

Environmental continued

# Our Operational Impact

We recognise the importance of managing our operational impact as our business continues to grow. Our approach remains focused on understanding where our emissions and resource use are concentrated and taking practical steps to reduce impact across our operations, supply chain and fleet.

During 2025, we built on our established approach to environmental data collection, improving consistency and visibility across our operations. This has strengthened our understanding of our carbon footprint and enabled us to better identify the areas where action will have the greatest impact, marking an important step from measurement towards active management.

### Enhanced Data

In 2025, we completed a comprehensive assessment of our carbon footprint in partnership with Trace, a leading carbon measurement and climate action platform, covering Scope 1, 2 and 3 emissions.

Using a consistent methodology for a second consecutive year has improved the accuracy and comparability of our data, providing a stronger foundation for future decision-making.

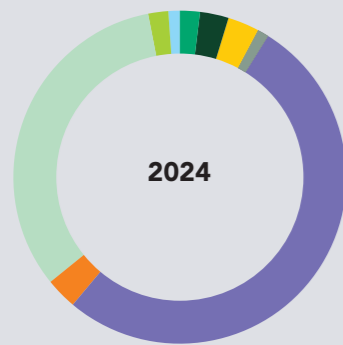
### Emissions Profile

Our emissions profile highlights the areas where our environmental impact is most concentrated, with Scope 3 emissions accounting for approximately 70% of our total footprint, reflecting the significance of purchased goods, logistics and supply chain activity.

This provides a clear direction for future focus, particularly in relation to procurement, supplier engagement and operational efficiency.

Published carbon emissions in last year's report stood at 29,757.8 tCO<sub>2</sub>e. While total reported emissions increased this year following continued business growth and the inclusion of our acquired Lotsenbüro business in Germany, we are proud to share our underlying operational emissions have reduced year-on-year when these factors are excluded. This reflects the positive impact of actions being taken across our operations to improve efficiencies, strengthen data visibility and support more informed environmental decision-making.

### Carbon emissions (tCO<sub>2</sub>e\*) breakdown by source 2024



| Source                              | Scope | FY24      | % of Total |
|-------------------------------------|-------|-----------|------------|
| Electricity                         | 2     | 700.2t    | 2%         |
| Direct emissions                    | 1     | 945.2t    | 3%         |
| Business travel                     | 3     | 970.9t    | 3%         |
| Employee commute                    | 3     | 439.9t    | 1%         |
| Purchased goods & services          | 3     | 18,983.2t | 53%        |
| Waste generated                     | 3     | 950.8t    | 3%         |
| Upstream transport & distribution   | 3     | 11,663.5t | 33%        |
| Capital goods                       | 3     | 776.1t    | 2%         |
| Downstream transport & distribution | 3     | 53.7t     | <1%        |

\*tonnes (t) of carbon dioxide (CO<sub>2</sub>) equivalent (e).

### Carbon emissions (tCO<sub>2</sub>e\*) breakdown by scope 2024

|              | Emissions (tCO <sub>2</sub> e) |
|--------------|--------------------------------|
| Scope 1      | 945.2                          |
| Scope 2      | 700.2                          |
| Scope 3      | 33,838.1                       |
| <b>Total</b> | <b>35,483.6</b>                |

\*tonnes (t) of carbon dioxide (CO<sub>2</sub>) equivalent (e).

The carbon emissions data presented in this report relates to the 2024 reporting period. In line with standard reporting practices, emissions data is reported retrospectively to allow for full data collection, verification, and analysis. Analysis of our 2025 emissions is currently underway and will be reported in due course.

### Enabling Data-Driven Decision Making



Jenna plays a critical role in supporting environmental reporting, helping to gather, validate and interpret data across the business. This involves navigating a complex dataset across multiple regions, with close coordination to not only ensure consistency and accuracy but also maintain alignment in how data is captured and reported. Jenna's impact at this stage of the process is essential to maintaining accurate visibility of our environmental performance and enables more informed decision-making across our operations.

