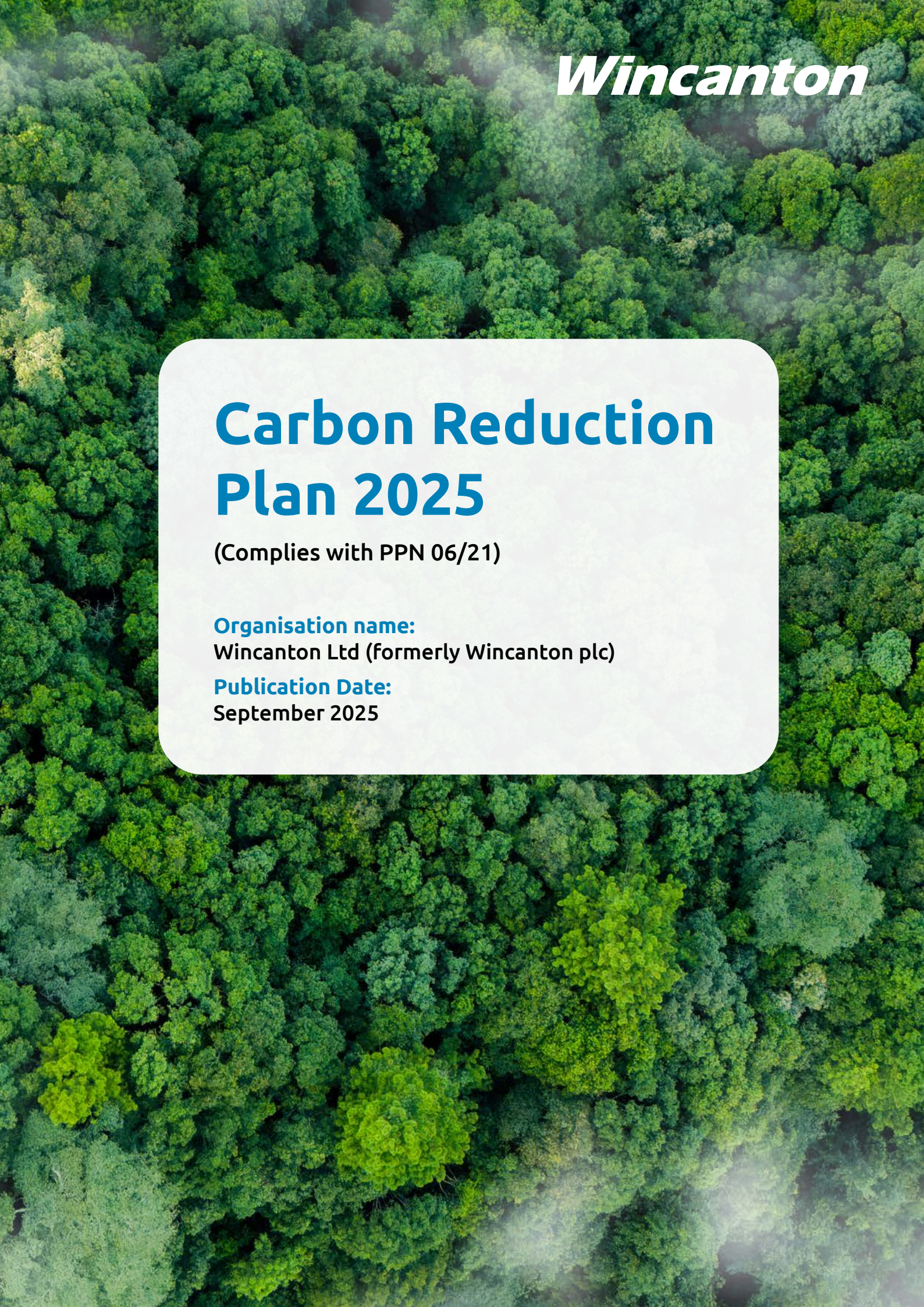


An aerial photograph of a dense, lush green forest with sunlight filtering through the canopy.

