

Climate metrics and targets.

We monitor various performance metrics to reduce emissions from our operations and vehicles used by our customers. We remain committed to improving our data collection and stakeholder engagement in order to drive our performance against achieving our goals.

Metric	Scope 1 and 2, and Scope 3	EV resource and capability	Charging infrastructure	Low emission fleet
Risk/ opportunity	Risk Carbon pricing Opportunity Energy efficiency We monitor our greenhouse gas emissions to track exposure to carbon pricing, as they act as indicators of potential future regulatory costs.	Risk Skills gap Opportunity Future automotive skill development We must ensure that we are closing the skills gaps in the electric vehicle mobility ecosystem, particularly in repairing and maintaining low-emission vehicles.	Risk Availability of fit-for-purpose e-LCVs Opportunity Supporting the energy transition We, along with other installers, can help ensure sufficient charging infrastructure is in place to support the energy transition.	Risk Fit-for purpose e-LCVs Opportunity Supporting the energy transition Increase the supply of low-emission cars and optimised e-LCVs to meet diverse operational requirements.
Progress	Tonnes of CO₂e FY2025 performance Scope 1 and 2 Scope 3 15,832 2,404,334 FY2024 performance (restated) Scope 1 and 2 Scope 3 19,461 2,432,055	% of technicians trained to service and repair low-emission vehicles FY2025 performance 92% technicians in the UK trained to EV Level 3 in IMI EV and hybrid vehicles. FY2024 performance This is the first year of reporting this statistic for both FMG RS and Northgate technicians.	Number of domestic and commercial EV chargers installed FY2025 performance 10,400 FY2024 performance 9,600	% of low-emission vehicles in the fleet FY2025 performance 6.0% FY2024 performance 4.5%
Comment	Scope 1 and 2 emissions have decreased 19% compared to our restated FY2024 market-based figure, due to our widespread utilisation of renewable electricity and increasing fleet efficiencies (EV, hybrid and improved ICE vehicles) while Scope 3 emissions remain comparable year-on-year. Further information regarding our energy efficiency initiatives can be found on page 71.	We are remaining at the forefront of advancing automotive technology with our vocational training and instruction programmes.	Our target is to increase the number of EV chargers we install year on year, and we have expanded our pool of installers to achieve this.	Our Drive to Zero program is helping more customers adopt electric vehicles (EVs) for their fleets, with EV rentals in the UK increasing by 80%. The increased proportion of EVs and hybrids in our total fleet, at 6%, contributed to a 2% reduction in hire fleet emissions, down to 257gCO ₂ /km.