



Carbon Reduction Plan

2025-2030

Executive Summary

Purpose of this Plan

Chemonics UK is committed to achieving **Net Zero by 2050**, aligning with UK government policies, international sustainability standards and science-based approaches. This **Carbon Reduction Plan (CRP) 2025-2030** sets out our structured roadmap to significantly reduce greenhouse gas (GHG) emissions across Scope 1, 2, and 3, ensuring compliance, business resilience, and leadership in sustainable international development.

This CRP supports Chemonics UK's leadership role in the international development sector, ensuring compliance with regulatory requirements such as the UK Government's Procurement Policy Note (PPN) 06/21, while strengthening our resilience, competitiveness, and alignment with our funder, partner and client climate priorities.

Context and Strategic Importance

Climate change is the most pressing global challenge of our time, and the UK has mandated Net Zero by 2050 under the Climate Change Act 2008. As a key player in international development, Chemonics UK is committed to aligning with government policy and regulations such as the Net Zero Strategy (2021), Procurement Policy Note (PPN) 06/21, and Streamlined Energy and Carbon Reporting (SECR).

As a leading provider of international development services, Chemonics UK operates in contexts where climate vulnerability is often acute. Integrating robust carbon reduction strategies into our business model enhances the resilience of both our operations and the projects we deliver, ensuring we remain a trusted and responsible partner in an increasingly climate-conscious market and funding landscape.

GHG Emissions Reporting

Since 2020, Chemonics UK has measured and reported on its carbon emissions *via* the Climate Disclosure Project (CDP), United Nations Global Compact (UNGC) and PPN 06/21. Until now, 2020 has served as the baseline year for emissions reporting, however, to align with science-based targets frameworks and Chemonics International's Net Zero framework, the baseline year has been adjusted to 2023. Like many other service-based businesses, Chemonics UK's Scope 3 (indirect) emissions dominate, with professional services procurement, upstream leased assets and business travel being major contributors.

Net Zero Targets & Emission Reduction Strategies

Chemonics UK has set ambitious near-term (5-10 years from the 2023 baseline) and long-term (2050 and beyond) science-aligned targets for absolute emissions reductions:

- Engagement of at least 67% of Scope 3 emissions related suppliers (by emissions) by 2028 to support them to adopt science-aligned Net Zero targets and action.
- 100% reduction in Scope 1 and 2 emissions by 2030 (from 2023 baseline) by switching to renewable sources for office electricity and heating.

- 40% aggregate reduction by 2033 across a specific sub-set of Scope 3 emissions categories over which Chemonics UK has significant policy/behavioural change influence, with notable year-on-year reductions being achieved in all other Scope 3 categories by the same year.
- 90% absolute reduction in Chemonics UK's GHG emissions by 2050 across all Scopes, with high integrity offsets purchased for residual emissions beyond 2050.

These targets are aligned with the Science Based Targets initiative (SBTi) principles and focus on reducing emissions at source through a combination of operational measures, supplier engagement, and policy reforms.

The CRP outlines four primary strategy areas for emissions reductions, which Chemonics UK is committed to delivering on wherever feasible:

1. Renewable Energy Transition and Energy Efficiency

- Switch to 100% REGO-backed renewable electricity and RGGO heating gas by 2027.
- Decarbonise office heating through electrification by 2029.
- Support home-based renewable energy adoption and promote energy efficiency for hybrid workers.
- Improve office energy efficiency through smart energy management, equipment upgrades, and workspace optimisation.

2. Reducing Travel Emissions (Business Travel and Commuting)

- Implement updated travel policies prioritising virtual engagement and rail over air travel, and reducing air travel through trip stacking and localisation approaches.
- Introduce carbon budgets for business travel at departmental and project levels.
- Maintain hybrid working and incentivise low-carbon commuting, supported by emissions tracking tools.

3. Supplier Engagement and Sustainable Procurement

- Require supplier emissions disclosure and target-setting as part of procurement processes.
- Prioritise suppliers with science-aligned targets and support lower-capability suppliers with capacity-building and engagement.
- Integrate sustainability criteria and emissions performance into all procurement decisions.

4. Waste Reduction and Circular Economy Practices

- Eliminate single-use and non-recyclable materials.
- Partner with waste contractors to ensure zero-to-landfill outcomes.
- Conduct annual waste audits and run behavioural campaigns on waste reduction best practices.

Chemonics UK will implement robust governance to ensure CRP delivery, including:

- Aiming to establish a Carbon Reduction Innovation & Tracking Team to oversee implementation, review progress, and drive innovation.
- Annual CRP reporting, aligned with science-based reporting standards from 2025 onwards.
- Mid-point strategy review by the end of 2028 and final plan evaluation in 2030 to inform the next phase of climate action.
- Transparent stakeholder engagement, including suppliers, clients, and partners.

5-Year Action Plan (2025–2030)

The CRP is underpinned by a phased 5-year action plan that combines immediate, low-cost wins with longer-term investments in transformative emissions reductions. Early actions focus on renewable energy transition, supplier engagement, business travel reform, and data quality improvements, while mid- to long-term actions support structural change, including deeper decarbonisation of supply chains and programme delivery models.

Conclusion

This 2025-2030 CRP sets out a strategic, actionable framework to drive measurable emissions reductions while positioning Chemonics UK as a sustainability leader in international development. By integrating climate-conscious policies, operational efficiencies, and supplier engagement, we are ensuring long-term environmental, social, and economic resilience.

Chemonics UK 2025 Emissions Summary Report

06 – July – 2026 - Final



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Section 1

Background & Scope



Background

Anthesis has previously worked with Chemonics UK to support the development of their Carbon Reduction Plan in line with PPN 06/21. In 2023, 2024, and 2025 Chemonics UK engaged Anthesis to complete a carbon footprint analysis. This report presents the calculated Scope 1, 2, and 3 emissions in accordance with the GHG Protocol.

The project covers the following emissions scopes for Chemonics UK's operations:

- Scope 1 – Direct emissions from the combustion of fuel for office heating, company vehicles, and refrigerant leakage from air-conditioning systems.
- Scope 2 – Indirect emissions from the consumption of purchased energy (e.g., electricity, heat).
- Scope 3 – All other indirect emissions sources as defined by PPN 06/21 and detailed further in this report.



Defining Scope 1, 2 and 3 Emissions

Emissions are categorised into Scope 1, Scope 2, and Scope 3 as follows:

- **Scope 1 (Direct emissions):** Emissions from sources owned or controlled by the company, including the combustion of fuels (e.g., for heating or vehicles) and leakage of refrigerant gases from systems such as air-conditioning.
- **Scope 2 (Indirect emissions):** Emissions resulting from the consumption of purchased energy, such as electricity, heat, steam, or cooling.
- **Scope 3 (Other indirect emissions):** All other indirect emissions that occur across the value chain, both upstream and downstream. Scope 3 covers a broad range of categories beyond those included in Scopes 1 and 2, such as business travel, waste, purchased goods and services, and employee commuting.

