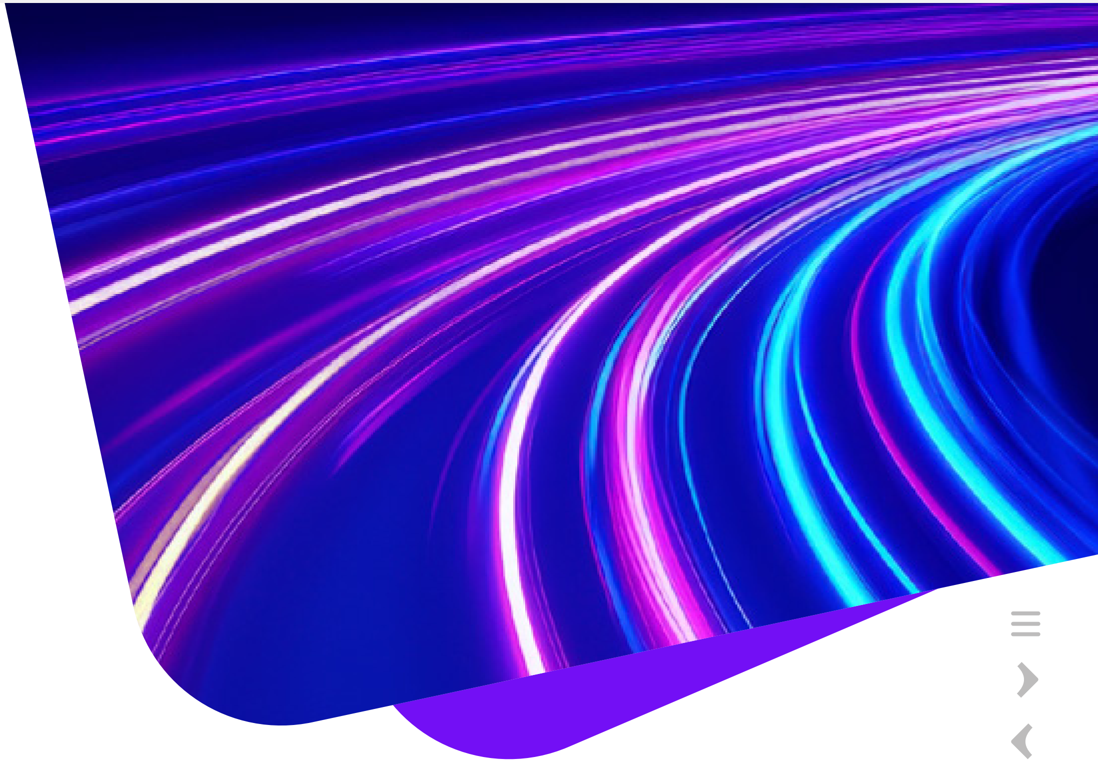
We keep customers moving, smarter.

ZIGUP plc | Sustainability Progress Report 2026

What's inside

Integrated mobility, delivered smarter.



We make a meaningful impact by bringing together rental, recovery and repair services to support customers at the moments that matter most.

ZIGUP plc holds the King's Award for Enterprise for Promoting Opportunity. This is the most prestigious business award programme in the country, which recognises businesses that have developed successful programmes that support people from disadvantaged backgrounds in improving their job skills and opportunities.

Find out more on our website **www.ZIGUP.com**

Delivering value **and positive impact.**

As a leading provider of integrated mobility solutions, we consistently strive to deliver positive environmental, social and economic outcomes to our stakeholders.

We keep customers moving, smarter

Being a sustainable and responsible organisation is essential for building trust with stakeholders and for fostering a resilient and prosperous business. We keep people moving by providing a diverse and well-maintained fleet of vehicles, ensuring they remain mobile and supporting them after incidents.

We grow our business responsibly

Creating sustainable value for our stakeholders by operating with integrity, transparency, and responsible governance.

- As a large employer, we are creating significant economic value, investing in the economy's productive capacity.
- We help people recover losses incurred as a result of vehicle accidents.