Wincanton

Carbon Reduction Plan 2025

(Complies with PPN 06/21)

Organisation name:

Wincanton Ltd (formerly Wincanton plc)

Publication Date:

September 2025

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Commitment to Achieving Net Zero:

Wincanton is committed to achieving Net Zero greenhouse gas emissions by 2040, ahead of UK government's target of 2050.

At Wincanton, innovation and transparency are the foundation of our sustainability strategy. These principles guide us in building a resilient and responsible business that protects our customers, our people, our communities, and our planet. Our sustainability commitments are supported by a clear roadmap covering transport, warehousing, packaging and waste. Through initiatives such as electrifying our fleet, offering net-zero home delivery services, and investing in alternative fuels like HVO and biomethane, we are actively reducing our environmental impact while delivering operational excellence.

Equally vital is our people strategy, which fosters a culture of care that prioritises health, safety, and wellbeing. This ethos is embedded across every aspect of our operations, ensuring that our environmental and social goals are not only aligned but

mutually reinforcing. By integrating these values into our daily practices, we create a workplace that supports our colleagues and stakeholders while advancing our broader sustainability objectives.

Together, these efforts enable us to deliver genuine social value, creating a sustainable future for the communities we serve and the ecosystems we depend on. We encourage involvement at all levels of our business, driven by our ESG steering group and management team. Champion groups across the organisation represent all operational functions and locations, focusing on key areas such as environment, health and safety, and diversity and inclusion. Through this collective commitment, Wincanton continues to lead with purpose and deliver long-term value for society and the planet.



Baseline emissions footprint

Our carbon emissions results are prepared with reference to the GHG Protocol Corporate Accounting and Reporting Standard for Operational Control. Carbon factors used are taken from the Defra conversion factors for company reporting 2024, with both electricity generation and distribution emissions included in scope 2. For all UK mainland operations where we have the supply contract, we continue to purchase green tariff, REGO backed electricity which complies with the market based scope 2 reporting requirements of the GHG Protocol. However, we continue to report electricity use at UK grid average emissions for the purposes of this report.

We record and publish energy and fuel use for managed supplies, which includes all supplies at sites wholly operated by our teams, either for ourselves or our customers, irrespective of whether the fuel and/or energy is purchased by us directly. The sources of emissions include road transport fuels; fuels for non-road transport uses; energy utilities for buildings; and fuels used for business travel. Energy figures are provided on the same scope 1 and 2 basis as carbon emissions. We also include consumption of fluorinated refrigerant gases as a scope 1 emission.

Carbon Emissions Performance

Carbon Emissions (tCO ₂ e)	FY20 ¹ (Baseline)	FY21	FY22	FY23	FY24	CY24 ²
Scope 1	297,202	295,961	314,799	313,786	242,855	292,671
Scope 2	22,872	20,210	19,401	17,079	17,582	15,903
Scope 3 ³	77,216	82,514	121,176	83,911	79,022	75,072
TOTAL	397,290	398,685	455,376	414,776	339,459	383,646

¹ FY20 is the baseline for the current sustainability strategy and target to reach net-zero carbon emissions by 2040.

² Wincanton Ltd is now a wholly owned subsidiary of GXO Logistics, Inc. ('GXO'). Following the acquisition of the Company by GXO, the Company changed reporting year end to 31 December. This Carbon Reduction Plan therefore covers calendar year 2024, with Jan-Mar 24 data derived from one quarter of the total FY24 emissions, and Apr-Dec 24 based on actual usage data.

³ Selected scope 3 emissions categories are downstream and upstream transport and distribution; business travel; waste; and employee commuting as per the recommendations of PPN 06/21. See Appendix 1 for explanatory notes and methodology overview.

Between FY24 and CY24, our total emissions increased by 13% when comparing the two twelve-month periods. This increase is a result of winning three significant new transport contracts which were integrated in the second half of 2024, contributing an additional 22% fuel volume to our usage figures in CY24. We are therefore expecting emissions performance and carbon intensity to see further upward pressure as a result of calculating the 12 months emissions relating to CY25.