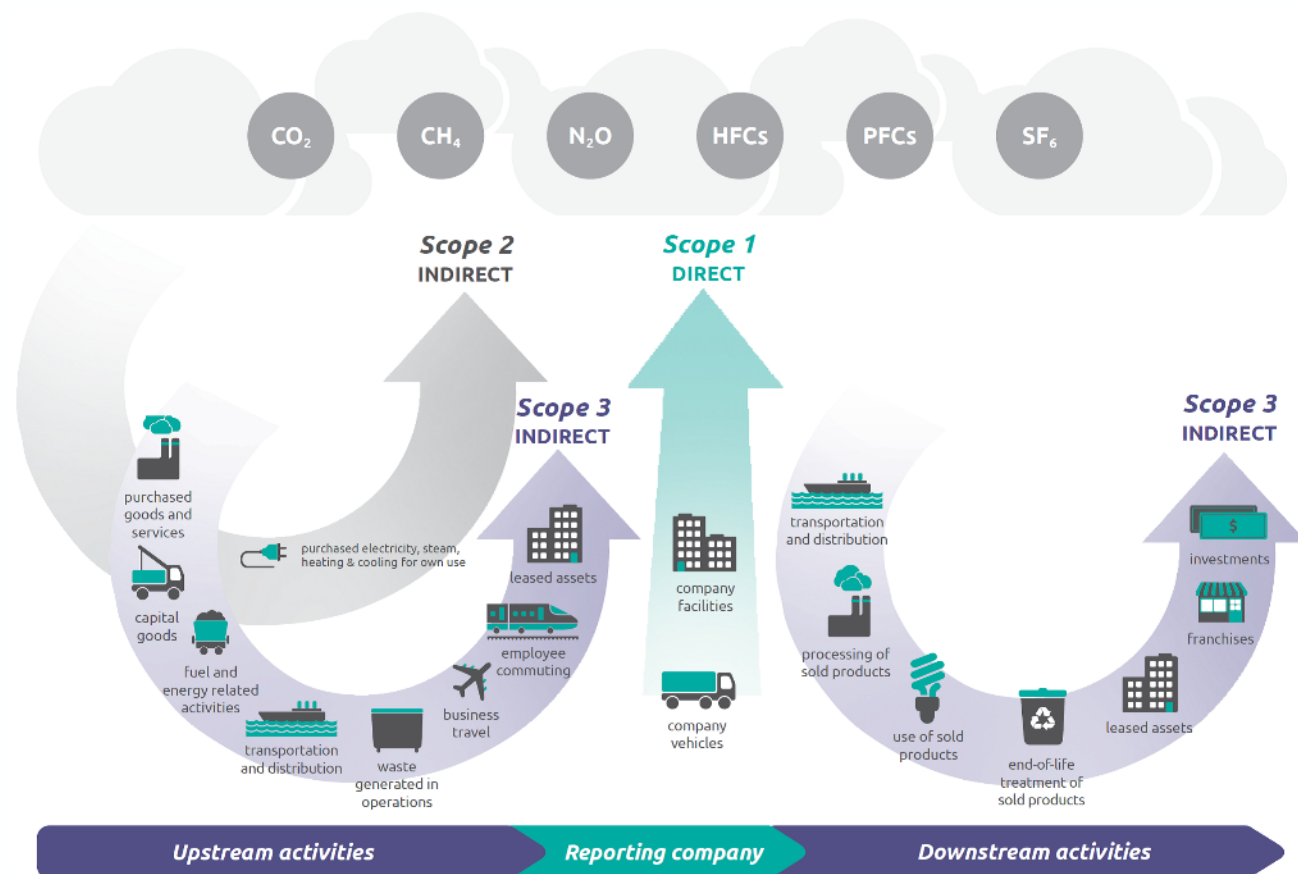


Figure 1 – Emissions Scope 1, 2, 3 Definitions

Defining Project Scope

PPN 06/21 outlines the subset of emission scopes to be included, which are detailed in the table below.
Only these scopes were considered for this project, as agreed with Chemonics UK.

Table 1 – Project Scope Breakdown

Scope	Sub – Scope	Detail
Scope 1	Scope 1 – Stationary Sources	Direct Emissions from Stationary Sources (i.e. Gas, refrigerants)
Scope 1	Scope 1 – Mobile Sources	Direct Emissions from Mobile Sources (i.e., Leased/Owned Vehicles)
Scope 2	Scope 2 – Purchased Electricity, Heat, or Steam	Location Based Emissions from Purchased Energy (Grid Average Emissions)
Scope 3	Scope 3 – Upstream Transportation and Distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company’s tier 1 suppliers and its own operations.
Scope 3	Scope 3 – Downstream Transportation and Distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company’s operations and the end consumer
Scope 3	Scope 3 – Waste	Disposal and treatment of waste generated in the reporting company’s operations in the reporting year.
Scope 3	Scope 3 – Business Travel	Transportation of employees for business related activities during the reporting year.
Scope 3	Scope 3 – Employee Commuting	Transportation of employees between their homes and their worksites during the reporting year.
Scope 3	Scope 3 – Homeworking	Emissions associated with company staff working from home
Scope 3	Scope 3 – Purchased Goods and Services	Emissions associated with the production of goods and services purchased or acquired by the company
Scope 3	Scope 3 – Fuel and Energy Related Activities	Emissions from fuel and energy-related activities not already accounted in Scope 1 and 2
Scope 3	Scope 3 – Upstream Leased Assets	Emissions from the operation of assets by the company, but not already included in Scope 1 or 2



Section 2

Methodology



Footprint Methodology

- This emissions footprint covers Chemonics UK operations and operations in UK project locations, applying the operational control approach as defined by the GHG Protocol. This includes emissions from activities where Chemonics has control of the operations.
- The reporting period for this footprint is 1 January 2025 to 31 December 2025.
- All emissions are reported in carbon dioxide equivalent (CO₂e). This is the standard unit that accounts for all greenhouse gases, including carbon dioxide. Using CO₂e enables consistent and comparable reporting across different data sets.
- Emission factors used in this inventory are from the UK Government GHG Conversion Factors for Company Reporting (2025) (also referred to as DEFRA), which apply Global Warming Potential (GWP) values from the IPCC Fifth Assessment Report (AR5). For emission calculations relating to upstream leased assets overseas, IEA country-specific emission factors were used. Where country-specific factors were unavailable, DEFRA conversion factors were applied as a proxy.
- The UK office is located at 1 Benjamin St, London EC1M 5QL where Chemonics occupies the second floor. The first floor was previously occupied but was vacated on 10th of December 2024. Flat 4, which was occupied in previous years, is no longer leased by Chemonics. In 2023 and 2024 Chemonics occupied 67.6% and 42.4% of the building respectively. No information on the building space apportioned to Chemonics is provided for 2025.
- A detailed methodology for each emissions scope and the associated assumptions is provided in the following pages.



Methodology and Assumptions

Scope 1

Stationary Sources

- Natural Gas Consumption – The Benjamin Street office building uses natural gas for communal heating. The building gas consumption that was apportioned to Chemonics was provided by invoices from the building manager. Monthly invoices between January 2025 to June 2025 were not available due to changes in property management. The invoices for January 2026 to March 2026 had been used to estimate the monthly consumption in 2025 for the corresponding month. Due to similar weather climates, the consumption for October 2025 was used to estimate the consumption in April 2025, and the consumption of July 2025 was used to estimate the consumption in June and May 2025. Additionally, the provided invoices do not include details on how the allocation of consumption to the different tenants was calculated by the property manager. However, in previous years this was calculated based on the floor space share.
- Refrigerants – The 2025 F-Gas register for the Benjamin Street was available for review and confirmed that a test was carried out in June 2025 that indicated no leakages or any required top-ups.

Mobile Sources

- Chemonics has confirmed that there are no leased or owned vehicles.

Scope 2

Purchased Electricity, Heat, or Steam

- Office Electricity Consumption - The Benjamin street office building has electricity consumption associated with communal building use and office operations.
- Chemonics provided electricity invoices for the second floor of the Benjamin Street office, where they operate. These areas are individually metered, so no apportioning was required.
- Location-based emission factors were used for electricity consumption. Anthesis is not aware of any renewable energy procurement associated with the office, so a market-based figure was not included.



Methodology and Assumptions

Scope 3

Upstream Transportation and Distribution (UTD)

- Spend data were provided for post/courier associated costs in 2025.
- Emissions were estimated using DEFRA's EEIO (Environmentally Extended Input-Output) spend-based emission model.

Downstream Transportation and Distribution: (DTD)

- No production of products, thus not applicable for this project.