ZIGUP

We support our people and communities

Providing positive social impact by nurturing talent from diverse backgrounds and supporting local communities.

- We support people in the aftermath of incidents, quickly getting them back on track.
- We are closing the automotive sector skills gaps by recruiting and nurturing talent from diverse communities.

We reduce our environmental impact

Utilising our expertise to enable lower impact mobility, vehicle life span and efficiency optimisation and to mitigate environmental risks.

- We keep people moving by offering a diverse, well-maintained fleet of low-emission vehicles.
- We utilise circular economy principles in vehicle accident repair, prioritising repair over replacement.

Sustainability impact **at a glance.**

Environment

Our goals
Minimise our environmental impact while supporting a just transition to low-carbon mobility.

8%
Reduction in Scope 1 and 2 carbon emissions since FY2025

6%
Improvement in the CO_2e intensity of our accident repair business since FY2025

99.5%
of our company cars in the UK are either EV or Hybrid

20,500
Vehicle parts were successfully recovered and reused through the CRP initiative in Spain

7 AFFORDABLE AND CLEAN ENERGY
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
15 LIFE ON LAND

Social

Our goals
Recruit and nurture talent which is reflective of the communities in which we operate and generate positive social impact.

8ppt
Reduction in our voluntary attrition levels since FY2024

31%
Increase in apprentices since FY2024

£1.2m
Personal savings added into the Stream platform

178,000
Training hours delivered

3 GOOD HEALTH AND WELL-BEING
5 GENDER EQUALITY

Governance

Our goals
Create sustainable value for all our stakeholders and foster responsible behaviour.

66
NPS score and increase of 2ppt since FY2025

4.4
Customer experience rating (out of 5)

74%
Overall colleague engagement score

50%
of the Board are women. In the FTSE Women Leaders Review, ZIGUP was recognised for making the most progress over five years

8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Sustainability reporting framework.

This report is part of a comprehensive sustainability reporting framework, highlighting our commitment to governance, measurement and transparent reporting to our stakeholders.

Embedding sustainability within our strategy

In our Annual Report and Accounts, we highlight the pivotal role of sustainability within our business strategy and operating model.

The annual report encompasses both financial and non-financial ESG metrics, incorporating the Task Force on Climate-related Financial Disclosures (TCFD) and Streamlined Energy and Carbon Reporting (SECR) frameworks.

Find out more on our website **www.ZIGUP.com**

Reporting on sustainability

This Sustainability Progress Report details our commitments and performance in FY2026.

