 base year.
- Reach net-zero GHG emissions in the value chain by 2050.
- Reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2021 base year.
- Reduce absolute scope 3 GHG emissions 90% by 2050 from a 2021 base year.

The SBTi's Target Validation Team has classified Robert Bird Group's scope 1 and 2 [target](#) ambition and has determined it is in line with 1.5°C trajectory.

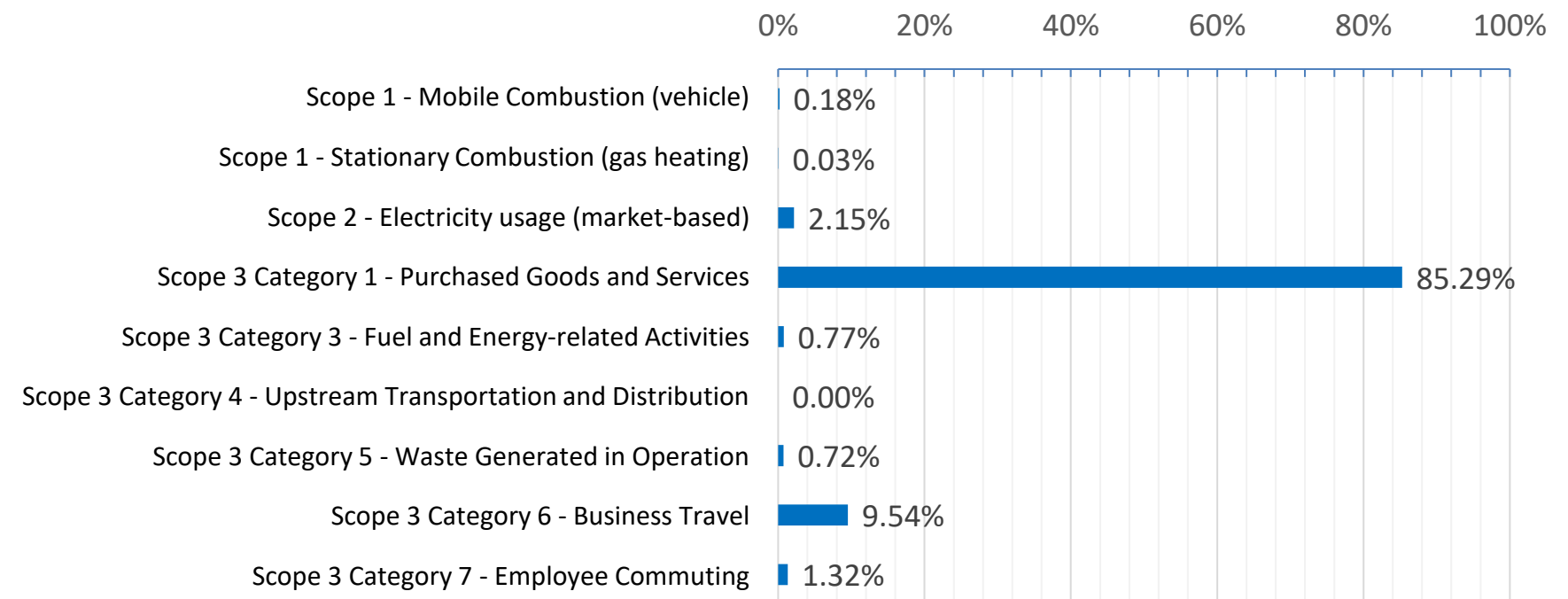
2025 GHG Inventory Overview

Robert Bird Group submitted its 2021 baseline GHG inventory for review by SBTi's Target Validation Team, in which a total of 5,104 tCO₂e emissions across scopes 1, 2, and 3, were reported with no emissions reported outside of this boundary. This increased to 6,286 tCO₂ in 2024 and reduced to 6143 tCO₂ in 2025. Our reported emissions encompass combustion, processing, electricity production, and carbon from operations. The complete breakdown of our GHG inventory is detailed herein.

Total GHG Emissions (tCO₂e) by Scope



FY25 Emissions Breakdown per Category



Note: Scope 2 – Location-based vs Market-based definition

- **Location-based:** Emissions calculated using the average grid emission factor for the region where electricity is consumed.
- **Market-based:** Emissions reflect contractual instruments (e.g., green power agreements) that procure renewable energy, effectively reducing emissions to zero for the purchased electricity.