Waste Disposal:

- 2025 waste and water data were not available by the building manager for the Benjamin Street office. Therefore, these were extrapolated based on the waste data in 2024 and the change in FTEs at Chemonics UK. In 2024 106 FTEs were reported, and in 2025 87 full time employees and 7 part-time employees. It is assumed that the part-time employees work for 3 days a week (i.e. 60%). Therefore, the total FTEs add up to 91.2 for 2025.
- For 2024:
 - Waste – Chemonics provided Waste Transfer Notices detailing volumes of Dry Mixed Recyclables (DMR) and General Waste (GW) disposed of at 1 Benjamin Street. Four bins (two DMR, two GW) were collected twice weekly, and Chemonics confirmed that one DMR and one GW bin can be attributed to their operations. Each bin was estimated to be approximately two-thirds full at the time of collection. Volume-to-weight conversion factors were applied, followed by relevant DEFRA emission factors for recycling and incineration to calculate associated emissions.
 - Water – Due to a faulty meter, actual office water consumption data was unavailable. Instead, building-level service charge data was used. It was assumed that this charge reflects 50% water supply and 50% wastewater treatment. Emissions were estimated using DEFRA's spend-based emission factor for water treatment.



Methodology and Assumptions

Scope 3 (cont.)

Business Travel:

- Detailed travel data (including flight, rail, hotel, and taxi details) were provided by Chemonics as they were reported by their travel providers (Diversity, Key Travel, and All Ride). All flight data also included international flights by non-UK staff linked to Chemonics UK projects.
- Emissions were calculated using the UK DEFRA Factors for all Business Travel – Air, applying the "without radiative forcing" (RF) values for consistency with previous reporting

Employee Commuting:

- A travel survey was completed by 100 Chemonics employees globally (60 Chemonics UK). The survey gathered data on the average number of office days per week, commuting distances, and transport modes.
- Emissions were calculated using DEFRA mode-specific emission factors per kilometre travelled. Only Chemonics UK employees were included, and the figures were extrapolated across all Chemonics UK employees – 87 full time and 7 part time (91.2 FTEs).

Homeworking:

- The same survey collected information on average work-from-home days, daily working hours, and whether the home workspace was heated or air-conditioned.
- Emissions were estimated using DEFRA emission factors, based on energy use from home office equipment and heating. Only Chemonics UK employees were included, and the figures were extrapolated across all Chemonics UK employees – 87 full time and 7 part time (91.2 FTEs).



Methodology and Assumptions

Scope 3 (cont.)

Upstream Leased Assets (ULA) :

- Chemonics provided energy and waste consumption reports for 5 projects based in Ukraine, Kenya, Turkey, and Yemen (CSSR, RISA, SEP, YFFM, PFRU-2). The reports also provided the number of sites per project as well as other site details (footprint area, FTEs per site, occupancy dates, lease start/end date).
- The 5 projects included 9 sites across 4 countries.
- Energy and waste emissions were calculated based on the information provided and IEA factors were used, where possible, for energy related emissions. For waste emissions and where energy country-specific factors were unavailable, DEFRA conversion factors were applied as a proxy.
- For certain sites, detailed consumption data were not available due to lease recharges that include energy and waste costs. In these instances, consumption was estimated using average data from comparable sites within similar geographies, adjusted based on each site's floor area.

Purchased Goods and Services (PG&S):

- Chemonics provided a list of all supply orders for 2025 with vendor and cost details for each order. Anthesis has mapped each order against a SIC (Standard Industrial Classification) category.
- Emissions were estimated using DEFRA's EEIO (Environmentally Extended Input-Output) spend-based emission model which covers SIC categories.

Fuel and Energy Related Activities:

- Electricity transmission and distribution emissions, as well as well-to-tank emissions for electricity and gas were calculated based on the electricity and gas consumption of the London office using DEFRA factors.



Section 3

Results



Total Emissions Scope Split

- Overall, a substantial (92%) decrease in overall emissions was observed compared to the previous year (2024).
- In 2024, a substantial funding was spent by Chemonics for a project in Ukraine equivalent to 3,760 tCO₂e, as part of their PG&S emissions, which has skewed the overall emission results compared to previous years (see Figure 3). In 2025, PG&S emissions decreased significantly, driven by a substantial reduction in Chemonics's expenditure. Overall, scope 3 emissions were reduced by 93% compared to 2024.
- In addition, as it can be seen by Figure 2 and Table 2 below, compared to 2024, both Scope 1 and 2 emissions have decreased by 27% and 36%, respectively. This reduction is primarily attributable to Chemonics vacating the first floor, with a further contribution from the reduction in headcount at the London office compared with 2024 and the continued decarbonisation of the UK electricity grid.

Table 2– Scope 1,2, 3 Annual Emissions Breakdown

Scope	2022 Emissions (tCO ₂ e)	2023 Emissions (tCO ₂ e)	2024 Emissions (tCO ₂ e)	2025 Emissions (tCO ₂ e)
Scope 1	31.0	35.4	23.1	17.0
Scope 2	35.5	28.8	27.4	17.7
Scope 3	123.3	1142.2	5474.4	388.3
Total	189.8	1206.4	5524.9	420.0

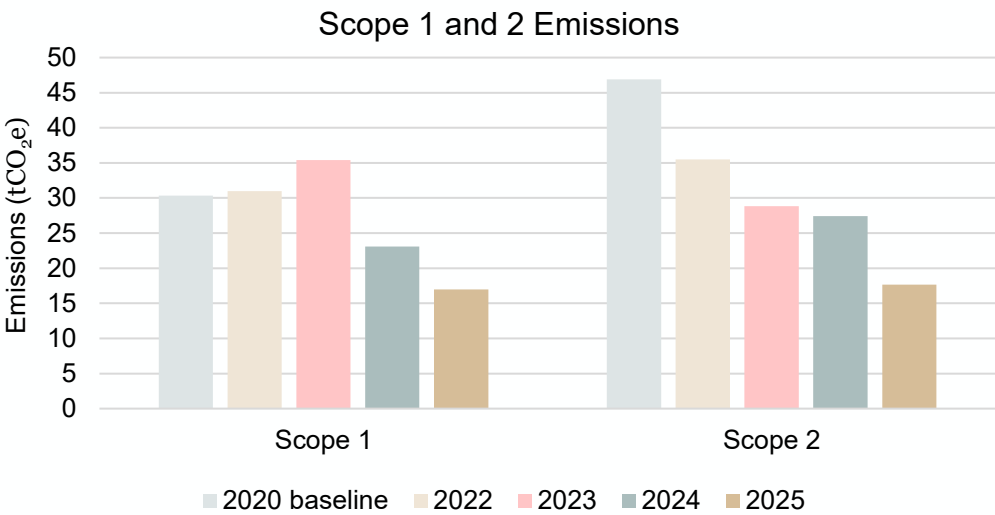


Figure 2 – Scope 1 and 2 Annual Emissions

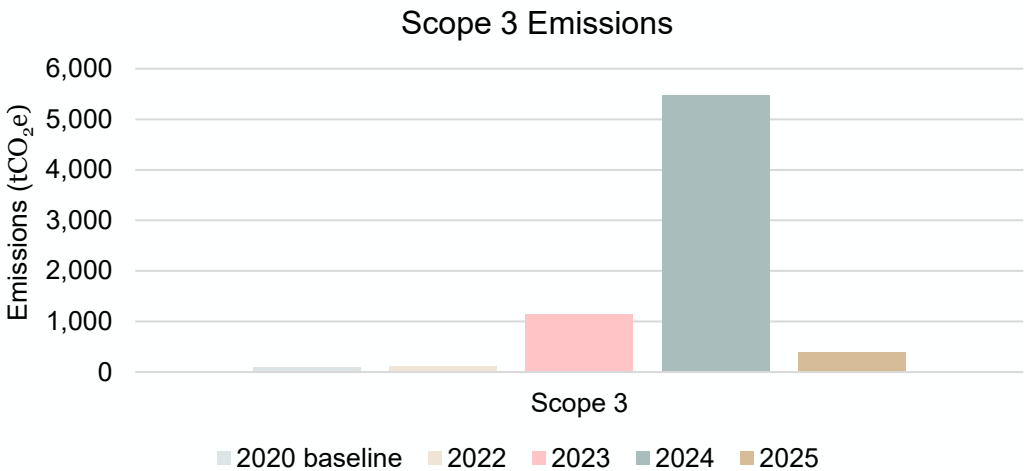


Figure 3 – Scope 3 Annual Emissions

Total Emissions Scope Split

- The total emissions in 2025 equate to **417.6 tCO₂e**.
- All Scope 1 and 2 emissions are from office use.
- The largest emitters of overall emission are from Upstream Leased Assets (37.9%), followed by Business Travel (35.9%) and PG&S (5.9%).
- In 2024, the same three emission sub-scope categories were the largest emitters, however, PG&S was significantly the highest category due the large expenditure spent by Chemonics in 2024.