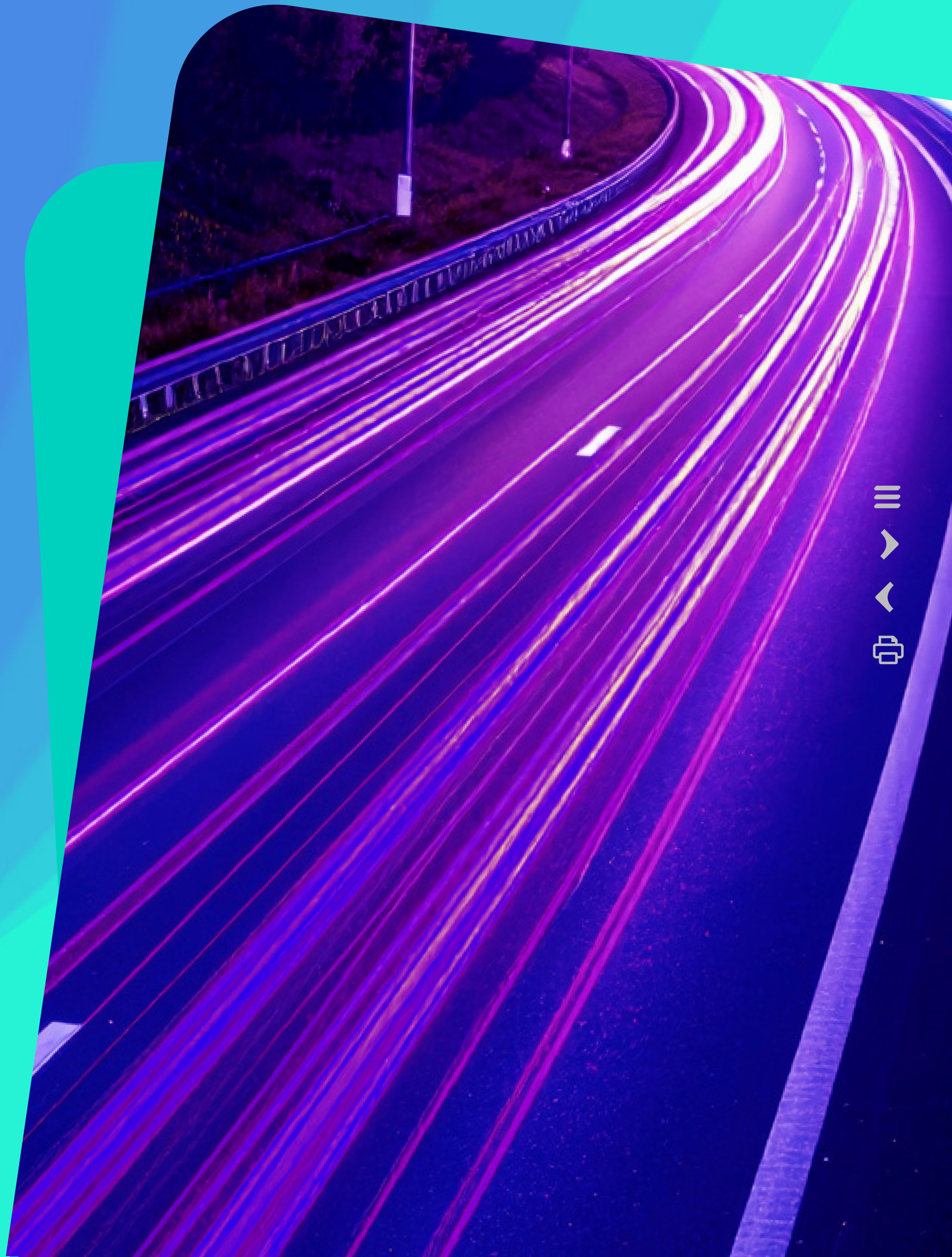
We will shortly publish our Drive to Net Zero Transition Plan which sets our science-based targets to FY2035 and our objectives and actions to achieve those targets. We will provide performance updates annually against our plan.

Our sustainability approach and key documents can also be found in the Sustainability section of our website.

Find out more on our website **www.ZIGUP.com**

Environment.

Reducing environmental impact



Reducing environmental impact

Environmental **commitments.**

We are committed to setting near-term science-based targets to 2035 and demonstrating meaningful reductions in our Scope 1, 2 and 3 emissions.

FY2026: The progress we made this year:

New science-based targets were developed and are being verified by the SBTi in FY2027 covering Scope 1, 2 and 3.

Our Scope 1 and 2 emissions have been reduced by 8% this year, and by 25% since FY2024. Our in-year reduction mainly relates to our management of vehicle movements. Operational improvements have reduced emissions from vehicle logistics, whilst new systems and processes have produced more accurate vehicle data to calculate our emissions.

The CO_2e intensity of our accident repair business has improved by 6% in FY2026. The repair intensity metric expresses carbon emissions per accident repair in our bodyshops.

99.5% of our company cars in the UK are either EV or Hybrid because of our forward-thinking company car policy.

99.9% of the electricity we use at our facilities comes from renewable sources, and the 16 solar arrays installed across our Spanish branches generated 574MWh.

When opening new sites, or improving existing ones, consideration is taken to utilise new or more efficient technology to reduce energy consumption. Our new Hoddesdon site has an EPC rating of A, with benefits including electrical heating, solar panels and LED lighting.

We are also continuing to roll out the heating asset replacement programme, replacing aged and inefficient assets with new energy-efficient models.

We have achieved level 4 (of 5) in the Accident Repair Industry Environmental Standard (ARIES) through demonstrating carbon reductions at FMG RS. This industry-led standard helps accident repair businesses in the UK measure, reduce, and verify their carbon emissions and environmental impact.