2025 GHG Inventory

		Minimum boundary Emissions – location-based scope 2 (TCO2e)	Share of total emissions (location-based scope 2)	Minimum boundary Emissions – market-based scope 2 (TCO2e)	Share of total emissions (market-based scope 2)	Percentage excluded from inventory	Outside minimum boundary (optional)	Bioenergy emissions	Bioenergy removals	Biogenic total
Scope 1 & 2	Scope 1	13	.22%	14	0.21%	N/A	N/A	N/A	N/A	N/A
	Scope 2 location-based	397	6.19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Scope 2 market-based	N/A	N/A	132	2.15%	N/A	N/A	N/A	N/A	N/A
Scope 3	1. Purchased goods and services	5,232	81.53%	5,232	85.29%	N/A	N/A	N/A	N/A	N/A
	2. Capital goods	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	3. Fuel- and energy-related activities	64	1.00%	47	0.77%	N/A	N/A	N/A	N/A	N/A
	4. Upstream transportation and distribution	0	N/A	0	N/A	N/A	N/A	N/A	N/A	N/A
	5. Waste generated in operations	44	0.69%	44	0.72%	N/A	N/A	N/A	N/A	N/A
	6. Business travel	585	9.12%	585	9.54%	N/A	N/A	N/A	N/A	N/A
	7. Employee commuting	81	1.26%	81	1.32%	N/A	N/A	N/A	N/A	N/A
	8. Upstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	9. Downstream transportation and distribution	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	10. Processing of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	11. Use of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	12. End-of-life treatment of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	13. Downstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	14. Franchises	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	15. Investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total (kgCO2e)		6,458		6,135						

Note: Scope 3 Category 4 is captured in Scope 3 Category 1 and is not broken out due to lack of data availability.

2025 Scope 1 & 2 GHG Inventory Review

The 2025 GHG Inventory reported a reduction in Scope 2 emissions, with the reduction being faster paced than the Robert Bird Group target ambition of 4.6% year on year. Notable activities contributing to the reduction:

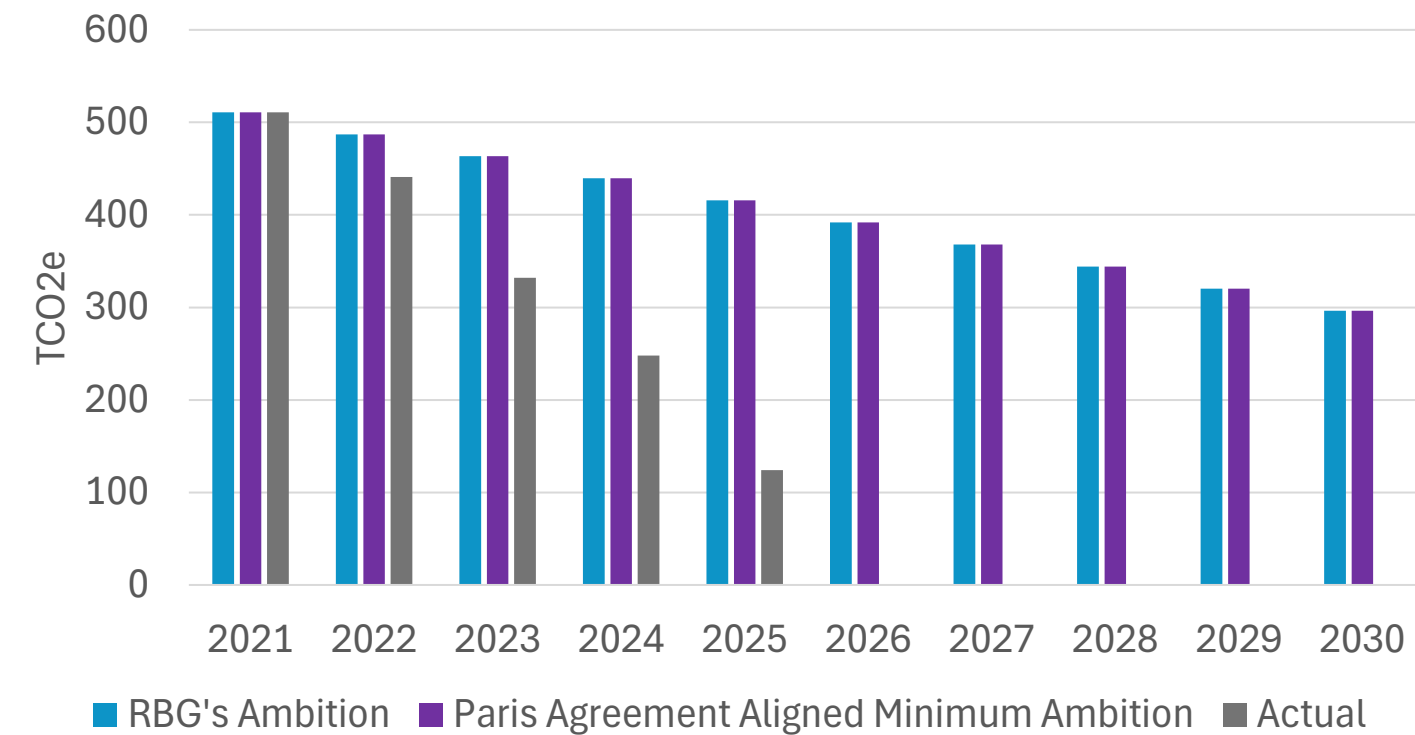
- RBG's Melbourne office moved onto 100% green power agreement. Sydney, Brisbane and London offices were already on green power agreements, which continued through 2025

