



ENVIRONMENT, AND HEALTH & SAFETY

ERGÉA CARBON REDUCTION PLAN

Version: 004 MAY 2026

Ergéa Carbon Reduction Plan

Supplier name: Ergéa UK and Ireland Limited

Publication date: 12th May 2026

Commitment to achieving Net Zero

Ergéa's committed to achieving Net Zero emissions by 2045.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2019

Additional Details relating to the Baseline Emissions calculations.

Our emissions have been calculated for UK and Ireland operations using an operational control approach as described in the GHG Protocol Corporate Accounting and Reporting Standard.

Emissions have been calculated since 2019 and as a result this has been chosen as the baseline and first full reporting year. Emissions reporting is also done in our annual report as part of SECR requirements. The company reporting year is 1st January to 31st December.

Data included within the scope of Carbon Reduction Plan is listed below. Scope 2 emissions are calculated using the market-based methodology.

Scope 1

- Purchased natural gas
- Company owned vehicles
- Fugitive Emissions

Scope 2

- Purchased electricity

Scope 3

- Category 3: Fuel and energy related activities
- Category 4: Upstream transportation and distribution

Ergea UK and Ireland Limited Carbon Reduction Plan		Owner: UK Compliance Manager
POL-8015		
Version: 004	Page 1 of 6	Version date: 12-05-2026
Uncontrolled when printed, ensure you have the current revision before using this document		

- *Category 5: Waste generated in operations across all sites*
- *Category 6: Business travel – in addition to vehicles*
- *Category 7: Employee commuting and working from home*

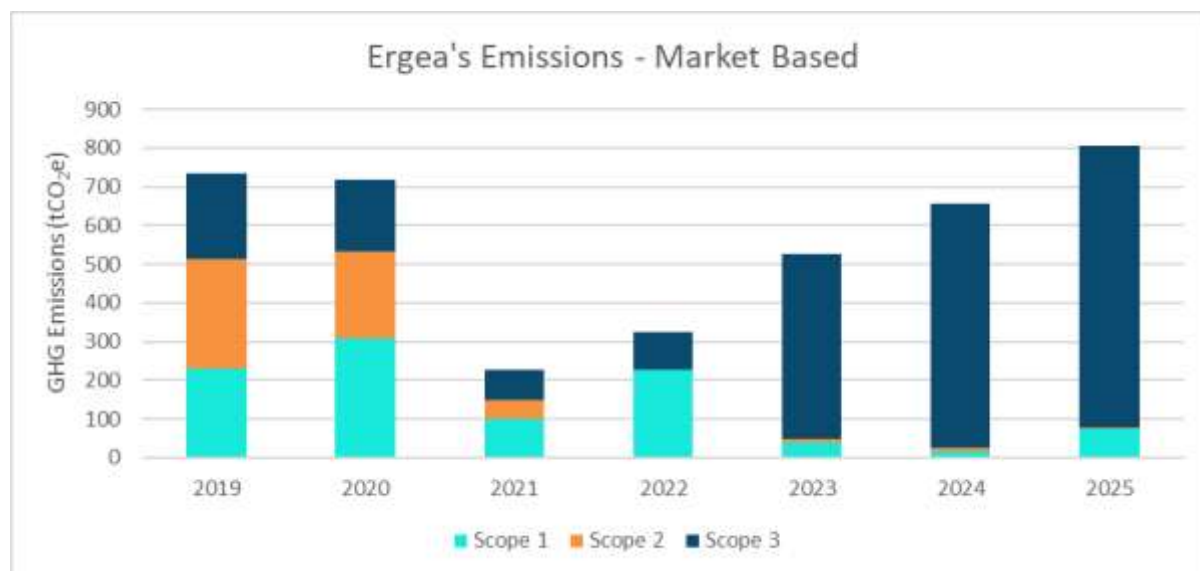
Emissions (tCO ₂ e)	2019	2020	2021	2022	2023	2024	2025	Year on Year % Change (2023-2024)
Scope 1	229	308	99	228	38	15	76	407%
Scope 2	285	224	49	0	9*	12*	3	-75%
Scope 3	222	186	78	96	479	630	728**	16%
All Scopes	736	717	227	324	525	657	807	23%

*GHG emissions resulting from charging of EVs off premises. All electricity at Ergéa sites is sourced from 100% renewable sources.

