RS GROUP

ENABLING SUSTAINABILITY FOR STRONGER VALUE CREATION

MAKING AMAZING HAPPEN FOR A BETTER WORLD

RS Group plc
ESG Report 2025

About us

We are a high-service global product and service solutions provider for industrial customers, enabling them to operate efficiently and sustainably.

This document is interactive so simply click on the section you would like to go to. The tools described below can be used to move through our report and return to this page.

Navigating this interactive document

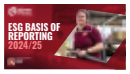
- Return to contents
- Return to previously viewed page
- Page back
- Page forward

For information about your shareholding visit:
rsgroup.com/investors/shareholder-information

ADDITIONAL RESOURCES

Available on our website:
rsgroup.com/sustainability/reporting-centre

2025 Annual Report and Accounts (includes TCFD statement and ESG assurance)



2024/25 ESG basis of reporting

2024 Better World Product guidelines

2024/25 ESG Data Centre

2025 ESG Supplier Handbook

2024/25 GRI/SASB context index

Read more at: rsgroup.com/sustainability

In this report

ENABLING SUSTAINABILITY

ESG is core to the way we do business and a key enabler of our strategy. Our commitment to sustainability supports our growth potential and positions us as a trusted business partner in a complex value chain.

Introduction

Welcome to our ESG Report	2
At a glance	3
CEO statement	4
Our business model	5
Our stakeholders	6
How ESG enables our strategy	8
Spotlights	9
Materiality	12
Our 2030 ESG action plan	13
Global action	15
ESG regulations	16

2030 ESG action plan goals

Advancing sustainability	18
Empowering our people	32
Championing youth & communities	44
Doing business responsibly	49

Our ESG performance

Performance scorecard	58
ESG achievements, ratings and standards alignment	60

FOR STRONGER VALUE CREATION

Our 2030 ESG action plan drives sustainable progress within the industry while creating more commercial opportunities as we work together with our stakeholders to make amazing happen for a better world.

WELCOME TO OUR ESG REPORT

Andrea Barrett,
Chief Sustainability Officer

RS Group's 2024/25 ESG Report

This report is an opportunity to update you on our progress towards our 2030 ESG action plan, For a Better World, during 2024/25. We're now halfway to our 2030 goals and I am buoyed by our continued progress and achievements, as well as how we have embedded sustainability into the heart of our strategy and business model. As we move closer to the target date, we remain focused on delivering our ESG ambitions while creating greater long-term value for all our stakeholders.

Refining our ESG global goals

During the year, we refreshed our double materiality assessment (DMA), aligned to the requirements of the Corporate Sustainability Reporting Directive (CSRD). Informed by the results, we have refined our four global goals to: Advancing sustainability (see page 18), Empowering our people (see page 32), Championing youth & communities (see page 44) and Doing business responsibly (see page 49). This evolution reflects how our ESG approach is enabling our strategy, strengthening relationships and generating more value for our stakeholders. We will publish our full DMA process and results in line with developing compliance requirements and timelines.

Accelerating progress

In 2024/25, we continued to accelerate the delivery of our four global goals to protect people and the planet, while leveraging opportunities for commercial growth for RS and our stakeholders. This year, we brought together our sustainability and social impact teams under a new Chief Sustainability Officer leadership role to ensure a more cohesive and focused approach across all areas of ESG.

Recognition for our commitment

Our progress towards our goal of Advancing sustainability has resulted in us making CDP's prestigious A-list for the first time with an improvement to our CDP rating this year from A- to A, reflecting our commitment to climate action, environmental transparency and disclosure. We have also maintained our Platinum EcoVadis rating for the third consecutive year (see page 60).

Enabling strategic partnerships

We know that our strong ESG approach puts us at the heart of a more sustainable and responsible global industrial sector and adds value to our strategic customer and supplier partnerships. We're working closely with our value chain partners to offer a greater choice of sustainable products and services, improve our distribution network and move closer to our net zero goals. At the same time, we're supporting future engineers and innovators, investing in our local communities and building a values-driven, customer-focused team that thrives at RS. This is fundamental to enabling our strategy, as well as our vision to be first choice with all of our stakeholders.

Looking ahead

We're excited to continue collaborating with our stakeholders in the year ahead – our people, customers, suppliers, communities and shareholders – to deliver our ESG goals and make amazing happen for a better world.