2025 Scope 3 GHG Inventory Review

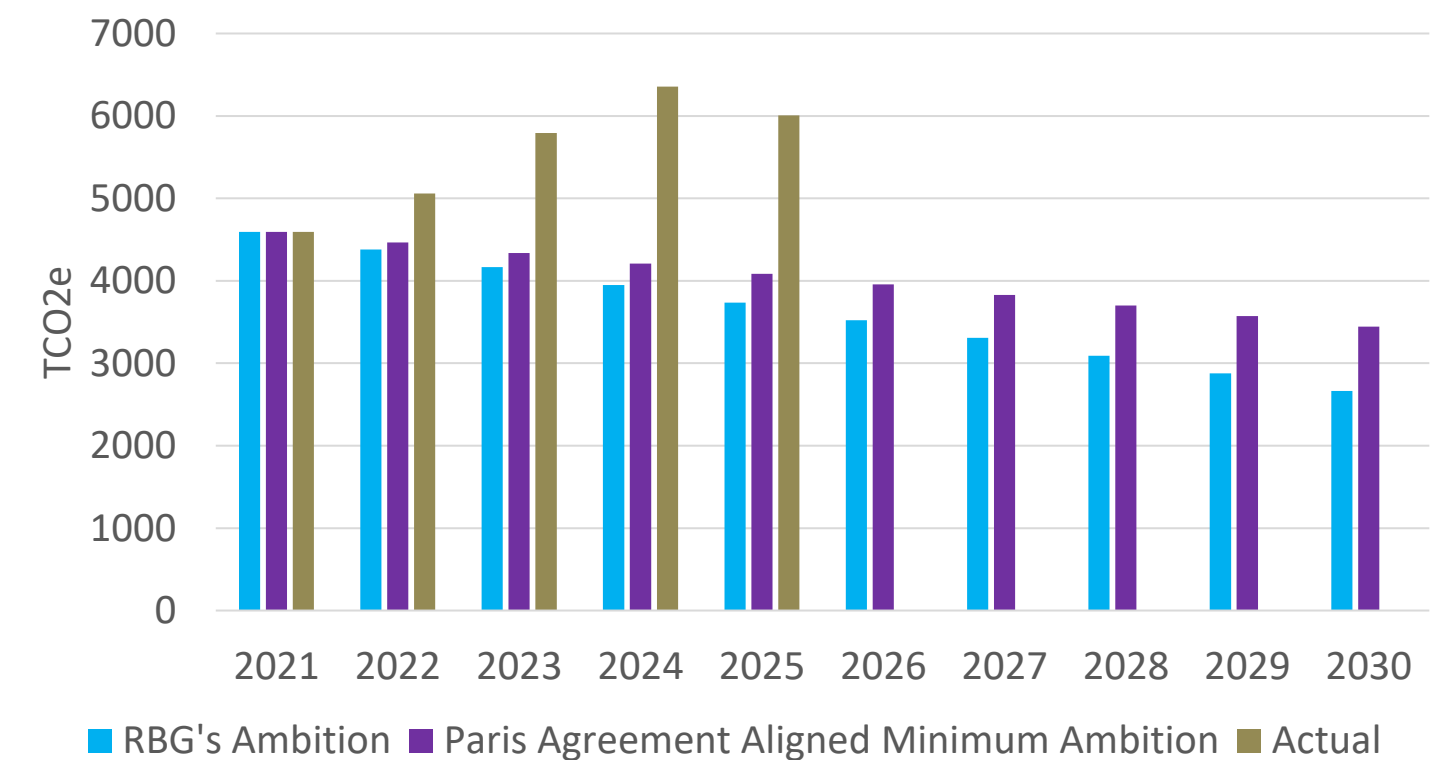
The 2025 GHG Inventory reported a slight decrease in Scope 3 emissions from 2024, though it still increased from the baseline (31% above baseline). Notable activities contributing to the inventory:

