Group Environmental Sustainability Policy.

October 2026

ZIGUP

Policy Details

Group Policy Name:	Group Environmental Sustainability Policy
Group Policy Owner:	Group Chief Executive Officer
Group Policy Custodian:	Head of Group Health, Safety & Environment
Effective Date:	October 2026
Next Revision Date:	April 2027
Policy Review Number:	V2.1
Internal or External Use:	External
Policy Level:	2

1. Policy Statement

1.1 Who We Are

ZIGUP plc ('ZIGUP' 'We', 'Us' or 'Group') and each of its group undertakings exists to keep customers mobile. We are the leading supplier of integrated mobility solutions and automotive services to a wide range of businesses and customers.

1.2 Why This Policy Is Important to Us

We recognise the importance of achieving a balance between the environment, society, and the economy to meet the needs of the present without compromising the ability of future generations to meet their needs.

One of our Group Values is being OPEN to new ideas and innovation. This Policy encourages us to take a leading role in our industry, promoting good practice by adopting a systematic approach to environmental management which prevents pollution. We consider wider environmental conditions, including climate change, biodiversity, waste, water and resource availability, when assessing environmental risks and opportunities.

This Policy is a cornerstone of effective governance and risk management and a driver of continual improvement in our work and our approach.

1.3 Who This Policy Applies To

This Policy applies to all colleagues acting on behalf of ZIGUP, whether engaged on a permanent or temporary basis as employees, and to any external contractors, agency workers, or third parties.

1.4 Policy Compliance

All employees must adhere to this policy and avoid any actions that undermine our commitment to responsible governance.

1.5 Our Commitments

- Drive transformational change across the company to achieve our emissions reduction targets, validated by the Science Based Targets initiative. ZIGUP commits to reduce emissions from FY2024 to FY2035 as follows:
    - Reduce absolute Scope 1 and 2 GHG emissions 47.3%
    - Reduce absolute well-to-wheel Scope 3 GHG emissions from category 11 and 13 vehicle emissions by 23.1% (leased and sold products).
- Embed circular economy principles in our procurement strategy and operations to minimise waste generation.
- Continually develop our management systems to reduce environmental impact, minimise water consumption, and enhance biodiversity across our estate.
- Work with key suppliers to ensure they set environmental and social sustainability targets and provide us with products or services that can help reduce our environmental impact.
- Publish annual performance updates against our net zero transition plan outlining how we are reducing operational emissions and enabling the transition towards low carbon mobility.
- We will communicate our environmental commitments and targets to all our people, as well as to customers, investors, and other external stakeholders.

1.6 Keeping This Policy Up to Date

This Policy will be reviewed annually, or if the need for an ad hoc review is identified, e.g., a change in legal or regulatory requirements, or where we identify improvements in delivering good outcomes for customers and society. For further advice or guidance on applying this Policy, contact the Head of Group Health, Safety and Environment.

2. Policy Requirements

We recognise that our operations may negatively impact the environment, and we want to avoid that at all costs. We take our duty of care towards the environment seriously. We have systems in place that prevent pollution, protect biodiversity, reduce waste, and promote efficient use of energy, water, and resources.

2.1 Environmental aspects and obligations

- We take a systematic, lifecycle approach to environmental management, ensuring we identify, assess, and mitigate our environmental risks, impacts and consumption. This includes recognising climate change as a material environmental issue for the Group. We integrate climate-related risks and opportunities into our environmental management system, decision-making and long-term planning.
- We integrate good environmental governance into our overall business processes and decision-making to ensure we take a long-term environmental sustainability perspective.
- We comply with all current legislation and act in anticipation of future regulatory changes.

2.2 Planning to achieve our commitments.

- It is important to understand the cost of goods and services over their lifecycle, and considering their environmental impact is important. The Group Procurement Team, working in conjunction with operations, must optimise the cost and impact of goods and services over their lifecycle.
- Before contracts are awarded, the Group Procurement Team must satisfy themselves that the suppliers are aware of and able to comply with the requirements of this policy.
- The Procurement team must engage with our supply chain to identify innovative and cost-effective ways to minimise the use of resources and the generation of waste from the outset. More information is provided on this in our Waste and Resource Efficiency Policy.
- Our EMS is supported by a suite of procedures that ensure we effectively manage environmental incidents. These procedures are accessible to both employees and supply chain partners and are reviewed regularly.
- Our EMS incorporates climate-related aspects, risk and opportunities, and supports delivery of our climate transition through objectives, controls and performance monitoring.

2.3 Suppliers and contractors

- We recognise that we are responsible for encouraging our suppliers to assist us in achieving our environmental objectives. Our supplier code of conduct outlines our expectations in relation to the following:
  - Acting with minimal environmental risk, following our environmental management procedures.
  - Comply with relevant legislation and report any breaches to us immediately.

- Finding opportunities to improve environmental performance throughout their own supply chain.
- Being ISO14001 certified or be able to provide details of a management system that addresses pollution prevention, incident response and environmental performance improvement.
- Working with us to help us achieve our targets.
- Providing data when we request it.

2.4 Competency and communication

- We provide training for our employees to ensure they are aware of environmental risks associated with their work and the actions necessary to mitigate those risks, including pollution prevention and emergency response.
- The policy is communicated to all our people, is displayed at all work locations, and is made available to the public through our website. It is also shared with all suppliers.

2.5 Review, reporting and improvement.

- We set measurable commitments to deliver continual improvement in managing environmental issues across the Group.
- We continually measure, monitor and report on our environmental performance and report this publicly to stakeholders.
- The Sustainability Committee is responsible for implementing this policy and ensuring environmental considerations, including climate-related risks, are integrated into business planning and operational decision-making.

3. Training and Awareness

The Group Policy Owner does not set mandatory training. However, all businesses must ensure that colleagues involved or any other colleagues they deem relevant are aware of the contents of this policy and how their role is impacted.

4. Declaration

- The content of this Policy has been consulted and considered with interested parties identified by the Group Policy Owner.
- This is a **Level 2** Group Policy. The content and commitments of this Policy have been reviewed by the Executive Committee October 2026.
- The content and commitment of this Policy is hereby signed off by the Group Chief Executive Officer October 2026.