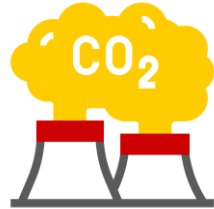


Our Climate & Environment

October 2025



Net zero
by 2040 target



54.5%
Reduction in CO₂e
emissions since 2019*

2 million kWh
saved since 2019 through
reduction measures



**Solar
panels**
in 6 sites



260,000
items of furniture
& IT refurbished
since 2015



**13 electric
vehicles**



**EV
charging
points**
at 11 sites



100%
**renewable
electricity**
at 17 out of 18 sites,
with the last site
switching in November

Maintained
**CDP's
B-List**



Now reporting
all relevant
Scope 3
categories



* We have reduced our Scope 1 & 2 emissions by 54.5% compared with our 2019 baseline as of January 2025 in-line with our strategy for net zero by 2040

One Crown. Stronger Tomorrow.

CROWN
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Our People & Business

October 2025



88%^{+5%}

employees recommend Crown
as a great place to work*



186

employees received training
on carbon & climate change

16

formally accredited
Mental Health First Aiders



90%

pass rate for class of
2024 apprentices

21



Early Careers Aspire
apprentices employed

9



delegates studying
whilst working full-time

INVESTORS IN PEOPLE®
We invest in wellbeing Standard

Accredited Investors in Wellbeing



24 of 80

participants in an EV
salary sacrifice scheme
for staff with a car
allowance



17.7

Average training
hours per employee
so far in 2025



40

participants
in flexi holiday
scheme launched in
2024



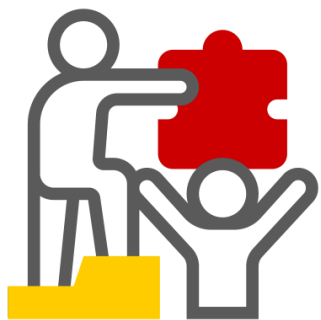
* Based on our Employee Experience Survey of September 2025

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Our Partners & Community

October 2025



Launched our Social Impact Strategy

focused on employment and skills, launching in 2025



900+
charity partners



1082
volunteering hours
logged in 2025 so far



1689 items
donated through our
Giving Back Project in
2025 so far



£4.5k
raised for charity
in 2024

Working closely with **4+ industry bodies** to drive the agenda

British Association of Removers (BAR), Gallery Climate Coalition (GCC), Institute of Workplace and Facilities Management (IWFM), Business in the Community (BITC)



GCC

iwfm



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