- Robert Bird Group's business growth since 2021 has resulted in a general increase in Scope 3 activities. Primary contributors to increased Scope 3 emissions accounted relate to those found in (Emissions) Category 1: Purchased Goods and Services:
 - Category 1 Purchased Good and Services: Key contributors to increased emissions can be attributed growth in the Australian and UK businesses and in the Middle East, the establishment of a new office, and related purchased services including sub-consultants, business insurance, and contractor hire.
 - Category 1 is the largest source of emissions. It is calculated by multiplying financial spend by an emission coefficient. Although this is an approved methodology, this assumption prevents reductions as it automatically grows with company growth. To address this, RBG has developed a system for gathering actual emission data from its vendors. This system has been trialled and will be rolled out across RBG in 2026. The success of this system will depend on vendors having emission data available, which is expected to range across regions and increase over the coming years with increasing regulatory requirements, such as Mandatory Climate Related Financial Disclosures in Australia.
- Category 6 Business Travel: comprises the second largest source of Scope 3 emissions and has reduced by 303 TCO₂e from its peak in 2023. This is due to an intentional reduction in unnecessary business travel. Note RBG's corporate travel agency changed from 2023-2024. The new travel agency reported significantly lower travel emission factors to those previously adopted. To support reporting comparability, the emission factors adopted by the original travel agency have been used in the calculations presented here, to allow for continuity for comparison.
- The reduction between 2024 to 2025 is largely due to Robert Bird Group's UK office experiencing a contraction in market conditions, which led to reduced subcontractor expenditure and travel.
- The baseline year was set during COVID and has therefore been identified to not be fully representative of standard operations for some Categories. RBG intends to resubmit the baseline, along with updated emission factors, in 2027.

2025 Absolute Emissions - Scope 1 & 2 (market-based) GHG Inventory



2025 Absolute Emissions - Scope 3 GHG Inventory



Overview of Near-Term (2030) Science-Based Targets

Robert Bird Group has submitted three near-term targets for review by the SBTi. All targets have been assessed against the SBTi's quantitative and qualitative criteria, along with the Target Validation Protocol. For approval, a company's targets must comply with all applicable requirements. The following is an overview of the approved targets:

Target Wording	Public?	Base Year	Most Recent Year	Target Year	Type	Target Value	Method Used
Robert Bird Group commits to reduce absolute Scope 1 and 2 GHG emissions 42.00% by 2030 from a 2021 base year.	Yes	2021	2024	2030	Absolute	42.0%	Absolute contraction
Robert Bird Group also commits to reduce absolute Scope 3 GHG emissions 42.00% by 2030 from a 2021 base year.	Yes	2021	2024	2030	Absolute	42.0%	Absolute contraction
Robert Bird Group also commits to supplying 100% of office energy from renewable sources by 2030	Yes	N/A	2024	2030	Renewable Electricity	100%	Absolute