We hope you enjoy reading this report and we invite you to reach out if you have any feedback, thoughts or questions. Read more at **rsgroup.com/sustainability**

FOUR GLOBAL GOALS: 2024/25 HIGHLIGHTS

ADVANCING SUSTAINABILITY

- Reduced our direct CO_2e emissions by 7% on a like-for-like basis, with a 64% reduction from our 2019/20 baseline, driven by energy management at our sites, switching to renewable energy and transitioning our fleet to hybrid and EVs
- Packaging is 94% recyclable and our recycling rates reached 84%
- Better World product range spans c.30,000 products across 345 product families, from 132 suppliers, available in 30 countries

EMPOWERING OUR PEOPLE

- Embedded our global values and a new Employer Value Proposition to create an inclusive, engaging and high-performance culture
- Reinforced our behaviour-based safety culture to ensure everyone returns home safe and well each day

CHAMPIONING YOUTH & COMMUNITIES

- Supported over 913k young people and raised £963k for The Washing Machine Project (TWMP) since 2020/21
- Launched local community giving fund
- 30% of employees volunteered in the last two years

DOING BUSINESS RESPONSIBLY

- Achieved CDP A-list and EcoVadis Platinum recognition during the year
- Upheld the highest ethical and environmental standards across the value chain through our Global Code of Conduct and Ethical Trading Declaration

At a glance

OUR PURPOSE
Why we exist

Making amazing happen for a better world

+ Read more on pages 13 and 14

OUR VISION
Where we are going

To be first choice for all our stakeholders

+ Read more on pages 6 and 7

OUR VALUES
How we do business

WE ARE ONE TEAM

WE DELIVER BRILLIANTLY

WE DO THE RIGHT THING

WE MAKE EVERY DAY BETTER

+ Read more on page 36

We've added values icons across all case studies in this report to show how they are integrated into all we do

CONNECTING CUSTOMERS AND SUPPLIERS

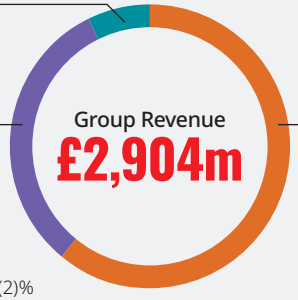
We are a high-service global product and service solutions provider for industrial customers, enabling them to operate efficiently and sustainably.

>1m customers

c. 8,500 employees

>2,500 suppliers

OPERATING IN 36 COUNTRIES



Group revenue
Change: (1)%
Like-for-like change: (2)%
2023/24: £2,942m

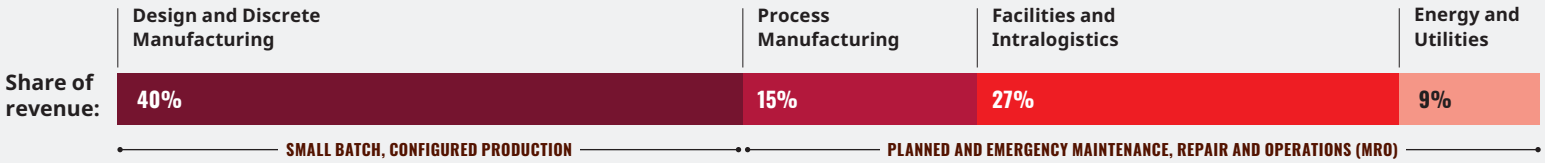
EMEA
Revenue
£1,777m
Change: (1)%
Like-for-like change: (3)%
2023/24: £1,795m

AMERICAS
Revenue
£907m
Change: (3)%
Like-for-like change: 0%
2023/24: £934m

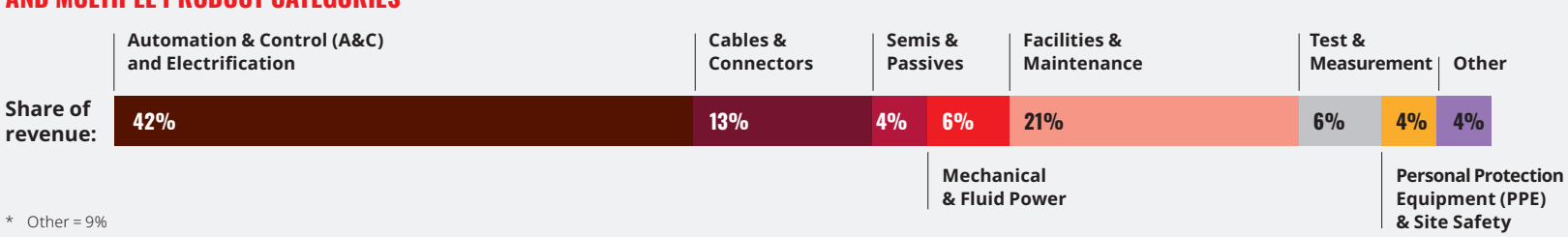
ASIA PACIFIC
Revenue
£219m
Change: 2%
Like-for-like change: 0%
2023/24: £214m