Embed circular economy principles in our procurement strategy and operations to minimise waste generation and achieve zero waste to landfill.

FY2026: The progress we made this year:

We produced 6,600 tonnes of dry waste in the UK&I and Spain. In the UK, 100% of this waste was diverted from landfill, while in Spain, this figure was 94%, up four percentage points from FY2024.

We have seen a 49% increase in the purchase of green vehicle parts in the UK from FY2024.

In Spain, over 20,000 parts were successfully recovered and reused, driving circular economy principles and extending material lifecycles (3.4 % growth vs FY2025).

In the UK, 51,000 tyres were recovered and recycled. Spain started to use fleet data and predictive algorithms to identify the optimal time for tyre replacement, helping to maximise tyre life and minimise waste.

Saved 161 tCO_2 through the reprocessing of the 344,000 litres of oil. All used oil collected from ZIGUP sites in the UK is reprocessed into base oil, producing new carbon-efficient lubricating oils.

We established a working group to reduce environmental impact and promote the adoption of circular economy principles in vehicle accident repair.

Reducing environmental impact continued

Develop a climate change transition plan outlining how we will become net zero by 2050 and enable a just transition towards low-carbon mobility, supporting our customers to achieve their net zero aspirations.

FY2026: The progress we made this year:

ZIGUP businesses are assisting more customers in adopting electric vehicles (EVs) for their fleets, as the size of the EV/Hybrid fleet has grown to approximately 9,600 vehicles.

At the Motor Trader Commercial Industry Awards in 2026, Northgate UK received two awards, including the Environmental Initiative Award. This recognition underscores the impact of our Drive to Zero programme, which features our Transition Hub and Consultancy solutions.

40,000 active telematics units are installed in vehicles across the Group, helping to improve fleet operational efficiency and reduce fuel consumption.

12,856 EV chargers were installed for UK customers to support the energy transition.

450 colleagues completed foundation-level carbon literacy training across the UK to enhance their understanding of the implications of climate change and the actions they can take to lower their own carbon emissions.

Northgate Spain continues expanding its EV charging network capabilities, growing by 7% since FY2025 to serve 150 parking spaces at its branches, driving sustainable mobility with 100% renewable energy.

Transition Plan

We will shortly publish a transition plan outlining our path to net zero, including our value proposition, market context, near-term science-based targets, and commitment to sustainable value in a low-carbon economy.

We are investing in our people and partnerships to decarbonise areas we control, while collaborating with policymakers to remove barriers to progress. This approach aims to achieve sustainable growth and support our customers on their net zero journeys.

Our transition plan will be published in the sustainability section of our website.

Reducing environmental impact continued

Continually develop our management systems to achieve environmental impact reduction, minimise water consumption and enhance biodiversity, across our estate.

FY2026: The progress we made this year:

Water consumption across the Group was 154,000 m^3 in FY2026, a 3% reduction on FY2025.

78% of the Group is now certified to ISO 14001, as we expanded our coverage to include further UK subsidiaries (based on headcount).

Our Spain business has eight vehicle-wash water-recycling units in operation, helping to save water.

96% of the products used to clean tools in Spain are recycled or reused, contributing to a more sustainable operation.

Northgate Spain has delivered ten nationwide reforestation projects that have already mitigated over 800 tons of CO_2 emissions, carried out in collaboration with Bosquia Nature.

Work with key suppliers to ensure they are setting environmental and social sustainability targets and providing us with products or services that can help to reduce our environmental impact.

FY2026: The progress we made this year:

Recovered, re-purposed and recycled 865 tonnes of tyres in Spain, working in partnership with a supplier.

Embedded broader ESG criteria across supplier onboarding and due diligence, covering health and safety, environmental management systems, accreditations, environmental performance, waste management, modern slavery and financial resilience.

Integrated ESG considerations into tender evaluation processes so supplier selection balances sustainability performance with commercial factors.

Utilised a centralised procurement platform to continuously monitor supplier risk, support ongoing due diligence and strengthen governance.