Overview of All Targets / Commitments

The following is an overview of Robert Bird Group's approved targets:

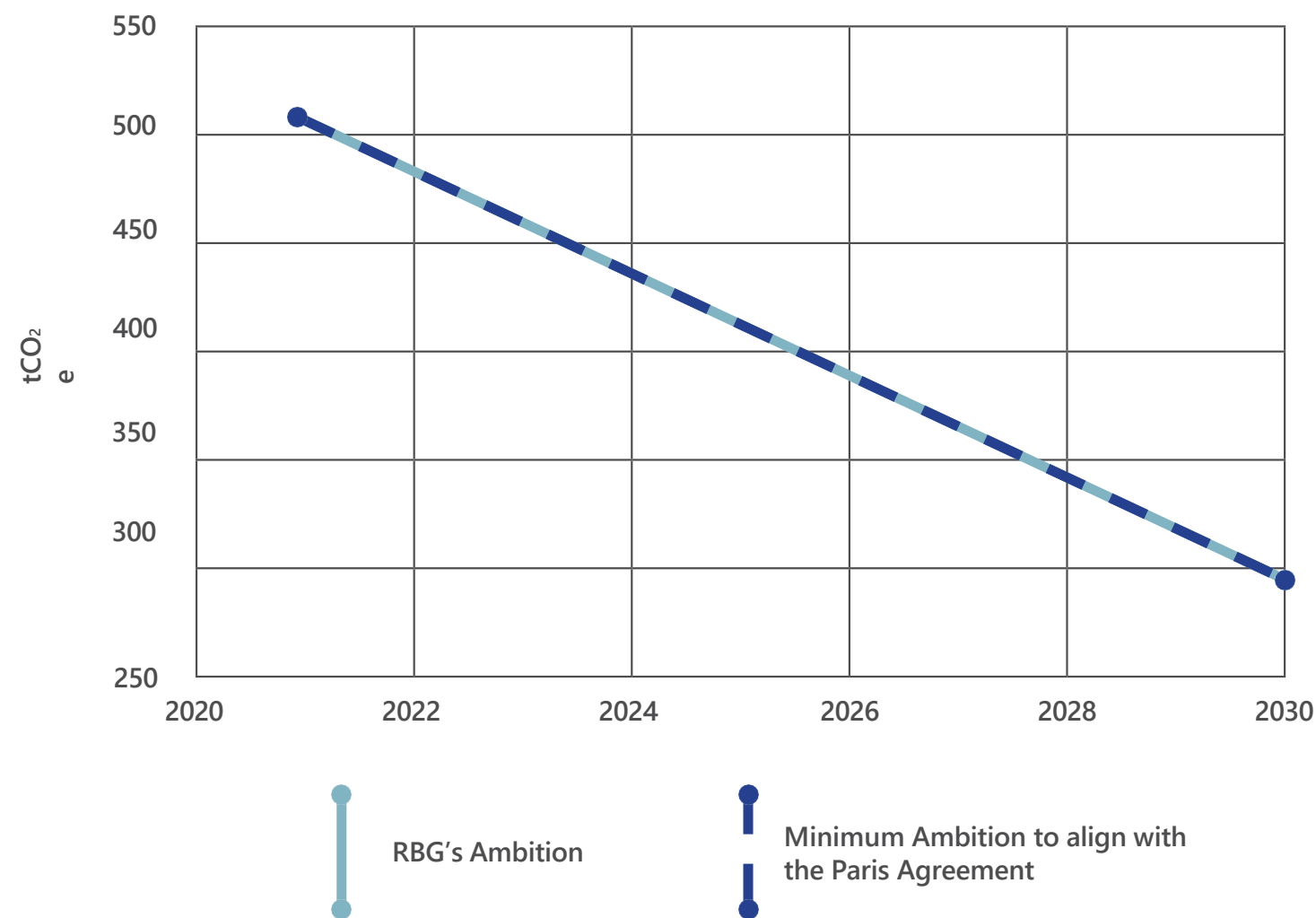
Action	Target Type	Scope	Target Classification	Base Year	Target Year
Target	Absolute	1+2+3	1.5°C	2021	2030
Target	Renewable Electricity	2	1.5°C	2021	2030
Target	Absolute	1+2+3	1.5°C	2021	2050
Target	Net-zero	1+2+3	1.5°C	2021	2050

Overview of Near-Term (2030) Science-Based Targets

Robert Bird Group commits to reduce absolute Scope 1 and 2 GHG emissions 42.00% by 2030 from a 2021 base year.