+ Read more in the 2025 Annual Report and Accounts

SUPPORTING CUSTOMERS ACROSS A RANGE OF INDUSTRIES*



AND MULTIPLE PRODUCT CATEGORIES



* Other = 9%

Chief Executive Officer's (CEO) statement

DRIVING SUSTAINABLE GROWTH

Simon Pryce
CEO

At RS Group, ESG is not a standalone initiative – it's embedded in how we grow, operate and create long-term value. As we reach the halfway point in our 2030 ESG action plan, I'm proud of the meaningful progress we've made towards delivering our goals and integrating sustainability into our business model and strategic decision-making.

In a year shaped by economic uncertainty and global disruption, we've remained focused on what we can control: executing our strategy with discipline, investing in our people and infrastructure and strengthening relationships with our customers and suppliers. ESG has been a key enabler of this progress, helping us unlock supply chain efficiencies, strengthening stakeholder engagement and differentiating our offer in a competitive market, all of which positions us for accelerated delivery going forward.

Our commitment to sustainability is delivering measurable results. We've reduced emissions, expanded our Better World product range and improved the environmental performance of our operations. At the same time, we've grown our service solutions, enhanced our digital capabilities, and continued to gain market share in our core categories. These achievements are interconnected – ESG is supporting our mission to build a more resilient, agile and future-ready RS.

Our people are the foundation of our success and we remain deeply committed to building an inclusive, engaging environment where everyone at RS feels a sense of belonging and purpose. In 2025, we took important steps to further align and develop leadership capability, empower teams and strengthen accountability across the organisation. Despite a challenging external environment, engagement levels remained strong – underpinned by our new values and a shared commitment to health, safety and wellbeing. We've enhanced our Employer Value Proposition, invested in leadership development, and we're embedding a more agile, skills-based approach to talent. We've also increased support for the communities where our people live and work. As we continue to evolve, our focus remains on creating a workplace where our people can thrive and grow, to drive our future success.

Looking ahead, we see our ESG action plan as a powerful driver of long-term value. It supports our ambition to grow faster than the market, improve operating leverage and deliver strong, sustainable returns for our shareholders. It also strengthens our role as a trusted partner to customers and suppliers on their own sustainability journeys and reinforces RS as an employer of choice with our people and future talent.

We are confident in our direction and excited about the opportunities ahead. Thank you for your continued support as we work together to make amazing happen for a better world.

THROUGH STRATEGIC ACTION

Our business model

THE ESSENTIAL LINK BETWEEN CUSTOMERS AND SUPPLIERS

WHAT WE DO

We provide the essential link between suppliers and industrial customers who buy a wide range of products to support the MRO and small batch production of their businesses.

Understanding our customers' needs and providing a diverse range of product and service solutions allows our customers to keep their businesses running smoothly and efficiently in the most cost- and time-effective way.

OUR DIFFERENTIATED PROPOSITION

1. High-service product and solutions partner

2. Technical and specialist expertise

3. Digitally enabled experience

4. Multi-category product offer for industrial customers

5. Global distribution infrastructure

>1m Customers

>2,500 Suppliers

>830,000 Stocked products

60% Revenue through digital channels

Small batch production

Maintain

Repair

Operations

Our customers

Our customers buy a broad mix of industrial and specialist products across a diverse range of categories in small volumes. We simplify our customers' procurement, drive cost and process efficiencies and enable them to operate more sustainably.

Why they choose RS:
- We help customers consolidate their spend by providing a wide range of products.
- We have a broad, stocked range of categories at high availability and the ability to reach customers quickly and reliably.
- We provide a brilliant service that is fully digitally enabled.
- We are a technical, trusted partner.

Our suppliers

Our suppliers need a distributor who provides access to a broad dispersed customer base, offers technical support, and promotes their new and existing products at high levels of inventory availability.

We extend our suppliers' reach allowing them to access customers in a way that reduces their cost to serve and ensures they remain relevant in the market.