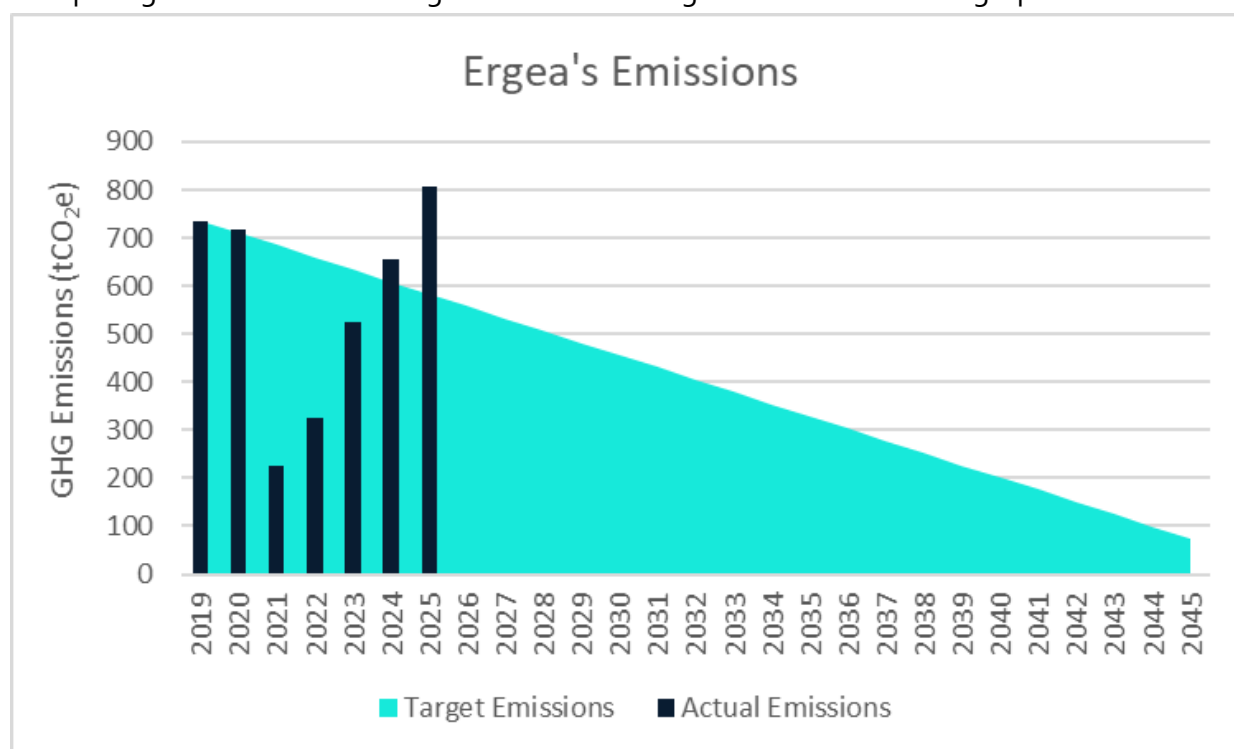
**GHG emissions from Ergéa's supply chain previously not available were captured in 2025. This led to a rise in GHG emissions from upstream T&D influencing the Scope 3 increase.

Emissions reduction targets

In order to continue our progress to achieving Net Zero, we have adopted carbon reduction targets. We aim to reduce emissions by 55% by 2030 compared to our 2019 baseline and achieve net-zero by at least 2045. Progress against the 2019 baseline can be seen in the graph below:



Comparing emissions to the long-term net-zero target can be seen in the graph below:



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

Ergéa has already implemented the following initiatives to reduce carbon emissions and energy consumption:

- **On-site renewable energy generation** through the installation of solar panels, increasing the proportion of electricity sourced from renewable energy.
- **Energy-efficient office environments**, incorporating improved insulation, LED lighting, upgraded heating and ventilation systems, and enhanced energy management practices.
- **Expansion of the electric vehicle (EV) fleet**, actively reducing reliance on petrol and diesel vehicles and lowering Scope 1 emissions associated with business travel and transport.
- **Optimisation of space utilisation and hybrid working practices**, reducing energy demand and travel-related emissions where practicable.

Ergea UK and Ireland Limited Carbon Reduction Plan		Owner: UK Compliance Manager
POL-8015		
Version: 004	Page 3 of 6	Version date: 12-05-2026
<i>Uncontrolled when printed, ensure you have the current revision before using this document</i>		

Planned and Current Carbon Reduction Initiatives for 2026

Building on existing achievements, Ergéa will continue to implement and develop the following initiatives during 2026:

Supplier engagement and sustainable procurement

- Working collaboratively with key suppliers to encourage emissions transparency and reduction initiatives.
- Giving preference, where appropriate, to suppliers demonstrating strong environmental performance and alignment with carbon reduction goals.

Sustainable travel and fleet management

- Further expansion of the electric vehicle fleet and ongoing review of vehicle usage.
- Promotion of low-carbon travel options, including virtual meetings and public or shared transport where feasible.

Waste reduction and circular economy initiatives

- Minimising waste generation through improved segregation, recycling, and reuse of materials.
- Supporting circular economy principles within clinical, office, and facilities operations wherever possible.

Energy and resource efficiency

- Continued investment in energy-efficient technologies and building improvements.
- Monitoring and optimisation of energy usage to reduce unnecessary consumption.

Science-based and data-driven approach

- Ongoing progress towards aligning emissions reduction efforts with **science-based targets**, using recognised methodologies to guide long-term reductions.
- Regular review of emissions data to inform decision-making and track progress.

Ergea UK and Ireland Limited Carbon Reduction Plan		Owner: UK Compliance Manager
POL-8015		
Version: 004	Page 4 of 6	Version date: 12-05-2026
<i>Uncontrolled when printed, ensure you have the current revision before using this document</i>		

Declaration and Sign Off

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

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the

published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of Ergea UK and Ireland Limited:



Mark Graves
Chief Executive Officer

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>

Ergea UK and Ireland Limited Carbon Reduction Plan		Owner: UK Compliance Manager
POL-8015		
Version: 004	Page 5 of 6	Version date: 12-05-2026
<i>Uncontrolled when printed, ensure you have the current revision before using this document</i>		