We track key supplier certifications, qualifications and accreditations to help maintain compliance with ESG expectations over time.

Social.

Supporting our people and communities

Supporting our people and communities

Social commitments.

We recruit and nurture talent from diverse communities, offering progression routes that provide opportunities for all our people to realise their potential.

FY2026: The progress we made this year:

We invest in a Group-wide learning and development programme to empower our colleagues. This year, we delivered 178,000 training hours.

In Spain, new regional in-person onboarding programmes have strengthened new hires' engagement.

The improvement we have seen in our voluntary attrition levels, which have dropped by 8ppt over the last two years, highlights the success of our people strategy.

We are a proud signatory of the Care Leavers and Armed Forces Covenant, offering opportunities and recruitment channels where diverse talent can flourish.

As part of identifying future talent and growth opportunities, successors for senior roles, including CEO, have been identified with development plans in place. Over 500 colleagues have been assessed, and 180 leaders have been engaged in talent mapping.

Progress has been made on diversity within leadership pipelines. Female representation in successor pools for senior leadership roles is currently 26%.

Continually invest in developing and promoting an early careers programme that attracts young people to our industry and provides them with an inspiring and rewarding career.

FY2026: The progress we made this year:

Over the past two years, we have grown our apprenticeship programme by 31%, increasing apprentice numbers from 403 in FY2024 to 529 in FY2026.

In Spain, internship participation rose by 25%, bringing the total to 250 interns and enhancing our early careers programme.

We enhanced our mentor development programme and continued to build on this by training an additional 78 mentors in FY2026, bringing the total trained across the organisation over the last three years to 360.

We utilised £980,000 from the Apprentice Levy in FY2026, a 21% increase from FY2024. The expertise of our UK Learning and Development team enabled us to maximise our drawdown from the Levy.

We offer over 40 apprenticeship pathways, from entry-level to degree apprenticeships, covering various disciplines like technical operations, finance and AI.

In FY2025, we launched a Technical Skills Competition based on the IMI WorldSkills framework. This year, two apprentices from FMG RS and Northgate UK won gold and silver at the Institute of the Motor Industry WorldSkills UK.

Supporting our people and communities continued

Stay at the forefront of automotive advancements by continually enhancing the expertise of our technicians and investing in vehicle repair technology and facilities.

FY2026: The progress we made this year:

To support talent retention and development, Spain launched a new career plan providing a clear pathway for progression in workshop and bodyshop roles, with the first stage of this being the assessment of team capabilities.

11,000 hours of technical training on vehicle repair and maintenance were conducted in the UK this year, a 22% increase on FY2025.

Northgate Mobility is developing an in-house Master Technician programme to ensure essential technical skills and future-proof the workforce.

Northgate Mobility have received international accreditation from the Institute of the Motor Industry for its technical training. FMG RS became the first UK-approved City & Guilds training centre for Vehicle Damage Assessors.

In Spain, the paint teams have strengthened their technical skills through enhanced training programmes with their supplier, ensuring consistent quality standards.

Encourage and support our people to generate positive social impact in the communities, through volunteering and working in partnership with local charities.

FY2026: The progress we made this year:

We published a community impact and social value policy that outlines how we encourage and support our colleagues in creating a positive social impact in communities.

Our FMG business has bolstered its commitment to the Yorkshire community through the FMGive programme, contributing 145 volunteering days and raising £22,000 for local hospices.

To enhance resilience and promote physical wellbeing, an ambassador from Andy's Man Club, a mental health charity dedicated to suicide prevention, conducted both in-person and virtual sessions throughout the UK.

Northgate Spain has carried out four collaborations with the Menudos Corazones Foundation, providing vehicles and fundraising support for children with congenital heart defects. Additionally, they contributed emergency relief vehicles to the Red Cross across two regional campaigns in the Andalusia region.

Supporting our people and communities continued

Health and safety is our top priority. We continually work towards the goal of no harm or injuries, supporting positive behaviours across our business.

FY2026: The progress we made this year:

Our AFR increased marginally to 1.8 (2025: 1.7). We will be using digital action tracking and KPI reviews to give leadership clearer visibility of overdue, repeat or recurring actions.