Why they choose RS:
- We have a well-invested infrastructure.
- We provide an efficient route to market.
- Our digitally enabled approach gives suppliers great customer insight and marketing support.
- We are a dependable and sustainable long-term partner.

BECOMING FIRST CHOICE FOR OUR STAKEHOLDERS

It is important for us to engage with all our stakeholders: our people, customers, suppliers, communities and shareholders. We need to understand what matters to them, ensuring we are responsive to their needs and adding value.

The views of our stakeholders are fundamental to us becoming first choice and driving a long-term sustainable business and we have defined KPIs for each of our stakeholders.

Our business model enables us to create value for all our stakeholders and deliver our vision to become first choice.

PEOPLE

We create an inclusive and engaging environment where everyone is proud and excited to come to work, and can develop, thrive and perform at their best.

What matters to our people

- Clarity on performance expectations and link to strategy delivery
- High-performance, purpose-led culture where employees feel they belong and can be their authentic selves
- Investing in employees' development and growth for skills needed today and tomorrow
- Providing support to employees in key work and life moments
- Helping employees take care of their money

How we engage

- Monthly functional team talk sessions
- My Voice and quarterly pulse employee engagement surveys
- Regular senior leader calls and meetings
- Non-Executive Director initiatives and interactions
- Training programmes and development opportunities for all
- Employee Resource Groups (ERGs): Bloomers, Elevate, Embrace, Lifeworks and Spectrum
- Health and wellbeing resources
- Access to personal financial advice and pension seminars

What we have achieved

- Launched first global Employee Value Proposition (EVP): Go Beyond Amazing
- Supported 306 people through UK apprenticeships
- Became a platinum member of the apprentice 5% club in the UK
- Won BOC Brilliance Award Best Internal Communications Campaign for global values launch
- More ambitious ERG plans; launch of LifeWorks ERG with more than 1,000 regular participants
- Won Large Recruitment Team of the Year award from Talent Labs
- Achieved the top score of 100 on the Human Rights Campaign Foundation's Corporate Equality Index – distinction of Equality 100 Company
- Shortlisted in Safety and Health Excellence Awards
- Our voluntary employee turnover remains below the industry average at under 9%

The value we create

My Voice engagement score

72

Linked to our ESG goals

CUSTOMERS

We are a trusted problem solver, delivering a connected experience to support our valued industrial customers to keep their industries going.

What matters to our customers

- A broad range of products combined with technical expertise, high availability and reliable service
- Sustainable and differentiating solutions to solve problems and unlock opportunities
- Ease of doing business – a seamless experience which saves customers effort and time
- A partner to build a more sustainable and socially responsible future

How we engage

A connected, personalised experience delivered through:

- Digital capability – online or integrated in customer system
- Multi-channel purchasing capability – website and eProcurement
- Award-winning customer service and technical support
- Dedicated account managers and sales teams
- Onsite customer support
- Events, trade fairs, forums, social media and thought leadership
- Customer feedback programmes

What we have achieved

- Rolled out customer relationship management tool across EMEA and Americas connecting our people with our customers more effectively
- Partnered with suppliers to improve product findability, technical information and merchandising
- Launched insight and decisioning engine to better personalise customers' experiences
- Improved data quality and reliability, reducing fraud and mitigating risk through automated address validation
- Enhanced a broad customer feedback programme to better meet customers' needs and improve individual experiences
- c.30,000 Better World products from 345 product families available in 30 countries

The value we create

Net promoter score (NPS)

48.5

Linked to our ESG goals

Our stakeholders continued

SUPPLIERS

We are a technically led, service oriented supplier partner of choice, providing an unrivalled and cost-effective market reach to our broad industrial customer base.

What matters to our suppliers

- A cost-effective way to reach a dispersed industrial customer base
- Data-driven product management
- Knowledge of customers' needs and trends
- Ease of doing business
- Offering a full range of product and service solutions to our customers, including a range of sustainable products
- Positive environmental and social impact, operating to high ethical standards

How we engage

- Dedicated account managers
- Supplier strategies and scorecards with defined targets
- Developing joint end-user opportunities
- Regional and global supplier events
- RS Connect events – partnering with suppliers to connect with customers
- Seamless new product introductions
- Supplier partner programme – boosting brand visibility and digital performance
- Regular engagement with suppliers on ESG action plans/ our 2030 ESG action plan

What we have achieved

- Launch of a new PMS
- Worked with 132 suppliers to extend Better World products framework and range to cover c.30,000 products
- Implemented a programme to source, store and deliver products closer to the customer
- ESG is a core theme in our strategic supplier approach
- Attended several industry-leading trade shows including Smart Production Solutions (SPS) and electronica

The value we create

Number of new product introductions (NPI)[1]

228k

Linked to our ESG goals

1. Excluding Risoul, domnick hunter and Trident.

COMMUNITIES

We inspire the next generation of engineers and innovators and support our communities worldwide to improve people's lives and create a more sustainable world.