**Jenna Warrender**  
QHSE Coordinator

Environmental continued

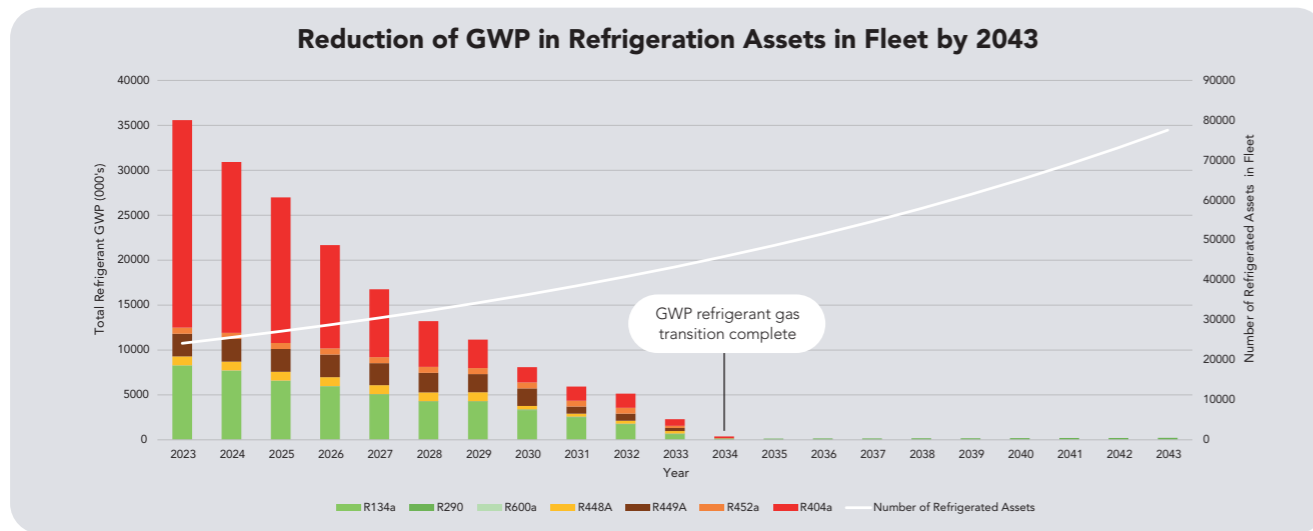
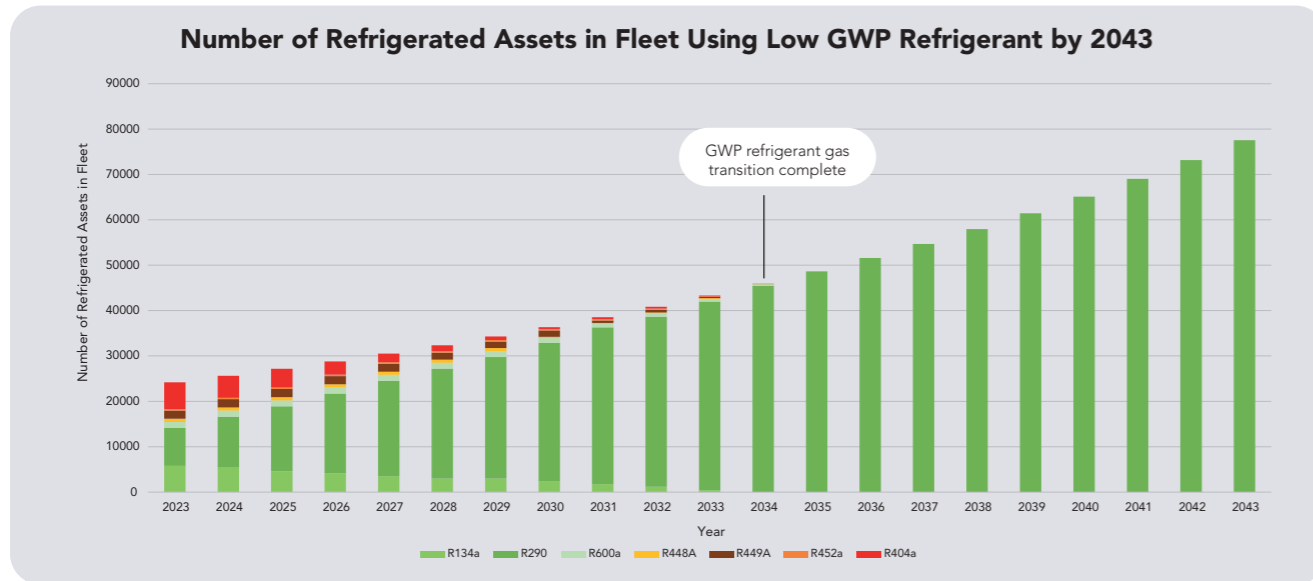
# Refrigerant Transition Plan

## Refrigerant Transition Plan

Our transition towards the use of low Global Warming Potential (GWP) refrigerants has continued in line with our long-term fleet strategy and is reflected in the graphs below. This initiative has remained an important focus area within our wider environmental efforts, as refrigerant management represents a significant component of our overall carbon footprint.

