METIS

Certified B Corporation

2026 B Corp Impact Report

Leadership letter

At Metis, we are proud to reflect on another important milestone in our B Corp journey, following our recertification in 2025.

Our Impact Score increased from 82.2 in 2022 to 117.4 in 2025.

We believe this demonstrates how seriously we approach this process, and the progress we have made over the past three years. We have worked closely with our employees, clients and stakeholders to make meaningful impacts through our projects, our internal development and our volunteering and charitable work.

In 2025, this was most obviously underpinned by our transition to employee ownership. Since our last Impact Report, this transition has been further reinforced by a company-wide exercise to define our purpose and vision as a business, consulting with all parts of our business and several of our public sector clients.

> **We have also distributed our first annual round of profit shares since becoming an employee-owned business.**

As we look ahead, we remain focused on continued development over the next three years. We know that certification is not an endpoint, but a commitment to ongoing progress. Our ambition is to keep strengthening our impact, align with evolving B Corp requirements, and continue building a business that creates lasting value for people, places and the planet.

Yours faithfully,

The Metis Consultants Board of Directors

Journey to certification

We chose to pursue B Corp certification because it aligns strongly with the values and ethos of Metis. It also provides a robust framework to guide our development in a sustainable and accountable way.

In our 2025 impact report, we identified several areas where we wanted to improve further, particularly around employee engagement, client relationships, sustainability and community impact.

Since our initial certification in 2022, we have continued to embed better practices across the business.

During this period, we also transitioned to employee ownership: an important step in strengthening our commitment to shared responsibility, long-term thinking and inclusive business governance.

This report sets out the progress we have made against those commitments and the priorities that will guide our next phase of development.

B Corp score and goals for recertification

Metis achieved recertification as a B Corp in 2025, increasing our score from 82.2 to 117.4. Our priorities for the next recertification cycle are already taking shape, in line with new B Lab requirements.

In 2026, we will continue to track our carbon outputs, with updated reporting expected during the summer. Alongside this, we will identify where further effort is needed and develop strategies to respond effectively.

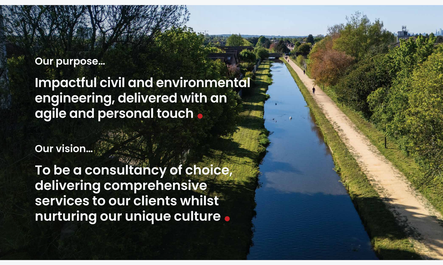
Impact areas

Purpose and stakeholder governance

Strong governance is central to how Metis embeds purpose into decision-making.

Our transition to employee ownership reinforced our belief that the long-term success of the business should be shared, and that employees should have a stronger voice in shaping its future.

During this reporting period, we launched a research exercise with employees and clients to define Metis's purpose as a business and its medium to long-term vision over the next five years. This included an anonymous survey open to all employees, focus groups with employee volunteers, and one-to-one interviews with selected clients. This process helped us consolidate our purpose and vision.



Climate action and environmental stewardship

Climate action remains an important part of how Metis understands and improves the environmental impact of its work and operations. In our previous impact report, we committed to setting ambitious sustainability targets, investing in engineering techniques that amplify our impact, and ensuring that our projects deliver long-term social and environmental value.

During this reporting period

- Our Innovation Board focused on achieving better use and presentation of data. This supports a clearer understanding of existing constraints and informs long-term monitoring, helping us better understand the carbon impacts of our schemes over time.
- We reviewed the sustainability credentials of our promotional materials. The Metis merchandise range now comprises seed pods, recycled cotton tote bags, sustainable bamboo pens, recycled paper notebooks and FSC-certified flyers.
- We carried out a staff travel survey to better understand how people travel to work. These findings, alongside our ongoing carbon tracking, will inform future sustainability actions and reporting. We expect to update our carbon reporting later this year.

An example of innovation is the improvement to our Ordnance Survey MasterMap-based land use system, which has strengthened our ability to distinguish between permeable green spaces and impermeable hardstanding areas.

By improving the reliability of flood analysis, this work supports better environmental decision-making on projects where runoff modelling is important.

Human rights and JEDI (Justice, Equity, Diversity and Inclusion)

Building an inclusive culture is central to how we support our people and strengthen decision-making across Metis. In our previous report, we committed to strengthening representation in senior leadership team meetings, creating a better feedback loop, and using the new Human Resources manager role to enhance communication across the company.

During this reporting period

- We ran our first employee demographic survey, in order to understand how representative of general society our employee base is (encompassing age, gender, ethnic group, sexual orientation and religion).
- We launched "bootcamp" sessions to maintain what Metis refers to as "blue culture": practising constructive and collaborative behaviours with our colleagues, partners and clients
- Each employee grade has a representative that attends quarterly Senior Leadership Team meetings, with feedback recorded and actions tracked for all staff to see.
- We have placed greater emphasis on meaningful social value activity beyond financial giving, including community-focused initiatives on former project sites – such as litter picking at Chandos Park in Barnet.
- These practices create more regular and accessible channels for staff voices to be heard, and helps ensure that a wider range of experiences and perspectives can power company decision-making and social value.

Government affairs and collective action

Our impact is strengthened through collaboration with clients, partners and communities. Most of our clients are councils across the UK. While the activities captured in this reporting period focus primarily on collective action rather than formal government affairs activity, they also demonstrate how Metis works with local government to align business priorities with wider social and environmental outcomes.

In our previous report, we said we would implement a new customer relationship management strategy led by the managing director. We revamped our CRM approach by assigning client relationship owners to all key clients and 'up-and-coming' clients.

We also introduced an updated client feedback and project wrap-up approach to better understand client priorities. This has helped us build a clearer picture of what matters most to our clients, and how we can continue to evolve our services in response. Our partnership with The Kids Network is another example of collective action. Through mentorship for young people in boroughs across London, many of which overlap with the communities in which our clients work, we are aligning our community contribution with the places connected to our projects and client relationships.

Fair work

As part of our employee ownership model, Metis distributed its first round of profit shares in March 2026.

We believe that the best way to ensure rewarding work is through giving our employees opportunities to progress and develop:

- Every team member has their own training budget.
- We have identified relevant training pathways to build a continually evolving training suite.
- Our CPD team ensures biweekly lunchtime sessions for internal or external presentations.
- We have launched a mentorship programme, run by our senior leadership team, to support individuals beyond professional accreditation.

We also launched an apprentice/graduate development pathway based on our training suite. It maps out their journey over five years for apprentices, and over two to three years for graduates, including quarterly reviews to ensure goals are aligned between business and employee.

Certified B Corporation

The progress outlined in this report reflects a business with a maturing approach to community impact. While our 2025 recertification (with a significantly improved score) was an important achievement in itself, it also reaffirmed the value of using B Corp as a framework for continuous improvement.

As we move forward, our focus will be on improving our carbon reporting, responding to the new B Corp requirements, and continuing to challenge ourselves to do better for our people, clients, communities and the environment.

We are proud to be part of the global B Corp community, and we remain dedicated to proving that better business and better engineering go hand in hand.

METIS

Impactful civil and environmental engineering