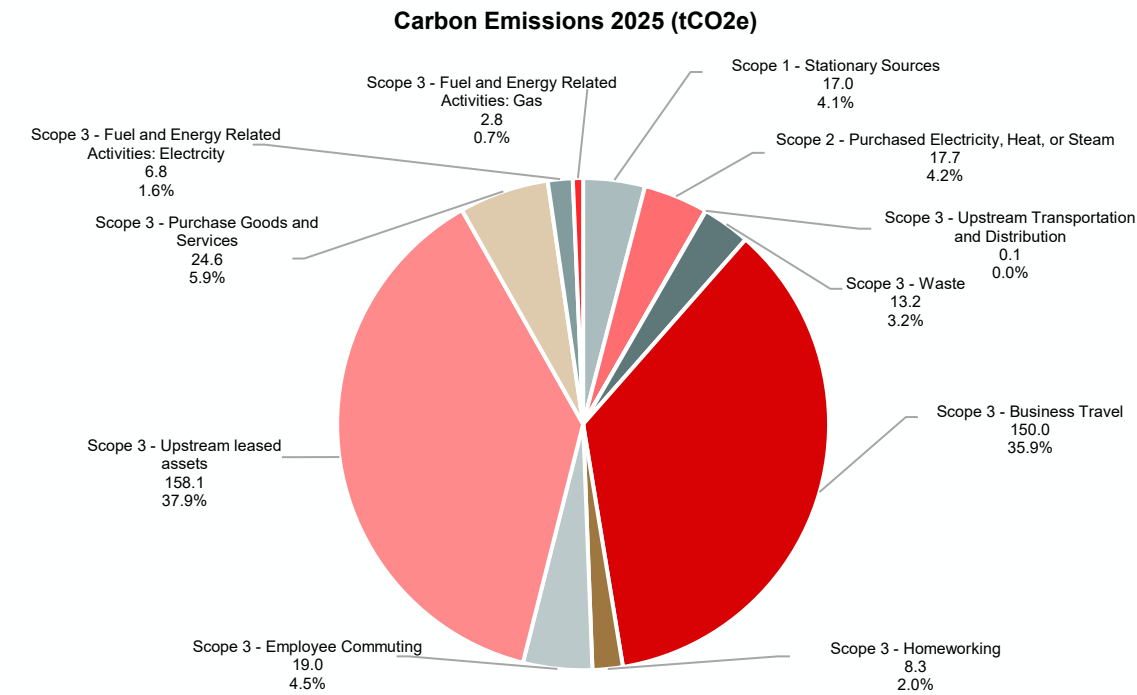


Figure 4 – 2025 Carbon Emission Breakdown by Scope/Sub-Scope

Table 3 – 2025 Carbon Emission Breakdown by Scope/Sub-Scope

Scope	Sub-Scope	Detail	Emissions (tCO ₂ e)
Scope 1	Stationary Sources	Office gas use	17.0
Scope 1	Fugitive Emissions	No reported refrigerant top-up or leak	0
Scope 1	Mobile Sources	No company-owned vehicles	0
Scope 2	Purchased Electricity, Heat, or Steam	Office electricity use	17.7
Scope 3	Upstream Transportation and Distribution	Post courier services	0.1
Scope 3	Downstream Transportation and Distribution	No distribution of sold products	0
Scope 3	Waste and Water	Office and flat waste disposal and water consumption	13.2
Scope 3	Business Travel	Air and ground travel and hotels	150.0
Scope 3	Employee Commuting	Travel between home and office	19
Scope 3	Homeworking	Electricity and gas used while working from home	8.3
Scope 3	Purchased Goods and Services	Goods and professional services	24.6
Scope 3	Fuel and Energy Related Activities: Electricity	Upstream emissions from gas	2.8
Scope 3	Fuel and Energy Related Activities: Gas	Upstream emissions from electricity	6.8
Scope 3	Upstream leased assets	Energy use and waste in leased spaces	158.1
Total			417.6



Energy Emissions

- Emissions associated with energy consumption in the London office are displayed graphically in Figure 5 and listed in Table 4.
- Scope 3 emissions relating to Fuel and Energy Related Activities have been added to the carbon footprint analysis for 2024 and 2025. This was not included in the 2023 report but was back calculated for comparison purposes.
- The total of Scope 1 and 2 emissions has decreased by 31% compared to 2024 and by 46% compared to 2023. The reduction in 2025 was primarily driven by Chemonics vacating the first floor of the Benjamin Street office. A further decrease can be attributed to the reduction in Chemonics UK's headcount, with reported full-time equivalent (FTE) employees decreasing from 106 in 2024 to 91.2 in 2025.
- Scope 1 emissions have decreased by 27% since 2024, while Scope 2 emissions have decreased by 36%. The sharper decline in electricity related emissions compare to gas is due to the decarbonisation of the grid being reflected in emission factors for 2025.
- In addition, electricity usage was based on actual invoices for the floors occupied by Chemonics, providing a more accurate picture. In contrast, gas use was estimated for January to June and consumption within actual invoices are likely estimated by the property manager using Chemonics' share of floor space to the building's total gas consumptions, as it was done for 2024. This approach assumes all tenants use gas at the same rate, which may not reflect actual usage and could over-or underestimate Chemonics' true gas consumption.