What matters to our communities

- Providing educational initiatives to young people
- Providing support to our local communities

How we engage

- Providing employability skills, practical experience and initiatives aimed at growing inclusion in science, technology, engineering and mathematics (STEM) subjects and careers
- Supporting academic institutions to deliver high-quality engineering and technology education
- Competitions to encourage innovation
- Empowering and enabling our people to support communities through our global social impact partnership, local giving and volunteering
- Organising and supporting community events and awards

What we have achieved

- Reached 913,000 young engineers and students through educational technologies learning content and skills development opportunities since 2020/21
- Expanded the RS Student Project Fund to rest of EMEA, providing RS products for innovative and diverse projects
- Delivered over 40 free Super Skills sessions to enhance employability skills and strengthen the talent pipeline
- Ran robotics, gaming, coding and basic electronics workshops with partner GirlTech for over 230 children in Italy
- Over 400 RS employees volunteered with The Washing Machine Project (TWMP) to build 126 flatpack washing machines for Greece, Gaza and Uganda

The value we create

Number of young engineers and innovators supported

913k

Linked to our ESG goals

SHAREHOLDERS

We create superior economic value through delivering reliably for our shareholders, generating consistent and sustainable cash returns on invested capital well in excess of our cost of capital.

What matters to our shareholders

- Sustainable growth and superior returns
- Understanding our business and our strategy
- Strong corporate governance
- ESG

How we engage

- Annual General Meeting (AGM)
- Investor roadshows, meetings and conferences
- Stock exchange announcements, press releases and results briefings
- Ongoing dialogue with analysts and investors (both current and potential)

What we have achieved

- Engaged with our top 30 shareholders (representing c.86% of the issued share capital of RS Group plc) and held a total of 18 meetings with shareholders in respect of the revised Remuneration Policy (read more on pages 106 to 118 of the 2025 Annual Report and Accounts)
- Held an investor event in September 2024 (read more on page 9 of the 2025 Annual Report and Accounts)
- Met with over 85% of our top 20 shareholders
- Achieved a CDP Climate Leadership score of A and maintained an EcoVadis platinum rating
- Won awards for corporate website: gold for best use of digital from engineering, manufacturing, industrial and basic materials sector; and silver for best corporate website (FTSE 100)

The value we create

Earnings per share (EPS)

32.5p

Linked to our ESG goals

How ESG enables our strategy

OUR ESG APPROACH ENABLES OUR STRATEGY AND GROWTH

MAKING AMAZING HAPPEN FOR A BETTER WORLD

Our vision is to be first choice for our people, customers, suppliers, communities and shareholders. This vision is supported by a focused strategy, and associated and aligned 2030 ESG action plan to deliver long-term and sustainable value for all our stakeholders (see pages 13 and 14).

ESG is embedded in our strategy – ensuring that growth is not only accelerated but also responsible and inclusive. This approach is underpinned by a purpose-led culture, clear and embedded values, a clearly defined operating model and excellent people driving positive impact.

Customers
ESG is an increasing differentiator with high-value customers, particularly in bids and tenders; this is supported by top-tier ratings and our industry-leading Better World product range, helping them make trusted, greener product choices

Platinum EcoVadis medal and CDP A-list

Products and suppliers
Providing suppliers with an industry-leading framework to advance sustainable product development and ESG action, along with exciting go-to-market opportunities to promote their sustainable product innovations

Over 132 suppliers contribute 30k Better World products; 55% by spend are EcoVadis rated, 38% by spend have science-based CO_2e targets

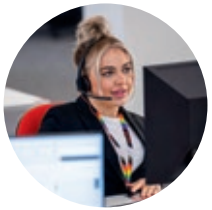
Solutions
Providing value-added procurement and maintenance solutions like RS ControlStock® to boost efficiency, cut costs and reduce waste through automated inventory management