Wincanton's approach to new business begins with a robust onboarding process, ensuring each fleet is fully operational and integrated in to our systems in order that we are able to include emissions source data in our 'operational control' reporting procedures from day one. Once operational stability is achieved, we then collaborate closely to develop a tailored decarbonisation roadmap; identifying opportunities, setting achievable targets, and implementing sustainable solutions that align with the customer's business goals.

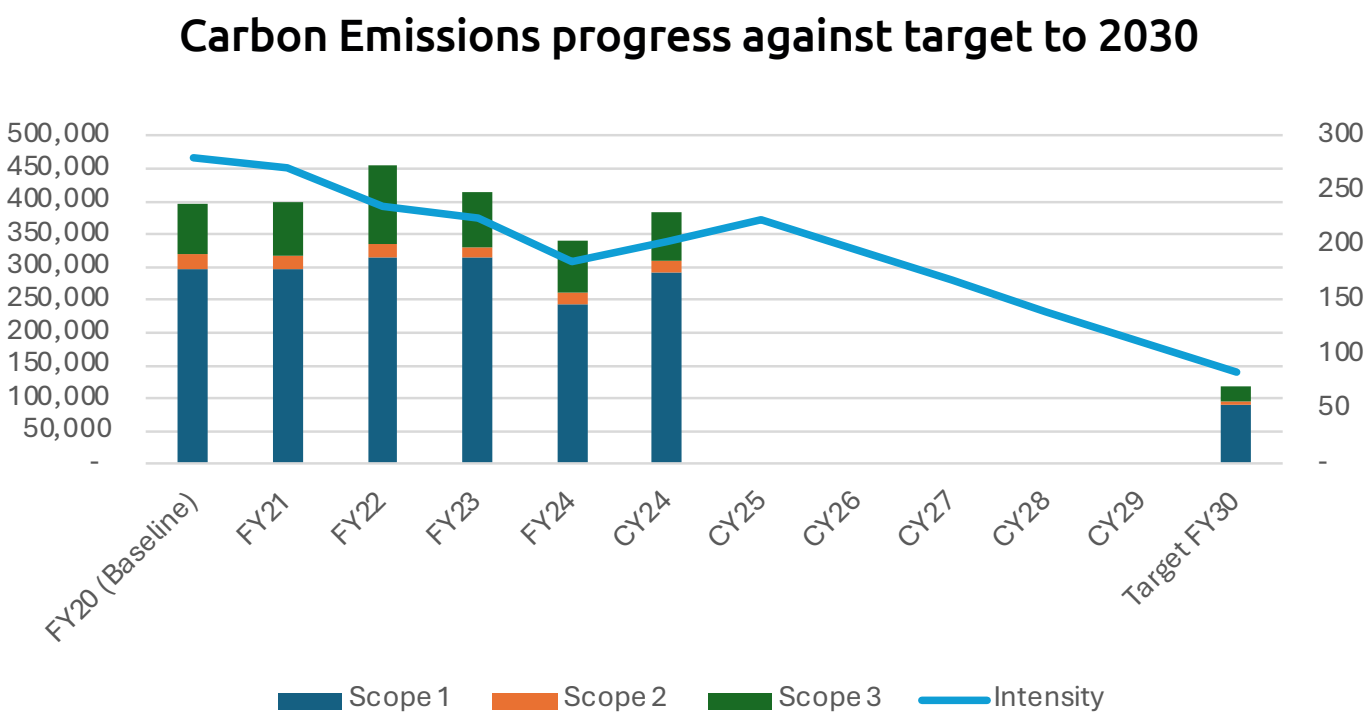
Wincanton is working in partnership with these new contracts, leveraging data insights and industry expertise to drive emissions reduction through initiatives like ZEHID and alternative fuel trials, unlocking cost efficiencies through backhaul and our EyeQ solutions, and future-proofing fleet against regulatory and market shifts.

Emissions reduction targets

Our commitment to net-zero carbon emissions by 2040 is an absolute target and requires a decarbonisation path irrespective of business growth. As changes in our business activities continue to directly affect our emissions, we use a carbon intensity measure to monitor and communicate our carbon efficiency.