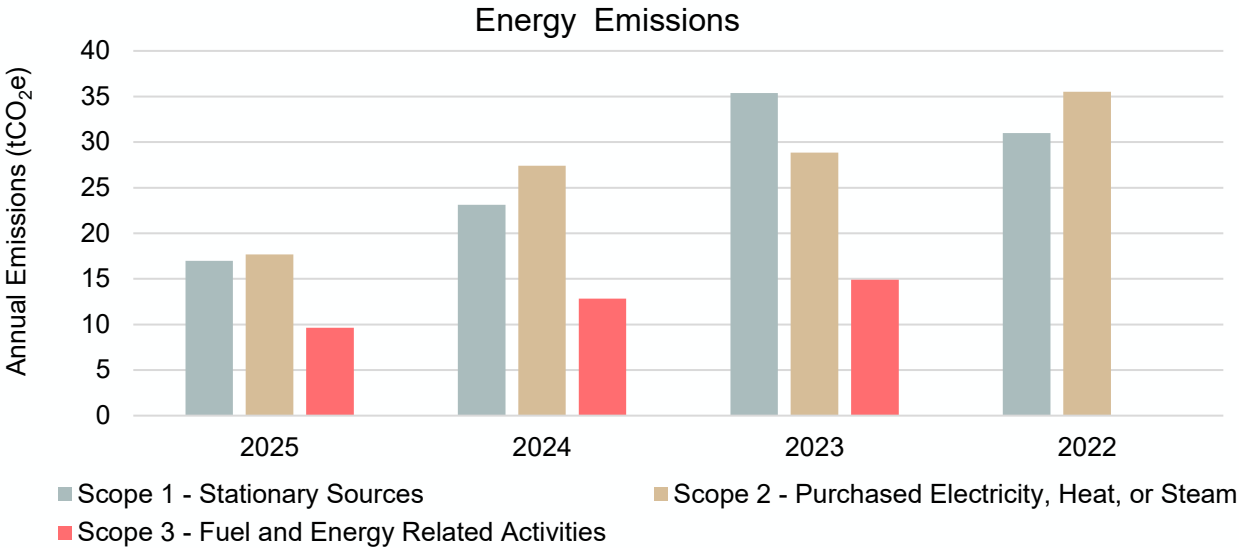


Figure 5 – Energy Associated Annual Emissions Breakdown

Table 4 – Energy Associated Annual Emissions Breakdown

Emissions (tCO ₂ e)	2022	2023	2024	2025
Scope 1 - Stationary Sources	31.0	35.4	23.1	17.0
Scope 2 - Purchased Electricity, Heat, or Steam	35.5	28.8	27.4	17.7
Scope 3 - Fuel and Energy Related Activities: Electricity	--	9.1	9.0	6.8
Scope 3 - Fuel and Energy Related Activities: Gas	--	5.8	3.8	2.8
Total	66.5	79.1	63.3	44.3
Total Scope 1 and 2	66.5	64.2	50.5	34.6



Business Travel - Overall

- In 2025, business travel emission amounted to **150.0 tCO₂e** and includes emissions associated with flights, train and taxi rides, and hotel overnight stays.
- All data have been collected by three travel providers, Diversity, Key Travel, and All Ride. As indicated by Figure 6, most of the emissions (89%) were based on the Diversity dataset followed by Key Travel (11%).
- As seen by Figure 7, most of business travel emissions are contributed to flights (143 tCO₂e), followed by hotel stays (6 tCO₂e). Emissions associated with train and taxi travel (<0.6 tCO₂e) are small relive to the other categories
- Compared with 2024, flight-related emissions decreased by 39%, broadly reflecting an estimated 30% reduction in the number of trips taken. This decline is likely attributable to reduced business activity associated with fewer overseas projects (as indicated by ULA data), as well as disruption arising from the security situation in Middle East (Yemen) region during 2025, which limited international travel. Additionally, a reduction in UK headcount is likely to have contributed to the overall decrease in business travel.
- Compared to 2024, a substantial increase in hotel accommodation related emissions was reported - from 0.12 tCO₂e to 6.0 tCO₂e. This is likely caused by the change in calculation method. In 2024, hotel emissions were calculated using a spend based approach, whereas in 2025 more detailed data (location, number of nights per room) was available which has allowed for a more granular calculation to be carried out using DEFRA country-specific factors (for room per night).
- Emissions related to ground transport (train/taxi) have substantially decreased from the previous year – from 21.7 tCO₂e to 0.6 tCO₂e. As with the hotel emission calculations, more granular data was available (distances, country, national/international, fuel type etc.) in 2025 which has allowed for a more accurate calculation using DEFRA emissions rather than the spend-based approach used in 2024.

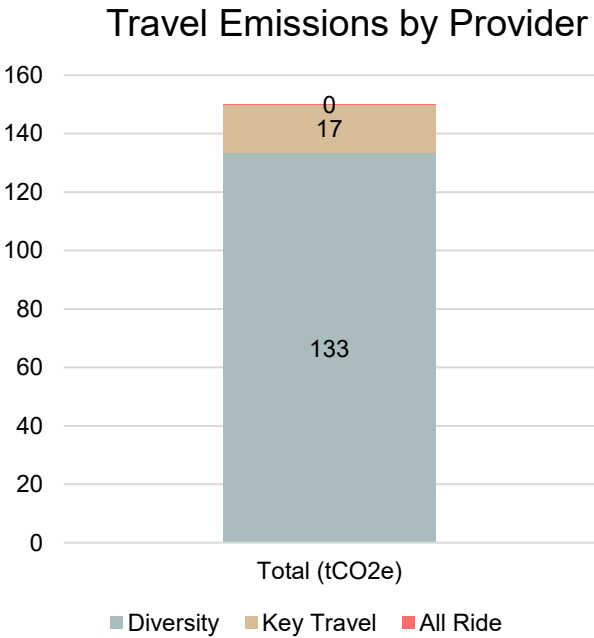


Figure 6 – Air Emissions Breakdown by Travel Provider

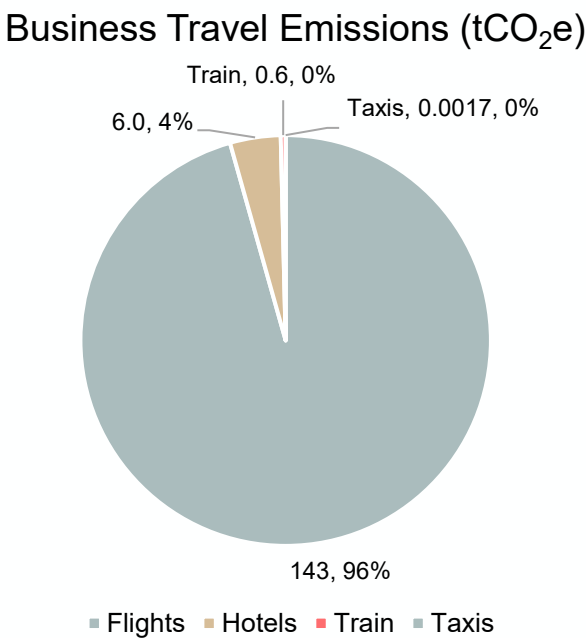


Figure 7 – Air Emissions Breakdown by Travel Type



Business Travel –Air Travel

- Distance breakdown: There is a fairly equal split between emissions attributed to international (41% - flights that do not depart or arrive at a UK based airport) and long haul (38%) flights, with the remaining 21% attributed to short haul flights and less than 0.1% to domestic. However, minimising long haul flights can have a bigger impact due to their high emissions intensity (see Table 5).
- Class breakdown: The most significant emissions source is economy class travel (86%) due to the number of trips. This is despite a much lower emissions intensity compared to business and premium economy; thus, a focus should be kept on economy class where air travel is necessary.

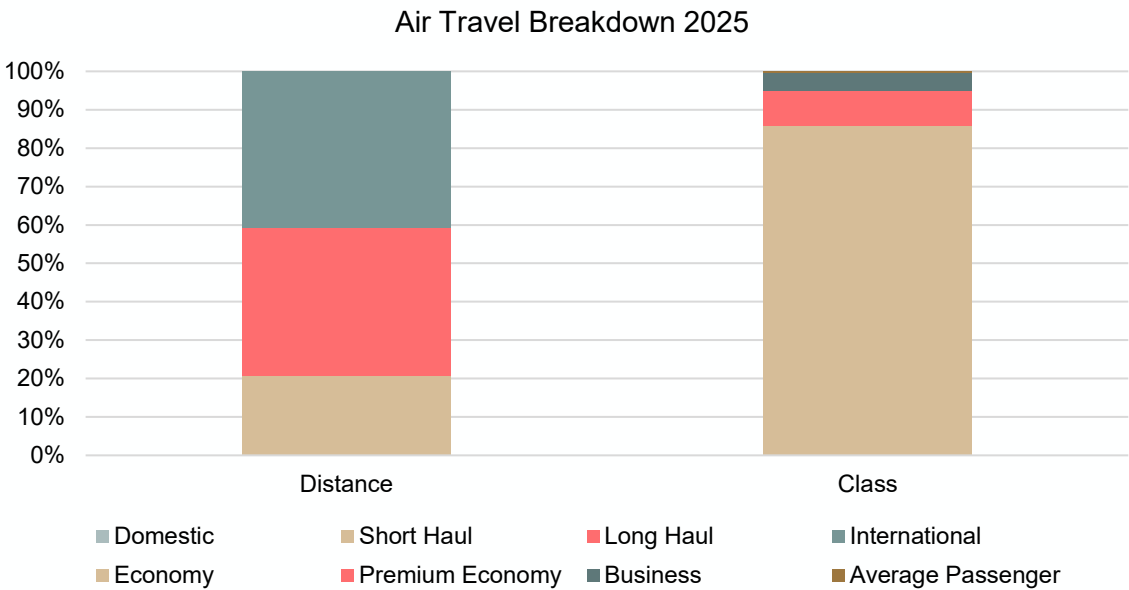


Figure 8 – Air Emissions Breakdown by Distance and Class

Table 5 – Air Travel Emissions Distance Breakdown

	Emissions (tCO ₂ e)	(%)	Number of Trips	Intensity (tCO ₂ e/trip)
Domestic	0.1	0.1%	1	0.07
Short Haul	29.7	20.7%	209	0.14
Long Haul	55.1	38.4%	105	0.52
International	58.6	40.8%	379	0.15