Temperature Classification: 1.5°C

Absolute Emissions



Target Coverage

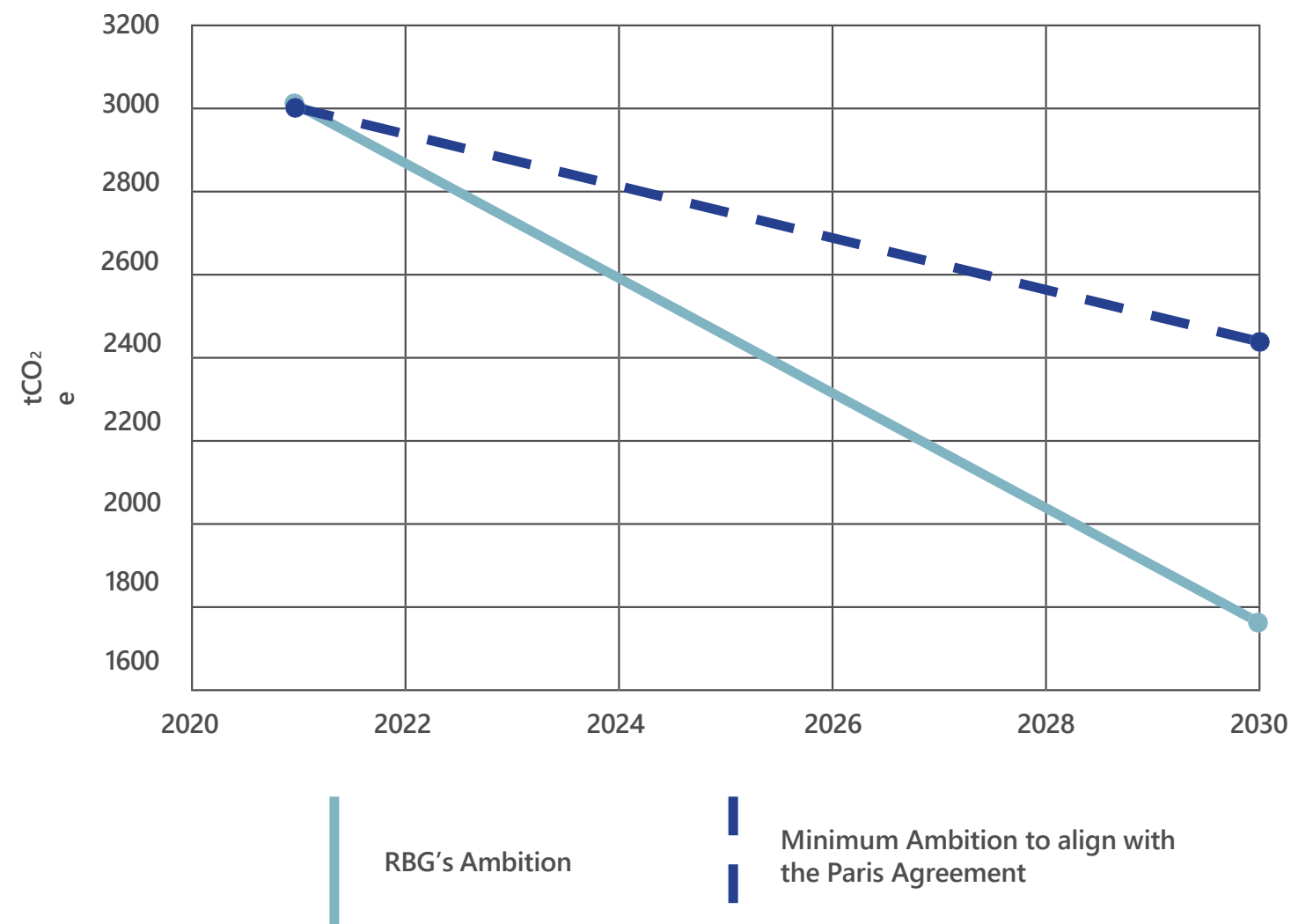
GHG Inventory Breakdown	Minimum boundary emissions	Outside minimum boundary	Biogenic total
Scope 1	100.00%	N/A	N/A
Scope 2 market-based	100.00%	N/A	N/A
Scope 3 total	N/A	N/A	N/A
1. Purchased goods and services	N/A	N/A	N/A
2. Capital goods	N/A	N/A	N/A
3. Fuel- and energy-related activities	N/A	N/A	N/A
4. Upstream transportation and distribution	N/A	N/A	N/A
5. Waste generated in operations	N/A	N/A	N/A
6. Business travel	N/A	N/A	N/A
7. Employee commuting	N/A	N/A	N/A
8. Upstream leased assets	N/A	N/A	N/A
9. Downstream transportation and distribution	N/A	N/A	N/A
10. Processing of sold products	N/A	N/A	N/A
11. Use of sold products	N/A	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	N/A
13. Downstream leased assets	N/A	N/A	N/A
14. Franchises	N/A	N/A	N/A
15. Investments	N/A	N/A	N/A