Performance against target

Target	Baseline FY20 (tCO2(e))	CY24 Performance (tCO2(e))
30% reduction in emissions by 2030 (scope 1&2)	320,074	308,573
Net Zero by 2040 (scope 1,2,& 3)	397,290	383,646

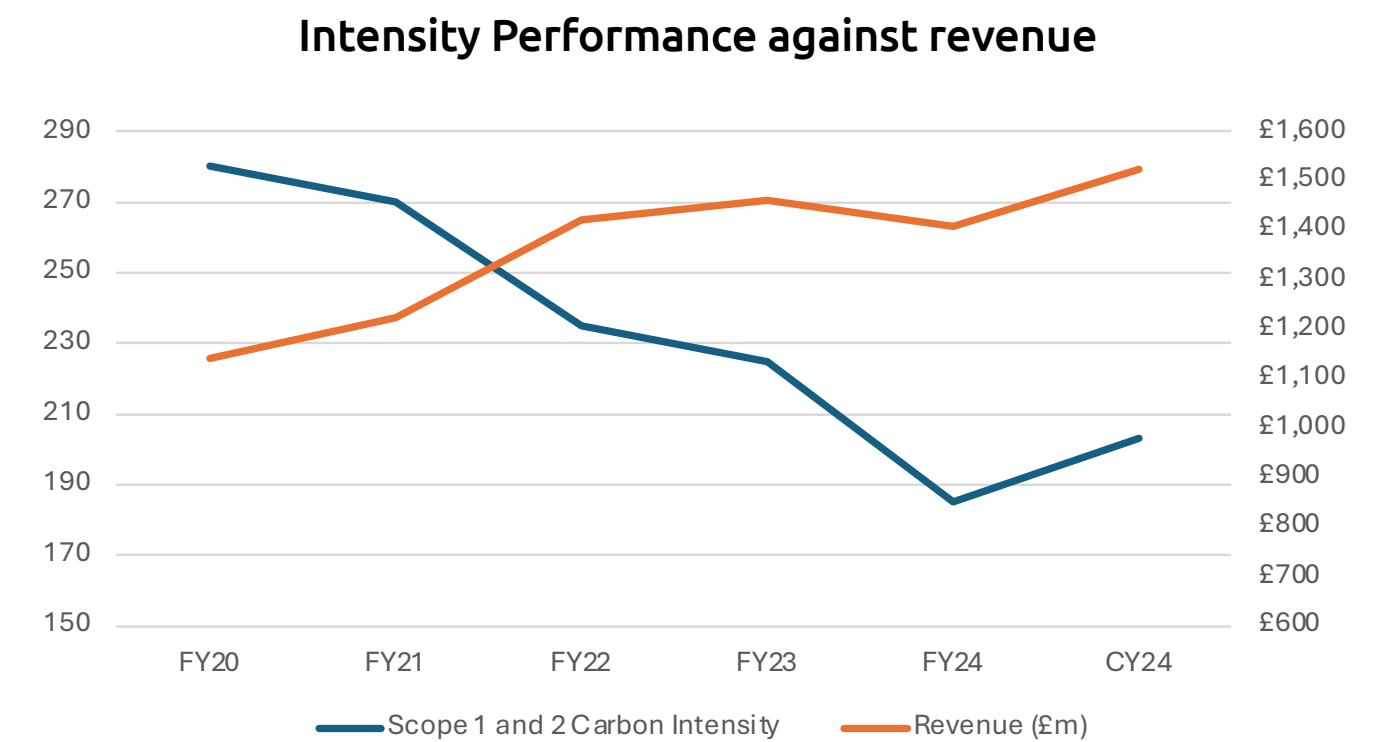


Carbon Intensity Performance

Our carbon intensity is defined as total scope 1 and 2 carbon emissions from managed supplies per unit of revenue, and our carbon intensity ratio for CY24 was 203 tonnes of carbon dioxide equivalent (tCO2e) per £m of revenue, set against a target of 210 tonnes.