Table 6 – Air Travel Emissions Class Breakdown

	Emissions (tCO ₂ e)	(%)	Number of Trips	Intensity (tCO ₂ e/trip)
Economy	123.2	85.9%	671	0.18
Premium Economy	12.9	9.0%	11	1.18
Business	6.7	4.7%	8	0.84
Unspecified	0.6	0.4%	4	0.14



Purchased Goods and Services

- In 2025 a total of **24.7 tCO₂e** was attributed to PG&S emissions, reflecting 5.9% of the total GHG emissions.
- Compared to 2024, emissions have decreased by 99.5%.
 - In 2024, Chemonics provided in-house carbon emissions estimates for 2024. These were based on total spend for various projects, using relevant emissions factors for each activity type. US EPA emissions factors were applied to calculate emissions from PG&S spend. The calculations were reviewed and verified by Anthesis. Emissions related to a large funding for a project named ‘Partnership Fund for a Resilient Ukraine’ added up to 3773.7 tCO₂e which substantially increased PG&S related emissions relative to 2023 and 2025.
- In 2025, Anthesis has calculated PG&S emission on behalf of Chemonics UK. A similar spend based approach was followed using spend and vendor information from Chemonics (UK)’ list of supply orders and DEFRA’s EEIO emission factors. This has resulted in a reduction in emissions due as a result of lower expenditure in 2025 compared to previous years, where other large project costs under Chemonics UK were included (mostly related to professional, scientific, and technical services).
- Figure 9 breaks down the emissions by the PG&S category, as they were mapped by Anthesis. Purchases relating to food products, and printing and recording services contributed to most emissions accounting for 47% and 32% of the total emissions, respectively.

PG&S Emissions Breakdown (tCO₂e)

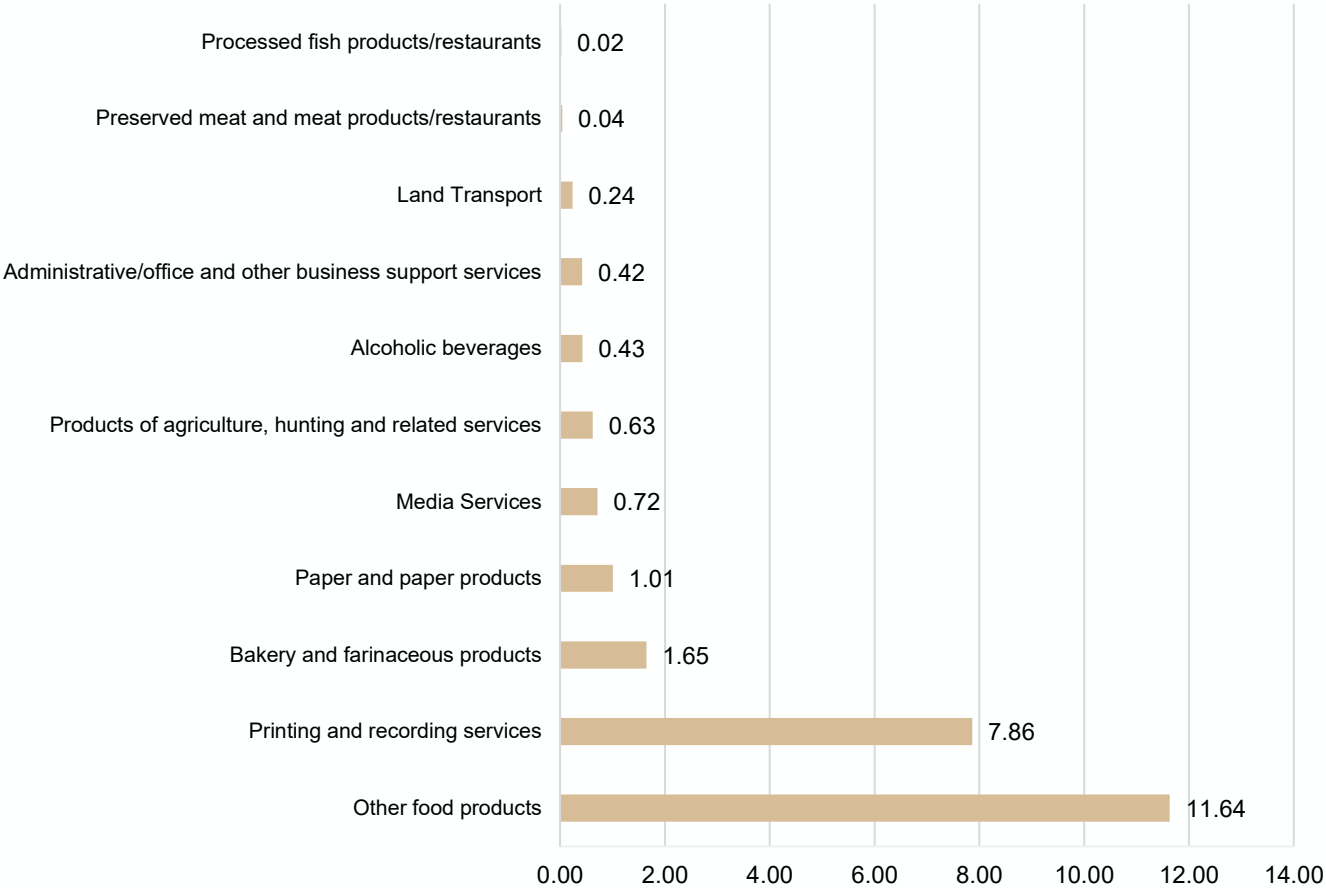


Figure 9 – PS&S Emissions Breakdown



Homeworking and Employee Commuting

- Chemonics confirmed that the total Chemonics UK headcount in 2025 includes 87 full-time employees and 7 part-time employees. It is assumed that the part-time employees work for 3 days a week (i.e. 60%). Therefore, the total FTEs add up to 91.2 for 2025.
- An employee commuting survey was completed in March 2026 100 participants across all business units of Chemonics. The results of the survey were provided and used to calculate an estimate of employee commuting emissions and homeworking emissions.
- Chemonics UK employees only were included in the calculations which included 60 participants of the survey, representing a response rate of 66%.
- DEFRA emission factors were used.
- For commuting, emissions per kilometre were applied by transport mode. For homeworking, emissions from energy use were estimated based on hours worked from home, accounting for office equipment and heating. All results were extrapolated to represent the full Chemonics UK headcount.
- Employee commuting: Emissions mounted to 19.0 tCO2e in 2025, representing a 41% decrease in emission than 2024. This can be attributed improved data accuracy than 2024 where the response rate was much lower (18%) and has led in emissions being overestimated via extrapolation. Most of the emissions (42%) were attributed to commuting via train (Underground/National rail) followed by diesel/petrol fuelled cars at 21%.
- Homeworking: Total emissions summed to 8.3 tCO2e, reflecting a 70% decrease in emissions than 2024 due to higher response rate provided more accurate results, including more detailed information on workspace heating. In 2024, it was assumed that all home workspaces were heated. Based on survey responses, employees worked from home an average of 2.4 days per week, and about 8.5 hours per day