We held three immersive health and safety mock trial events in which leaders faced realistic scenarios. This experience helped them understand the consequences of their decisions and enhanced their skills to ensure the safety of our people.

Delivered a programme of internal health and safety audits, providing independent assurance on compliance and identifying opportunities for continuous improvement.

Strengthened organisational learning through the investigation and sharing of lessons learned from incidents and near misses.

Continued investment in colleague competence through health and safety training and refresher programmes.

Expanded occupational health and medical surveillance programmes to support the long-term health and wellbeing of colleagues.

Undertook targeted risk reduction programmes in higher-risk operational areas, including vehicle repair workshops and bodyshops.

The mental, social and financial wellbeing of our people is important to us. We are committed to fostering a mutually supportive workplace where our people feel engaged, rewarded and recognised for their efforts.

FY2026: The progress we made this year:

We continued to enhance awareness of our benefits offering by printing and distributing benefit booklets across all branch locations. This initiative contributed to a 5% increase in usage of the Benefits Hub.

We enhanced our pension offering by moving to a Master Trust, giving colleagues access to real-time pension visibility, financial wellbeing tools and exclusive discounts.

Spain expanded flexible working options to better respond to individual needs, supporting a healthier work-life balance.

We continued to strengthen support for financial wellbeing through access to the Stream platform. In the UK and Ireland, colleagues added £1.2m into their personal savings accounts during the year, representing a 50% increase on last year.

Stream has completed its first year of implementation in Spain, facilitating over 2,500 salary advance transactions and allowing employees to access their earnings earlier.

We increased our investment in mental health support in the UK by expanding the number of Mental Health First Aiders, improving access to trained support across our locations.

Governance.

Growing our business responsibly

Growing our business responsibly

Governance **commitments**.

Ensure effective Board oversight of ESG matters, including integration into strategic decision-making processes and risk management.

Reinforce sustainable value creation within our strategy, linking this to remuneration targets and outcomes.

FY2026: The progress we made this year:

We have exceeded the FTSE Women Leaders Review target with women representing 50% of our Board, while also remaining fully compliant with the Parker Review recommendations with at least one Director from an ethnic minority background.

The Group was also recognised as one of the strongest performers across the FTSE 350 for progress in female representation on boards.

In line with our commitment to long-term value creation, sustainability goals were again integrated into the annual incentive plan for the CEO and CFO.

We have deployed an enterprise-wide risk management platform to strengthen governance, insight and organisational resilience.

Spain produced its third non-financial information statement, referred to as 'EINF', in which they provided information about their performance in non-financial aspects, such as environmental sustainability, social responsibility, and diversity and inclusion.

Build trust with stakeholders through an operating environment and compliance framework that fosters ethical and responsible behaviour across the Group.

Engage with our stakeholder groups to deliver long-term value aligned with their expectations. Maintain accountability by reporting on the inward and outward financial, social and environmental impacts of our operations.

FY2026: The progress we made this year:

The Spanish business committed to maintaining an inclusive and respectful workplace and, in line with Spanish legislation, has implemented Equality and LGBTi plans to support equal opportunities, diversity and appropriate workplace conduct.

In the UK we began transitioning from a Diversity, Equity and Inclusion (DE&I) strategy to an Inclusion strategy, creating an environment where everyone can contribute and thrive.

77% of colleagues took part in our engagement survey, generating almost 20,500 comments and an overall engagement score of 74%.

86% of colleagues feel accepted for who they are at work, indicating a positive environment and a strong foundation of inclusivity within the Group.

This year, we emphasised helping our colleagues understand our strategy and direction. Our annual survey showed that 78% reported feeling clearer and more confident about our future, highlighting the effectiveness of our efforts.

ZIGUP is a member of various industry organisations in the UK and Europe. In the UK, we have a prominent voice in the BVRLA concerning issues related to commercial vehicle regulations. Additionally, in Spain and Ireland, we are active members of FENEVAL and the Society of the Irish Motor Industry (SIMI).

