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FOREWORD BY ADAM GLOVER

Despite the uncertainties over the last 12 months marked by a weak economic environment, the challenges of inflation and high interest rates, it has been another excellent and resilient year for G&T.

Quality, ethics, integrity and responsibility remain at the forefront of everything that we do, and we continue to define success by the value we create for our clients, by our contribution to the communities in which we work and by our own long-term business performance.

CREATING VALUE FOR CLIENTS

Inflation and the higher interest rate environment has created challenges for our clients not seen for a generation and skilful procurement backed up by deep market expertise has been more important than ever, allowing us to help our clients navigate through a complex landscape. Our involvement and collaboration on a wide range of increasingly complex projects, across a multitude of business sectors, allowed us to showcase our knowledge and quality, which continues to differentiate us in the marketplace.

RESPONSIBILITY

We continued our commitment to social and environmental responsibility this year and since 2021 we have now created a social value of £12m+. Over the last 12 months we have worked closely with

the London Property Alliance (Westminster Property Association and City Property Association) supporting them to produce a series of guidebooks on diversity and inclusion to help individuals and organisations make Central London's real estate sector more accessible and inclusive.

Central to our own mission is attracting, developing and retaining the best people by striving to create an inclusive and diverse meritocracy that rewards individuals based on their unique abilities, talent and hard work. Our schools and colleges outreach programme continues to gain momentum and our Next Generation Programme with the support of our industry partners remains market leading.

We have continued our journey and remain on course to be a Net Zero Carbon firm by 2030 and in our professional capacity we continue to work on some of the built environment's leading edge sustainable projects, tackling climate change, supporting our clients with their Net Zero Carbon goals and passing on our wider experience and expertise to our client base.

STRONG GROWTH & INVESTMENT

In terms of our own business performance, our strong growth has continued with global revenue rising to £274m (£229m) for our financial year ending April 2023, an increase of 19.7%. We benefitted from solid growth across the majority of our services streams and sectors and saw particularly strong growth in our project and

programme management services in the infrastructure sector, where we still believe we have significant headroom to grow, and in the US.

Our continued growth has been supported by continued and strong investment in our operating platforms and, as the digital transformation gathers pace, we are working with our technology partners, embracing technological change and helping to deliver added and long-term value to our clients through digital solutions. We also continue to invest in our most important asset, our people, helping and supporting each of them to fulfil their potential and be the best they can be, and it has been another record year of new graduates, apprentices and year out placement students joining the business.

OUTLOOK

Whilst the general economic outlook remains subdued and with uncertainty and high interest rates looking set to continue to create challenges, our own business remains resilient and our outlook for 2024 is cautiously optimistic as we continue to deliver strategic growth to best service our clients, drive long-term client value and fulfil the career aspirations of our own people.

Our success is underpinned by the support and commitment that we receive from our clients, fellow industry professions and our own employees and partners and we thank them all for making it another successful year for G&T.