Employee Commute Breakdown

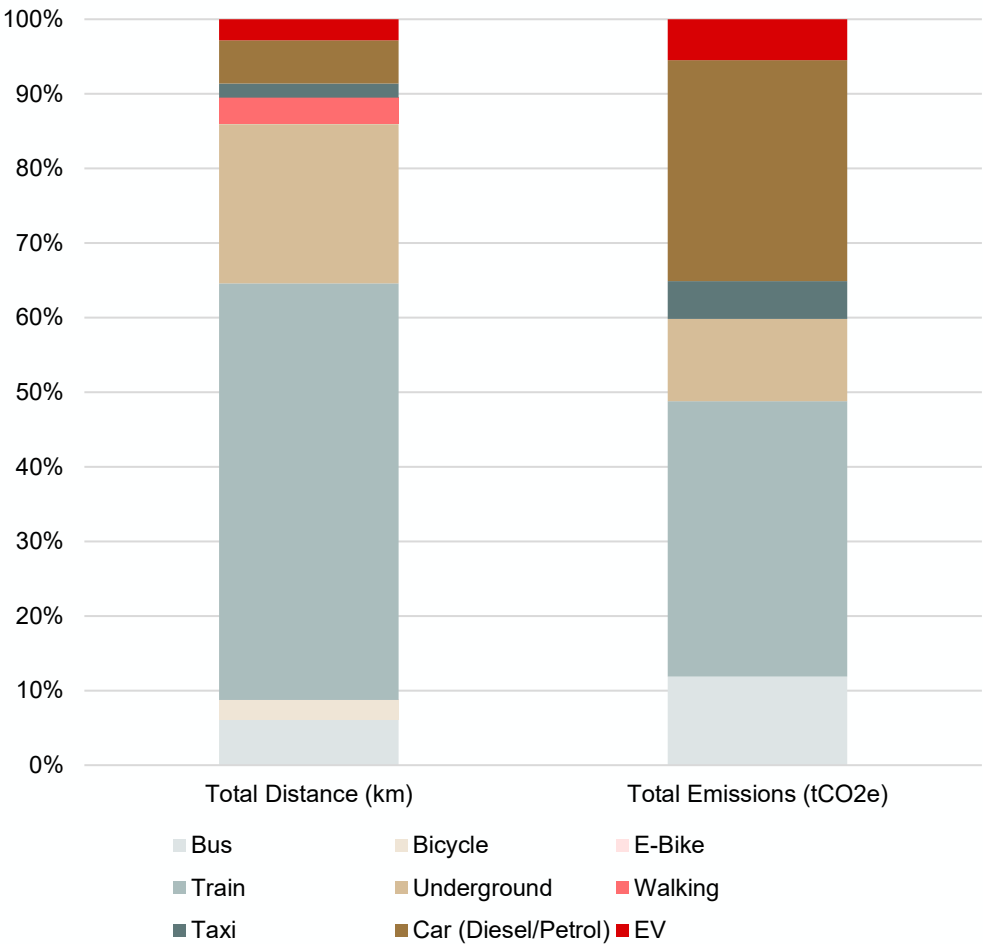


Figure 10 – 2025 Commuting Emissions Breakdown



Upstream Leased Assets

- Scope 3 emissions from upstream leased assets refer to indirect emissions from rented office spaces that Chemonics uses but does not own or control. In 2025, 9 sites were included in the analysis across Ukraine (6), Kenya (1), Turkey (1), and Yemen (1) for 5 associated projects (CSSR, RISA,SEP, YFFM, and PFRU-2). Chemonics was able to collect consumption reports for each site that included consumption of fuels, electricity, waste, and refrigerants.
- For certain sites, detailed consumption data were not available due to lease recharges that include energy and waste costs. In these instances, consumption was estimated using average data from comparable sites within similar geographies, adjusted based on each site’s floor area.
- Energy and waste emissions were calculated based on the information provided using emission factors (IEA where possible or DEFRA).
- Compared to 2024, the overall ULA emissions decreased by 71%. This is due to fewer number of assets being reported – from 14 to 9 – and because more accurate consumption data was made available by Chemonics.
- In 2024, due to operational changes, Chemonics could not collect consumption data and instead they provided a list of active leased sites and lease durations. Emissions were estimated proportionally, scaling the 2024 values of for each site based on how long it was leased in 2024 compared to 2023.
- For 2023 electricity emissions relating to a site in Montenegro contributed to most of the emissions in previous years, whereas, in 2025 this site was no longer operational, decreasing substantially the reported ULA emissions for 2025.

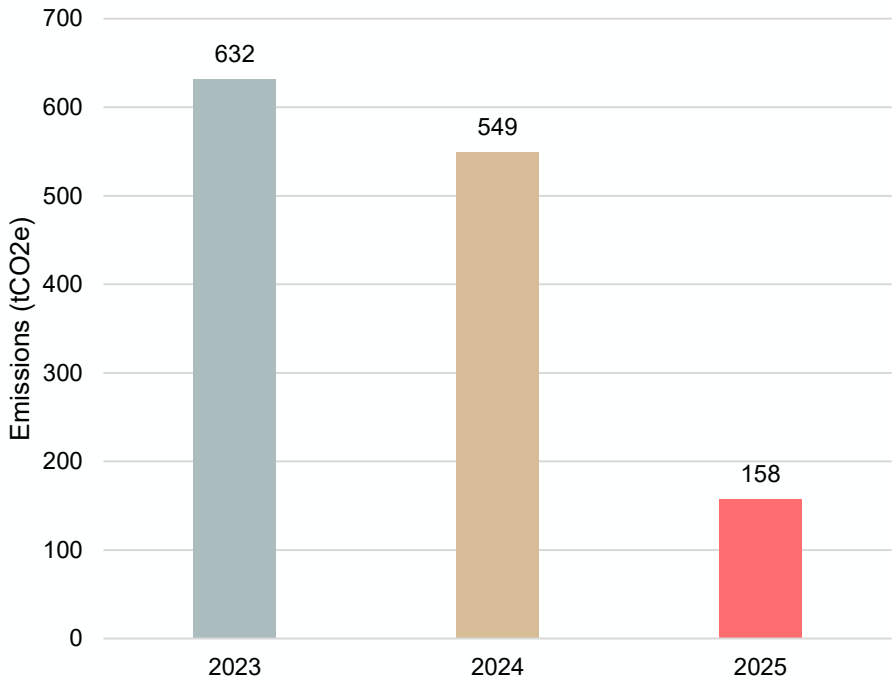


Figure 11 – Upstream Leased Assets Emissions 2023, 2024, and 2025



Total Emissions – Annual Comparison

- Figure 12 shows an annual trend of Chemonics' total annual emissions since 2022 and Figure 13 replicates Figure 12 but excludes PG&S data for better visibility of the trends of other emission sources.
- Total Scope 1 and 2 emissions decreased by 31% compared with 2024, 46% compared with 2023, and 48% compared with 2022. This reduction was primarily driven by Chemonics vacating the first floor of the Benjamin Street office in December 2024. Additional reductions were associated with a decrease in full-time equivalent (FTE) employees between 2024 and 2025 and the discontinuation of the Flat 4 lease, which reduced Chemonics' overall occupied floor area.
- Scope 3 emissions have decreased significantly since 2023–2024, primarily due to a reduction in PG&S expenditure. As these emissions are calculated on a spend-based approach, the lower expenditure has directly resulted in reduced reported emissions. Additional reductions were driven by lower ULA emissions, reflecting fewer overseas projects, alongside improved data availability for consumption and waste streams.
- Emissions from waste and water decreased by 13% since 2024, due to a reduction in FTEs, and by 33% since 2023, due to the end of Flat 4 lease end.
- Scope 3 business travel emissions have decreased by 39% since 2024, and 52% since 2023. This is likely due to reduced business activities, fewer overseas projects, the security situation in the Middle East (Yemen) during 2025, or consolidated company travel policies and procedures.
- Scope 3 employee commuting and homeworking emissions have decreased by 41% and 70%, respectively. The reduction is likely due to a reduction in Chemonics UK FTEs, and due to better quality of data provided by the work from home/commuting survey in 2025 compared to 2024. A 60% response rate, compared to 18% in 2024, has provided more accurate and granular data on commuting distances, travel methods, and heating of home workspaces.
- As in 2024, Scope 3 Upstream Transport and Distribution emissions were negligible in 2025, estimated at 0.1 tCO₂e using a spend-based approach with postal/courier services cost data. The emissions decreased by 97% compared to 2023 due to the removal of air freight and lower storage-related emissions.