In accordance with our global refrigerant gas policy, all newly purchased refrigeration assets in 2025 utilised lower GWP refrigerants, ensuring that the ongoing expansion of our refrigeration fleet supports the transition towards more sustainable technologies. This is one of our most significant impacts on our carbon footprint as lower GWP refrigerants significantly reduce the potential environmental impact associated with refrigerant leakage.

During 2026 we will complete a detailed stock assessment of these new assets and develop a comprehensive 5-year plan to target asset replacement, aligned to the milestones outlined in the graphs below. Layering these operational plans over our transition plan will enable our teams on the ground to continue advancing progress in this area, strengthening our practical approach to fleet management.



R290 and R600a are natural refrigerants. R134a, R448A, R449A, R452a and R404a are older refrigerants phasing out.

# Renewable Energy Consumption

Energy use remains a key component of addressing our environmental impact across regional distribution centres and offices.

As highlighted in our previous ESG report, during 2025 our focus was drawn towards evaluating the use of renewable energy at our locations to develop a transition roadmap that could deliver real impact against our carbon footprint, with practical consideration given towards informed procurement decisions in a challenging energy market.

In 2025, we successfully onboarded an energy consulting partner to guide the transition and together we have developed a structured and phased approach to sourcing and implementing renewable

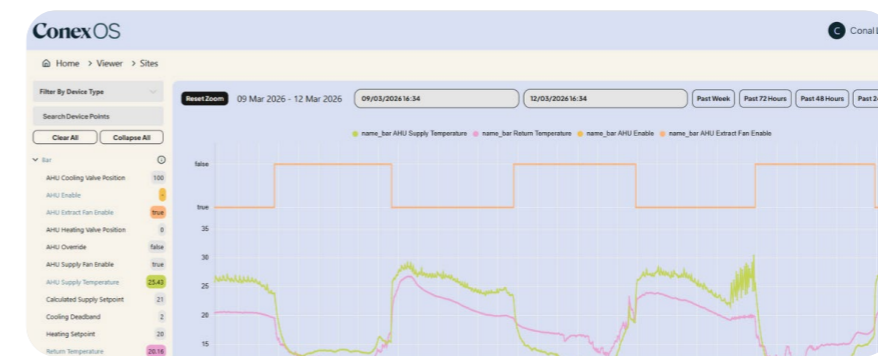
energy solutions. As contracts come up for renewal, we are implementing a 100% renewable energy supply where possible. Since the programme commenced, 6 of our locations in the United Kingdom are now operating on fully renewable energy and all our UK sites will run on renewable energy by Q4, 2026.

This approach reflects how we continue to implement sustainable change across the business. Focusing first on regions where we have the greatest operational footprint and building a clear understanding of what works in practice before scaling implementation across our global operations.

**196.47 tCO2**  
annual saving

**All UK Sites**  
on renewable energy in 2026

# Driving Energy Efficiency Across Customer Operations



Improving energy efficiency for our customers is a core component of extending our ethos of authentic environmental impact beyond our owned operations where appropriate. Through our LoweConex platform, we are enabling customers to better understand, monitor and optimise the energy performance of their locations across high energy-consuming assets including refrigeration, HVAC and lighting.

During 2025, LoweConex supported customers to save more than 42.4 million kWh of energy, eliminating approximately

8,700 tCO<sub>2</sub>e and delivering over £10 million in cost savings.

By providing real-time data and actionable insights, LoweConex enables more informed decision-making at site level, helping customers to improve efficiency, reduce energy consumption and lower their environmental impact. This demonstrates how enhanced data visibility can drive measurable outcomes, extending our environmental impact beyond our own operations and supporting customers in achieving their sustainability goals.

**42.4**  
Million kWh energy saved

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**8,700**  
tCO<sub>2</sub>e eliminated

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**£10M**  
Cost savings delivered