Carbon intensity

Target	Threshold	Achievement
Carbon intensity (CO2(e)/£m)	210	203

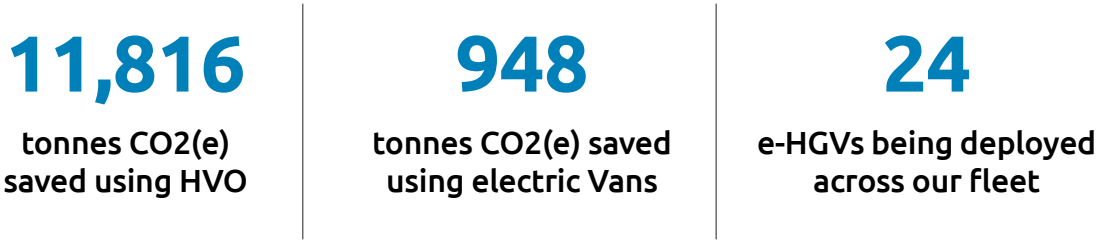


Carbon intensity by revenue shows us our carbon reduction is helping us to stay on track despite revenue variations. Making significant emissions reductions to compensate for further growth will require us to complete wholesale introductions of alternative fuels and zero emission technologies and we will not be able to rely solely on efficiency gains and incremental improvement. Early adoption of these technologies comes with higher cost and higher solution design and implementation overhead, so we expect the pace of adoption to accelerate over time as technologies mature, as we establish value chain partners, and as costs reduce.

Carbon Reduction Projects

Wincanton widely communicates our net-zero strategy and targets to our stakeholders, maintaining a net-zero roadmap for transport and fleet, warehouse and infrastructure, and packaging and waste. The communication of our net-zero strategy continues to evolve as technology, the investment landscape, customer insights and regulations change.

Our operational emissions are primarily from diesel transport fuel and, until it is feasible to adopt wholesale renewable fuels or widespread electrification of our fleets, we are optimising our use of diesel through a variety of continuous improvement measures to improve fuel consumption.



Transport

Emissions from our transport operations make up 75% of our total scope 1, 2 and 3 carbon emissions. We continue to invest in our fleet typically replacing 15-20% of our vehicles each year. Over 99% of the vehicles we operate are Euro VI or better and when these, in turn, are upgraded, we ensure we include the latest engine variants and fuel saving features such as adaptive cruise control; automatic braking; and predictive power train control. This drives continuous, incremental improvement in our carbon emissions across the group.

We have fitted most of our vehicles with vision-enabled telematics and established an industry leading driver assessment and coaching programme to keep our drivers firmly in the ‘green’ performance zone which results in the best safety and fuel efficiency. We are also utilising mirrorless vehicles that provide some aerodynamic benefit, and, where appropriate, we use light-weighted trailers, double-deck and longer semi-trailers to optimise load fill.

We continue to implement our cloud-based transport planning system, EyeQ, which is a multi-year project that will provide significant benefits in vehicle utilisation, routing and loading across our diverse portfolio over the coming years. It will be deployed on those fleets where it will provide sustainable value in network optimisation.

We continue to operate a fleet of biomethane trucks and in this reporting period have used 4.8 million litres of certified HVO as a drop-in replacement fuel for diesel. Elsewhere across the business, we are utilising 96 electric commercial vehicles up to 16.7 tonnes, have a further 32 on order and are running two small fleets on Liquified Natural Gas and Compressed Natural Gas fuels. As we continue to shape our net-zero future, we have engaged with a number of innovation consortia working on battery electric trucks and charging infrastructure. We are participating in the Innovate UK ‘Zero Emissions HGV and Infrastructure Demonstration’ (ZEHID) funding programme and plan to be operating 24 battery electric trucks over 40 tonnes in 2026.

Our progress against targets is currently focused on scope 1 and 2 emissions and we anticipate that we will achieve a 30% reduction in emissions by 2030 based on the wider industry decarbonisation and legislative landscape. We expect a further 70% reduction from 2030 to 2040 as alternative fuels and electrification technologies and infrastructure, potentially including hydrogen, become more widespread and commercially available.

After 2040, we anticipate that any remaining residual emissions will be offset using appropriate, authentic carbon removal credits until we can finally eliminate nearly all emissions. We may use carbon removal credits before this for selected customers, sectors or sites where carbon neutral operation is required and feasible. We are currently doing this for two-person home delivery business which has been carbon neutral since FY22.