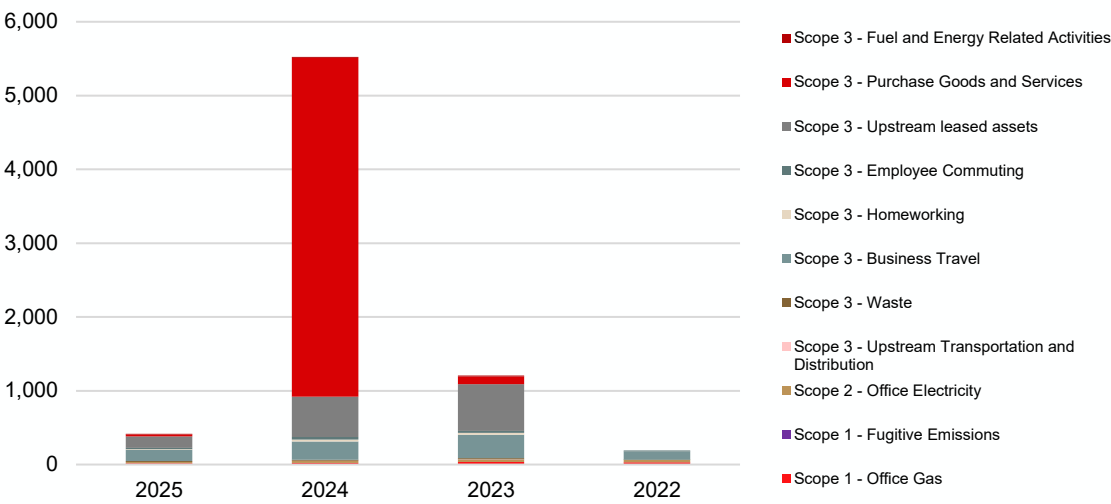


Figure 12 – Total Annual Emissions 2022-2025



Figure 13 – Total Annual Emissions 2022-2025 (excluding PG&S) emissions



Total Emissions – Annual Comparison

The following table provides a breakdown comparison of the different emissions sources in 2022, 2023, and 2024

Table 7 – Chemonics UK emission sources from 2022 to 2025

Emissions (tCO ₂ e)					
Scope	Emission Source	2025	2024	2023	2022
Scope 1	Office Gas	17.0	23.1	35.4	31.0
Scope 2	Office Electricity	17.7	27.4	28.8	35.5
Scope 3	Upstream Transportation and Distribution	0.1	0.2	4.2	-
Scope 3	Waste and Water	13.2	15.3	19.7	0.3
Scope 3	Business Travel	150.0	245.7	315.3	110.9
Scope 3	Home Working	8.3	27.2	24.4	-
Scope 3	Employee Commuting	19.0	32.2	29.2	12.1
Scope 3	Upstream Leased Assets	158.1	549.0	631.9	-
Scope 3	Purchased Goods and Services	24.6	4,592.0	102.7	-
Scope 3	Fuel and Energy Related Activities: Electricity	6.8	9.0	9.05	-
Scope 3	Fuel and Energy Related Activities: Gas	2.8	3.8	5.84	-
Total		417.6	5,524.9	1,206.4	189.8



Section 4

Data Gaps and Next Steps



Total Emissions – Annual Comparison

The following data gaps were identified during the assessment. Addressing these will improve the accuracy and completeness of future carbon footprint reporting.

Table 8 – List of Data Gaps

Scope	Emission Source	Detail	Data Quality and Gaps
Scope 1	Stationary Sources	Direct Emissions from Stationary Sources (i.e.. Gas, refrigerants)	Monthly invoices were available for the period July 2025 to March 2026 and were used for footprint calculations. Invoices for January 2025 to June 2025 were unavailable due to a property management transition during this period. Data gaps were addressed through estimations using corresponding months from 2026, or alternatively from 2025 data for comparable seasonal conditions where 2026 data was not available. To improve data accuracy in future reporting, it is recommended that complete monthly consumption data is collected. Access to more granular data (e.g. half-hourly metering) would also support the identification of energy reduction opportunities.
Scope 1	Mobile Sources	Direct Emissions from Mobile Sources (i.e.. Leased/Owned Vehicles)	Fuel consumption data to be collected if leased/owned vehicles are purchased.
Scope 2	Purchased Electricity Heat, or Steam	Location Based Emissions from Purchased Energy (Grid Average Emissions)	Sufficient data received for Footprinting. Access to more granular data (e.g. half-hourly metering) would also support the identification of energy reduction opportunities
Scope 3	Upstream Transportation and Distribution	Transportation and distribution of products purchased by the reporting company in the reporting year between a company's tier 1 suppliers and its own operations	Sufficient data received for Footprinting. More details on distance, weight, and transport method data can improve accuracy of emission estimations.
Scope 3	Downstream Transportation and Distribution	Transportation and distribution of products sold by the reporting company in the reporting year between the reporting company's operations and the end consumer	N/A – no products produced. If this changes, then distance, weight, and transport method data should be collected.
Scope 3	Waste	Disposal and treatment of waste generated in the reporting company's operations in the reporting year	No data received for 2025. Volumes of waste estimated using reduction% of FTEs. Data such as volume/weight of waste and disposal method data for waste to be regularly collected. Water meter to be fixed and data collected. Confirmation is also needed on the attribution of waste invoices to Chemonics.
Scope 3	Business Travel	Transportation of employees for business related activities during the reporting year	Sufficient business travel data collected, with fewer travel providers used compared to 2024. Sufficient details on travel class (for air and rail), distance, fuel types (e.g. taxi), and hotel nights received.
Scope 3	Employee Commuting and Homeworking	Transportation of employees between their homes and their worksites during the reporting year and emissions associated with company staff working from home.	Maintain or increase further engagement with the commuting travel/homeworking survey to enhance the accuracy of reporting. Aim to achieve broader participation across all staff members.
Scope 3	Purchased Goods and Services	Emissions associated with the production of goods and services purchased or acquired by the company	Spend-based data was used. Supply order list provided with each item grouped under different category.
Scope 3	Fuel and Energy Related Activities	Upstream emissions from electricity and gas	Sufficient data received for Footprinting.
Scope 3	Upstream leased assets	Emissions from the operation of assets leased by the company	Actual energy consumption was available. Maintaining and improving data accuracy and granularity for individual leased sites would improve accuracy.



Next Steps

- Aim to address gaps in data quality as described previously. This will enable more accurate reporting and provide more insight on the sources of carbon emissions in Chemonics UK operations.
- Streamline data collection process by recording data for each source with a universal method across the business.
- Monitor carbon footprint on an annual basis to track progress and monitor changes.
- Develop and implement a decarbonisation strategy to align with Net Zero 2040 target.



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