Overview of Near-Term (2030) Science-Based Targets

Robert Bird Group also commits to reduce absolute Scope 3 GHG emissions 42.00% by 2030 from a 2021 base year.

Temperature Classification: N/A

Absolute Emissions



Target Coverage

GHG Inventory Breakdown	Minimum boundary emissions	Outside minimum boundary	Biogenic total
Scope 1	N/A	N/A	N/A
Scope 2 market-based	N/A	N/A	N/A
Scope 3 total	67.12%	N/A	N/A
1. Purchased goods and services	75.00%	N/A	N/A
2. Capital goods	N/A	N/A	N/A
3. Fuel- and energy-related activities	20.00%	N/A	N/A
4. Upstream transportation and distribution	50.00%	N/A	N/A
5. Waste generated in operations	10.00%	N/A	N/A
6. Business travel	10.00%	N/A	N/A
7. Employee commuting	10.00%	N/A	N/A
8. Upstream leased assets	N/A	N/A	N/A
9. Downstream transportation and distribution	N/A	N/A	N/A
10. Processing of sold products	N/A	N/A	N/A
11. Use of sold products	N/A	N/A	N/A
12. End-of-life treatment of sold products	N/A	N/A	N/A
13. Downstream leased assets	N/A	N/A	N/A
14. Franchises	N/A	N/A	N/A
15. Investments	N/A	N/A	N/A

2021 GHG Inventory

		Minimum boundary emissions	Share of total emissions (location-based scope 2)	Share of total emissions (market-based scope 2)	Percentage excluded from inventory	Outside minimum boundary (optional)	Bioenergy emissions	Bioenergy removals	Biogenic total
Scope 1 & 2	Scope 1	18.05	0.35%	0.35%	N/A	N/A	N/A	N/A	N/A
	Scope 2 location-based	493.03	9.66%	9.66%	N/A	N/A	N/A	N/A	N/A
	Scope 2 market-based	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Scope 3	1. Purchased goods and services	3,951.11	77.41%	77.41%	N/A	N/A	N/A	N/A	N/A
	2. Capital goods	0.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	3. Fuel- and energy-related activities	75.76	1.48%	1.48%	N/A	N/A	N/A	N/A	N/A
	4. Upstream transportation and distribution	0	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	5. Waste generated in operations	40.18	0.79%	0.79%	N/A	N/A	N/A	N/A	N/A
	6. Business travel	464.31	9.10%	9.10%	N/A	N/A	N/A	N/A	N/A
	7. Employee commuting	61.37	1.20%	1.20%	N/A	N/A	N/A	N/A	N/A
	8. Upstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	9. Downstream transportation and distribution	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	10. Processing of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	11. Use of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	12. End-of-life treatment of sold products	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	13. Downstream leased assets	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	14. Franchises	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	15. Investments	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Total (TCO2e)		5103.81							



Robert Bird Group HQ
Level 8, Jubilee Place
470 St Pauls Terrace,
Fortitude Valley, QLD, 4006
Australia
Phone: +61 (0) 7 3319 2777