

Carbon Reduction Plan 2026

Company Name: WW GBR Limited ("Weight Watchers")

Publication date: 29 March 2026

Commitment to achieving Net Zero

Weight Watchers is committed to achieving Net Zero emissions by 2040.

SBTi alignment:

Weight Watchers commits to keep absolute scope 1 and 2 GHG emissions at 0% from a 2021 base year, and to continue its reduction of scope 3 emissions.

Weight Watchers also commits to reach net-zero by 2040. As part of this, it commits to reduce scope 1, 2, and 3 emissions 90% by 2040 from a 2021 base year.

Baseline Emissions Footprint

Baseline emissions are the documented levels of greenhouse gases generated before any new carbon reduction measures are introduced. They serve as the benchmark used to evaluate and measure future reductions in emissions.

Baseline Year: 2021		
<i>Weight Watchers have been monitoring and reporting annual carbon emissions data from 2021 and have used this as the baseline year for the purpose of its greenhouse gas emissions reporting. Since 2021, the company has reported Scope 3 emissions to better reflect its full value-chain emissions.</i>		
EMISSIONS	TOTAL (tCO ₂ e)	
Scope 1	4.58	
Scope 2	71.37	
(Included Sources)	1. Purchased goods and services 2. Capital goods 3. Fuel and energy use 4. Upstream transport and distribution 5. Waste generated in company operations (if you don't own or control the waste management facilities) 6. Business travel 7. Employee commuting 8. Upstream leased assets 9. Downstream transport and distribution 10. Processing of sold products 11. End-use of sold goods and services 12. Waste disposal and treatment of products 13. Downstream leased assets 14. Operation of franchises 15. Operation of investment	5,572.98 0 0 1.62 0 62.93 267.97 236.51 152.03 18.64 10.41 0 0 0 0
Total Emissions	6,399.04	

Current Emissions Reporting

Reporting Year: 2025																															
EMISSIONS	TOTAL (tCO ₂ e)																														
Scope 1	0																														
Scope 2	0																														
(Included Sources)	<table> <tr><td>1. Purchased goods and services</td><td>872.22</td></tr> <tr><td>2. Capital goods</td><td>0</td></tr> <tr><td>3. Fuel and energy use</td><td>0</td></tr> <tr><td>4. Upstream transport and distribution</td><td>0</td></tr> <tr><td>5. Waste generated in company operations (if you don't own or control the waste management facilities)</td><td>0</td></tr> <tr><td>6. Business travel</td><td>4.96</td></tr> <tr><td>7. Employee commuting</td><td>46.82</td></tr> <tr><td>8. Upstream leased assets</td><td>66.21</td></tr> <tr><td>9. Downstream transport and distribution</td><td>0.45</td></tr> <tr><td>10. Processing of sold products</td><td>0</td></tr> <tr><td>11. End-use of sold goods and services</td><td>2.06</td></tr> <tr><td>12. Waste disposal and treatment of products</td><td>0</td></tr> <tr><td>13. Downstream leased assets</td><td>0</td></tr> <tr><td>14. Operation of franchises</td><td>0</td></tr> <tr><td>15. Operation of investment</td><td>0</td></tr> </table>	1. Purchased goods and services	872.22	2. Capital goods	0	3. Fuel and energy use	0	4. Upstream transport and distribution	0	5. Waste generated in company operations (if you don't own or control the waste management facilities)	0	6. Business travel	4.96	7. Employee commuting	46.82	8. Upstream leased assets	66.21	9. Downstream transport and distribution	0.45	10. Processing of sold products	0	11. End-use of sold goods and services	2.06	12. Waste disposal and treatment of products	0	13. Downstream leased assets	0	14. Operation of franchises	0	15. Operation of investment	0
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Total Emissions	992.71																														

The data analysis period goes from 01/01/2025 to 31/12/2025

Footprint Comparison Emissions Reporting

Type of emissions		tCO ₂ e				
Activity		2025	2024	Baseline	YOY Variance	Baseline Variance
Direct (Scope 1)	Stationary combustion	-	-	-		
	Mobile combustion	-	-	4.58		-100%
Energy Indirect (Scope 2)	Location Based Electricity	-	-	71.37		-100%
	Heating/Cooling	-	-	-		
Other Indirect (Scope 3)	Purchased goods and services	872.22	1023.66	5572.98	-15%	-84%
	Transportation & distribution	-	-	1.62		-100%
	Business travel	4.96	37.57	62.93	-87%	-92%
	Employee commuting	46.82	51.89	267.97	-10%	-83%
	Upstream leased assets	66.21	75.74	236.51	-13%	-72%
	Transportation & distribution	0.45	0.90	152.03	-50%	-100%
	Processing of sold products	-	-	18.64		-100%
	Use of sold products	2.06	0.79	10.41	162%	-80%
Total gross emissions (tCO ₂ e)		993	1,191	6,399	-17%	-84%
Intensity metrics						
Average number of employees		255	283	520	-10%	-51%
Tonnes of CO ₂ e per employee		3.89	4.21	12.31	-7%	-68%
Annual Turnover (£m)		22.7	25.7	49.8	-12%	-54%
Tonnes of CO ₂ e per £m Turnover		43.74	46.39	128.54	-6%	-66%