Growing our business responsibly continued

Communicate clearly and effectively with customers to ensure we understand their needs and expectations. Foster a customer-centric culture that continually improves the customer experience and drives positive outcomes.

Our business model focuses on providing a customer experience that sets us apart from our competitors, enabling us to develop long-term, trusted relationships with our partners and customers.

In Spain, we are unique in the level of our service provision and are the market leader in flexible rental, thanks to our branch and workshop capabilities, which managed over 250,000 workshop visits last year.

The roll-out of a new telephony platform, with greater in-call support and process automation, was successfully implemented in one of our major claims contact centres, alongside self-service portals for major insurance partners, which are key enablers for enhancing claims process efficiencies and customer service.

FY2026: The progress we made this year:

We focus on NPS scores as an indicator of our success. Overall, the Group NPS score rose by two points to 66, and UK&I rental businesses maintained a 4.9 Trustpilot score throughout the year. In Spain, NPS scores are ahead of industry benchmarks with customer loyalty.

Spain has developed a new customer area (and mobile app) to continue delivering excellent service and digital experience for our clients.

We were awarded an extension to the National Highways contract for up to a further 10 years, reflecting our performance against stringent service standards, and the strength of the working relationship over the past two decades.

Northgate Spain has again received the ‘Excelente’ quality endorsement stamp from the Madrid Government. The award was given in the Purpose category, recognising the Company’s business strategy, which is aligned with its core mission and aims to provide its customers with flexible and comprehensive mobility solutions through excellent service.

Sustainability Committee

We established our Sustainability Committee in FY2023, chaired by the CFO. The Committee comprises senior representatives from across the organisation. The Chair of the Committee serves as a direct link between the Committee and the Board in delivering the sustainability programme.

The Sustainability Committee met four times during the year. Its goal is to assess the significant issues affecting our ability to generate economic, environmental and social value. The Sustainability Committee evaluates the steps to address significant risks and opportunities and recommends alternative programmes to improve social and environmental performance.

Committee responsibilities	FY2026 actions
Evaluate the material issues that impact our ability to create economic, environmental and social value.	• Approved a change to the Scope 3 footprint methodology to apply from FY2024, to ensure greater consistency with internationally recognised analysis. • Provided an update on the changes to the CSRD regulations, along with details of the expected future reporting requirements for the UK SRS. • Reviewed the ESG communication plan to support organisation-wide awareness and understanding of the ESG Framework.
Review the approaches adopted to systematically address material risks and opportunities, and propose alternative programmes of activity, to improve social and environmental performance.	• Fully briefed on the people strategy, inclusive of work programmes for: health and safety, wellbeing and recognition, Inclusiveness and early careers and technical training. • Updated on the outputs of the Data and Mobility working group and the newly formed Environmental Impact group, established to focus on reducing environmental impact and promoting the adoption of circular economy principles in vehicle accident repair.
Evaluate the degree of progress being made to achieve stated commitments, targets and positive sustainability outcomes.	• Recommended new near term absolute carbon reduction targets consistent with a climate science-based methodology. • Outlined the purpose and structure of the Drive to Net Zero Transition Plan.

Appendix

Global Reporting **Initiative.**

The table below references the GRI Standards and the locations of relevant information within the FY2026 Annual Report or the Sustainability Progress Report.