Buildings

In our warehouses, we have completed various projects to upgrade to sensor-controlled LED lighting across our portfolio and continue to upgrade lighting at every opportunity e.g. when we add a new customer site. Warehouse energy efficiency, waste reduction and packaging projects are included on mandatory continuous Improvement (CI) plans across the business and are led by our operations in collaboration with our customers.

We are advancing the decarbonisation of our buildings in accordance with our long-term and interim net-zero carbon targets. We are achieving this by maximising the electrification of our warehouse energy usage, increasing energy efficiency where feasible and either generating or purchasing renewable electricity. This year we are exploring the installation of rooftop solar photovoltaic systems within our own estate.

Our waste management programme is on track to meet our target of doubling recycling rates from residual waste by the end of 2025. We set our performance baseline at 36.3%, making our target 72.6% by the end of 2025. The introduction of the new Simpler Recycling rules in England will further accelerate this performance ensuring we are on track to meet the 2025 year-end target.

We have continued to consolidate our preferred packaging supplier list to ensure that we have strong innovation capability in our supplier base and will continue to drive waste reduction and circular economy principles into our packaging sourcing in collaboration with our customers. We will continue to innovate on packaging to support our customers, meet our targets and comply with legislation such as the extended producer responsibility regulations.

2,386
tonnes of cardboard
and plastic recycled,
saving 2,567 tonnes of
CO₂ emissions

98.14%
landfill diversion

Indirect Emissions

With respect to our indirect (scope 3) emissions we make efforts to reduce these through the sub-contract, sustainable procurement and travel policies that we deploy. Sub-contract transport (“downstream transport and distribution”) is a priority here because our sub-contract policy and volume has a proportional impact on our scope 1 emissions. We are developing new and more accurate ways to measure our scope 3 emissions utilising systems such as our transport control tower product “EyeQ” to reflect the increasing importance of these indirect emissions in our emissions mix.

Appendix 1 provides more detail regarding each category of indirect, scope 3 emission source included in this disclosure.

More information about all aspects of the Wincanton ESG programme are available in our Annual Reports available at <https://www.wincanton.co.uk/investors/results-reports-and-presentations/>

Environmental Management Measures

Wincanton widely communicates our net-zero strategy and targets to our stakeholders, maintaining a net-zero roadmap for transport and fleet, warehouse and infrastructure, and packaging and waste. The communication of our net-zero strategy continues to evolve as technology, the investment landscape, customer insights and regulations change.

Our operational emissions are primarily from diesel transport fuel and, until it is feasible to adopt wholesale renewable fuels or widespread electrification of our fleets, we are optimising our use of diesel through a variety of continuous improvement measures to improve fuel consumption.

ISO 14001

Our environmental management system (EMS) is certified to ISO 14001 and available across the business. The EMS describes how we manage a range of key environmental parameters, enabling us to take prompt actions where necessary and to identify and expedite performance improvement opportunities wherever possible.

ISO 14064

We continue to utilise the Achilles ‘Carbon Reduce’ process for certification to ISO 14064 which has given us the appropriate external scrutiny of our scope 1 and 2 and material scope 3 emissions.

CDP

Our 2024 climate risk disclosure and emissions performance were again rated ‘B’ by CDP. This rating indicates that we are a company ‘managing carbon’ and demonstrates that we are implementing actions, policies and strategies to address climate risks and opportunities and have achieved carbon reduction performance.

Declaration and sign-off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21⁴.

Carbon emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard⁵ and uses the appropriate, 2024, UK Government emission conversion factors for greenhouse gas company reporting⁶.

Scope 1 and 2 emissions have been reported in accordance with Streamlined Energy and Carbon Reporting (SECR) requirements. 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)

This Carbon Reduction Plan has been reviewed and signed off by the Executive Management Team.