Emissions reduction targets

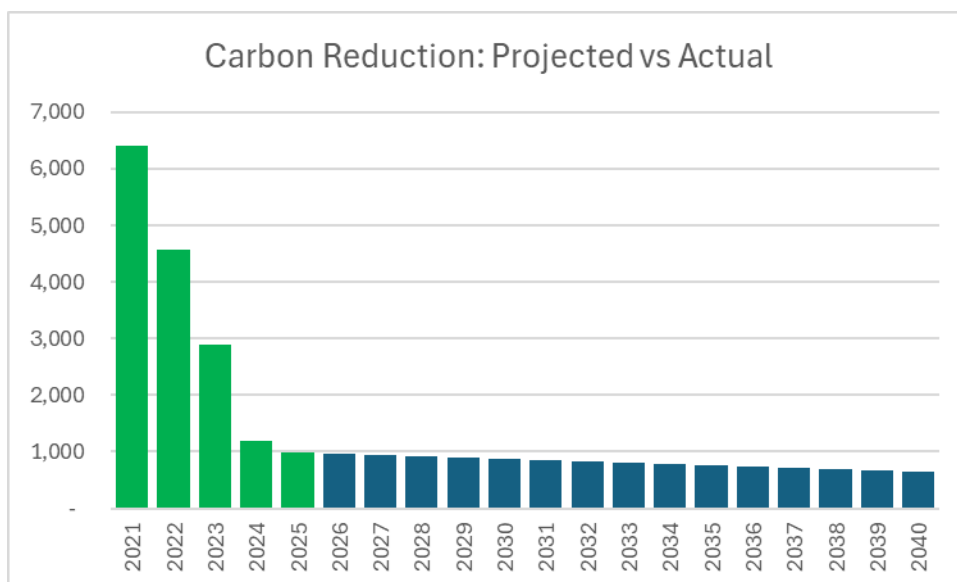
Weight Watchers have adopted carbon reduction targets that reflect both its baseline year and its long-term Net Zero ambition.

Since the 2021 baseline, total emissions have reduced by 5,400 tCO₂e which represents a 85% reduction in total emissions. These significant reductions have been achieved by completely reimagining its UK operations, a couple of examples being Weight Watchers embracing technology to deliver more environmentally friendly support for our customers and moving out of our corporate office and enabling hybrid working which has delivered significant carbon reductions and supported staff wellbeing.

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets:

- Ensure absolute Scope 1 and Scope 2 emissions remain at 0% of 2021 baseline.
- Develop and implement targeted initiatives to reduce Scope 3 emissions, with a focus on employee commuting, business travel, and workshop locations.
- Achieve at least a 90% absolute reduction in total Scope 1, 2, and 3 emissions by 2040 from a 2021 baseline.

Progress against these targets can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Since the 2021 baseline, the following environmental management measures and carbon reduction projects have been implemented. Together, these initiatives have delivered a reduction of 5,400 tCO₂e, representing an 85% decrease compared with the 2021 baseline. All measures will remain in place for the duration of the contract.

Sustainability Achievements and Future Commitments at Weight Watchers

Carbon Reduction

Energy Consumption

- In response to evolving working practices, Weight Watchers closed its permanent office in 2023 and transitioned to a flexible office solution, enabling a more agile approach aligned to operational requirements.

Next Steps:

- Review homeworking arrangements to ensure equipment is energy efficient and unnecessary consumption is minimised.
- Deliver additional internal training to raise awareness and promote responsible energy use across the workforce.

Sustainable Work Practices

- Flexible Working: Following the move to a serviced head office model, employees previously based in the office have been enabled to work remotely. This supports work-life balance while reducing commuting-related emissions.

Next Steps:

- Optimising Workshop Efficiency: A significant proportion of Scope 3 emissions arises from facilities used by coaches to host meetings. While convenient locations remain essential to minimise customer travel, the company will support coaches in selecting environmentally efficient venues aligned with Net Zero objectives wherever feasible.
- Enhancing Employee Engagement: Introduce initiatives to strengthen employee participation in sustainability efforts, including incentives and internal engagement campaigns.

Sustainable Solutions

- Environmentally Responsible Products: Weight Watchers is reducing reliance on products that do not align with circular economy principles and is working towards ensuring that all operations are underpinned by sustainable product life cycle practices.

Next Steps:

- Supplier Alignment: Strengthen collaboration with suppliers that demonstrate sustainable practices and provide environmentally responsible products and services.

Waste Reduction and Resource Efficiency

- Zero to Landfill: A Zero to Landfill policy has been implemented to ensure that all operational waste is reused, recycled, composted, repurposed, or recovered for energy, with no waste sent to landfill.
- Paperless Initiative: A successful transition to digital delivery formats now enables coaches to deliver sessions electronically across all locations, improving operational efficiency and reducing environmental impact.

Next Steps:

- Expand the paperless initiative across all areas of the organisation to further minimise environmental impact.
- Continue monitoring the environmental footprint of IT systems and AI-driven solutions to ensure digital efficiencies do not lead to unintended emissions increases.

Monitoring and Reporting

Weight Watchers is committed to ongoing monitoring and transparent reporting of sustainability performance. By tracking key environmental metrics, the organisation identifies improvement opportunities, supports informed decision-making, and ensures measurable progress toward its carbon reduction objectives.

Declaration and Sign-Off

This Carbon Reduction Plan has been prepared in accordance with PPN 06/21 and the associated guidance and reporting requirements for Carbon Reduction Plans.

Emissions have been calculated and reported in line with the Greenhouse Gas (GHG) Reporting Protocol Corporate Standard, applying the appropriate UK Government emission conversion factors for company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements. The required subset of Scope 3 emissions has been reported in line with the Carbon Reduction Plan guidance and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and formally approved by the Director.

Signed on behalf of the Supplier:

Felicia DellaFortuna

Date: 27th March 2026

¹<https://ghgprotocol.org/corporate-standard>

²<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³<https://ghgprotocol.org/standards/scope-3-standard>