GRI standard	GRI Identifier	GRI Disclosure 2021 Description	Reporting location
General Disclosures 2021	2-2	Entities included in the organisation's sustainability reporting	FY2026 Annual Report, page 174 (Investments)
General Disclosures 2021	2-3	Reporting period, frequency and contact point	FY2026 Annual Report, page 192 (Shareholder information)
General Disclosures 2021	2-5	External assurance	FY2026 Annual Report, page 59 (assurance governance) and pages 66–67 (SECR and Scope 3 data)
General Disclosures 2021	2-6	Activities, value chain and other business relationshipsw	FY2026 Annual Report, pages 16–21 (business model, value chain and stakeholder impact)
General Disclosures 2021	2-9	Governance structure and composition	FY2026 Annual Report, page 78 (governance structure and responsibilities)
General Disclosures 2021	2-10	Nomination and selection of the highest governance body	FY2026 Annual Report, pages 84–87 (Nominations Committee report)
General Disclosures 2021	2-11	Chair of the highest governance body	FY2026 Annual Report, page 79 (Board of Directors)
General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	FY2026 Annual Report, pages 78 and 80–82 (Board responsibilities and oversight)
General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting	FY2026 Annual Report, pages 59 (Accountability)
General Disclosures 2021	2-15	Conflicts of interest	FY2026 Annual Report, page 80 (conflicts of interest)
General Disclosures 2021	2-16	Communication of critical concerns	FY2026 Annual Report, page 82 (culture, compliance and whistleblowing reporting)
General Disclosures 2021	2-17	Collective knowledge of the highest governance body	FY2026 Annual Report, pages 79 and 85 (Board biographies and skills matrix)
General Disclosures 2021	2-18	Evaluation of the performance of the highest governance body	FY2026 Annual Report, pages 81 and 84–87 (Board and Committee evaluation)
General Disclosures 2021	2-19	Remuneration policies	FY2026 Annual Report, pages 94–109 (Directors' Remuneration report)
General Disclosures 2021	2-20	Process to determine remuneration	FY2026 Annual Report, pages 94–100 (remuneration governance and policy)
General Disclosures 2021	2-21	Annual total compensation ratio	FY2026 Annual Report, page 105 (CEO-to-employee pay ratio)
General Disclosures 2021	2-22	Statement on sustainable development strategy	FY2026 Annual Report, pagse 23-30 (sustainability overview and strategy)
General Disclosures 2021	2-23	Policy commitments	FY2026 Annual Report, page 68 (non-financial and sustainability policies)

Appendix continued

GRI standard	GRI Identifier	GRI Disclosure 2021 Description	Reporting location
General Disclosures 2021	2-24	Embedding policy commitments	FY2026 Annual Report, pages 68, 80 and 82 (governance, culture and policy oversight)
General Disclosures 2021	2-26	Mechanisms for seeking advice and raising concerns	FY2026 Annual Report, page 82 (whistleblowing and raising concerns)
General Disclosures 2021	2-28	Membership associations	FY2026 Annual Report, page 20 (Governments and regulators)
General Disclosures 2021	2-29	Approach to stakeholder engagement	FY2026 Annual Report, pages 20–21 and 83 (stakeholder engagement)
Economic performance 2016	201-1	Direct economic value generated and distributed	FY2026 Annual Report, pages 32–43 (KPIs, operating review and economic performance)
Economic performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	FY2026 Annual Report, pages 64-65 (climate-related risks and opportunities)
Economic performance 2016	201-3	Defined benefit plan obligations and other retirement plans	FY2026 Annual Report, page 137 (retirement benefit costs)
Economic performance 2016	201-4	Financial assistance received from government	FY2026 Annual Report, pages 122–186 (Financial statements and notes)
Emissions 2016	305-1	Direct (Scope 1) GHG emissions	FY2026 Annual Report, page 67 (Scope 1 GHG emissions)
Emissions 2016	305-2	Energy indirect (Scope 2) GHG emissions	FY2026 Annual Report, page 67 (Scope 2 GHG emissions)
Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	FY2026 Annual Report, pages 66–67 (Scope 3 GHG emissions)
Emissions 2016	305-4	GHG emissions intensity	FY2026 Annual Report, page 67 (GHG emissions intensity)
Emissions 2016	305-5	Reduction of GHG emissions	FY2026 Annual Report, pages 66–67 (GHG emissions reduction performance)
Waste 2020	306-3	Waste generated	Sustainability Progress Report, page 6 (circular economy principles)
Occupational Health and Safety 2018	403-5	Worker training on occupational health and safety	Sustainability Progress Report, page 12 (health and safety)
Occupational Health and Safety 2018	403-6	Promotion of worker health	Sustainability Progress Report, page 12 (wellbeing)
Training and education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Progress Report, page 10 (diversity and inclusion, early careers) and page 11 (techincal skills)

ZIGUP plc

Northgate Centre
Lingfield Way
Darlington
DL1 4PZ

www.zigup.com