Approved on behalf of Wincanton:

Paul Durkin

Interim Chief Executive Officer
September 2025

¹<https://www.gov.uk/government/publications/procurement-policy-note-0621-taking-account-of-carbon-reduction-plans-in-the-procurement-of-major-government-contracts>

²<https://ghgprotocol.org/corporate-standard>

³<https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

⁴<https://ghgprotocol.org/standards/scope-3-standard>

Appendix 1

Scope 3 emissions explanatory notes

(Table 4 shows the values of each of the scope 3 emissions source included)



Business travel - Air and rail travel included for all years. Hotel stay emissions have been included from 2023-24 onwards which has increased emissions from business travel. Taxi, bus and tube emissions are excluded. Hire car, company car and grey fleet business travel is included in scope 1 emissions (unless EV which is included in scope 2) and calculated from fuel drawings and mileage claims as direct emissions by Wincanton colleagues.



Downstream transportation and distribution - Wincanton is a supply chain services company and as such the downstream limit of our emissions is often the delivery point of our customers' product(s). However, we use sub-contract road freight, rail freight and ferries to meet our service obligations to our customers and have included estimated scope 3 emissions from these sources.

Emissions are calculated from spend reports, Government average annual fuel price figures, and benchmarking data provided by Logistics UK. Deployment of our cloud-based transport planning and transport control tower systems has given us the scope to change the methodology for calculating downstream transport and distribution emissions and we anticipate advances in our calculation methodology in the coming years.



Upstream transportation and distribution - Wincanton is not a product company. We are a supply chain services company and as such the upstream transportation and distribution to the warehouse facilities we manage is owned by our customers or their suppliers and we get involved only if they award that business to us, in which case the associated emissions will be included in the scope 1 and/or scope 3 emissions figure. Where we are awarded this work, we may use sub-contract road freight; rail freight and ferries to meet our service obligations and have included estimated scope 3 emissions from these sources in our "downstream" calculations. We have not included any emissions from the manufacture or construction of the transport and property assets that we utilise either upstream or downstream.



Waste - Wincanton manages its waste very closely; sends zero waste to landfill; and has made long term target commitments for minimising and recycling residual waste. Much of the waste materials we handle results from decisions made by our customers and they and Wincanton both measure waste in terms of weights and types rather than converting it to scope 3 emissions. We believe the effectiveness of our waste programme is better served by maintaining waste as a physical commodity rather than assigning an emissions impact. However, for the purposes of this carbon reduction plan, we have used our annual waste quantity and the relevant UK carbon factors for company reporting to estimate the associated scope 3 emissions for each year.



Employee commuting - Wincanton has between 140 and 200 operating locations at any time and the nature of the contract supply chain sector means that these locations are often defined by our customers' and their distribution networks and change relatively regularly.

Although we cannot change the location of our sites easily, Wincanton encourages the use of car sharing, cycling and public transport but does not aggregate and track their impacts nationally but only at local, site level when colleagues wish to do so to drive specific project evaluation or a sustainability initiative. Employee travel to work is featured in many of our sites' continuous improvement plans as a scope 3 emission reduction opportunity and may be included in our colleague engagement activities for environment and sustainability.

Emissions from employee commuting are not included in our "net-zero 2040" target because we have little influence on them or ability to reduce them. However, for the purposes of this carbon reduction plan we have included them in our data, tables and graphs. We have used our end of year FTE figure for each year to estimate our employee commuting emissions from UK average figures on employment and emissions provided by ONS and CBI. Wincanton will develop a more scalable calculation methodology over time, based on travel surveys for a selected proportion of the largest 25 sites we operate which host 65% of our colleagues.

Intensity Performance against revenue

Scope 3 Emissions Category	FY20 (tCO2e))	FY21 (tCO2e))	FY22 (tCO2e))	FY23 (tCO2e))	FY24 (tCO2e))	CY24 (tCO2e))
Business Travel	130	3	32	84	350	417
Downstream T&D: Sub-con Road	62,572	69,029	106,585	70,899	66,192	57,849
Downstream T&D: Rail	-	-	-	-	-	-
Downstream T&D: Ferries	1,288	227	269	452	498	627
Upstream T&D	-	-	-	-	-	-
Waste	45	45	45	76	66	86
Staff Commuting	13,341	13,489	14,245	12,400	11,917	16,094
TOTAL	77,216	93,411	121,176	83,911	79,022	75,072