Butternut Box saved £30k+ pa while eliminating product and logistics waste

Operational excellence
Delivering more sustainable distribution centres (DCs), packaging and logistics to provide a better service to our customers and reduce our environmental impacts

Logistics emissions intensity cut by 26% since 2019/20; 94% of packaging is reusable or recyclable; 93% of group electricity is from renewable sources

Experience
Enabling customers to select more sustainable and responsible product choices they trust: clear, credible and verified product sustainability claims on RS websites



c.30,000 products across 345 product families, digitally tagged on RS websites in 30 countries

People
Being first choice for our people, creating an inclusive and engaging environment where everyone can perform at their best, develop and thrive

Four global values; high-performance culture

SPOTLIGHT ESG driving commercial value

DRIVING CUSTOMER VALUE THROUGH SUSTAINABLE PRODUCTS

A conversation with **Zoé Palmer-Smith**, President of RS PRO and Group Product Sustainability and **Emmanuella Renac**, VP EMEA Corporate Accounts on driving customer value and business growth through sustainable products and responsible sourcing practices.

Q How do our sustainability commitments add value for our customers?

Zoé: Being transparent about our environmental and responsible practices is increasingly important in building strong, long-term customer relationships. Many of our larger, high-value customers have ambitious sustainability goals, which filter down to their product procurement choices. If we can show that we have clear and measurable ESG goals, sustainable products they can trust, and a robust responsible sourcing programme, we are helping them to achieve their goals and mitigate their risks. This differentiates RS and builds trust and confidence in working with us as a value-added strategic partner.

Emmanuella: Our key customers are deeply committed to sustainability and want to work with partners who share those values. They evaluate suppliers using tools that cover all areas of ESG so it's important for us to clearly communicate how RS is making a positive impact through our sustainability efforts.

SPOTLIGHT

Driving customer value continued

KEY HIGHLIGHTS

75%

RS PRO suppliers by spend that are Sedex members

1,700

Better World products that support energy and carbon reduction or renewable energy generation

48.5

Group rolling 12-month Net Promoter Score

"We offer trusted sustainability claims while not compromising on choice or cost, which moves both our suppliers and customers forward on their sustainability journeys."

Zoé Palmer-Smith
President of RS PRO and Group Product Sustainability

Q "How do Better World products and RS PRO enable customers to reduce their environmental impact?

Zoé: Better World products is our robust product framework, encompassing c.30,000 products that meets the growing demand from customers for more sustainable choices, while RS PRO is our quality-assured own-brand product range. Both offerings simplify procurement decisions and enable efficiency for our customers, building trust based on our rigorous evaluation of each product. We're expanding our Better World framework to enhance the visibility of RS PRO products with sustainability features and offer customers greater choice through trusted sustainability certifications.

Emmanuella: Our Better World product range resonates strongly with our customers' need to understand the carbon footprint of the products we distribute. They are supportive of our work to simplify sustainability claims within the industry and encourage suppliers to invest in more sustainable products. Our ability to help customers navigate the varied landscape of sustainable products, while reducing costs, empowers them to make more informed choices and reinforces our position as a reliable and trusted supplier.

Q "How have the objectives of RS PRO evolved in line with customer needs?

Zoé: We've expanded our RS PRO range to include energy sensors that help reduce consumption and support smarter energy decisions, as well as solar panels, maintenance tools and other products designed to enhance energy efficiency.

We have also increased our focus on MRO customers to help customers reduce procurement costs and extend equipment life – avoiding unnecessary waste.
This supports our core strategy: enabling uninterrupted manufacturing while improving efficiency, cutting costs and reducing environmental impact.

Q "How can we be more proactive in our customer engagement on ESG topics?

Emmanuella: ESG is a complex and broad topic and our role is to meet our customers where they are on their journey and encourage them to go further with more sustainable products and service solutions. If we understand the maturity and ambitions of our customers, we can better align with them and clearly show how our ESG efforts support theirs.

As articulated in our 2030 ESG action plan (see pages 13 and 14), we have a diverse range of initiatives that offer opportunities for collective action with our high-value, strategic customers. This includes optimising orders and sourcing routes, offering more verified sustainable products with more sustainable packaging, and bespoke MRO solutions. We are able to tailor our approach by knowing the specific challenges and solutions in each customer's industry. Tools like surveys and site visits help us learn more about their needs and show how our business supports their end users.

Zoé: Our ESG and sales teams share key learnings, best practice and industry -specific recommendations with customers as the maturity and compliance around sustainable products continues to evolve. Alongside expanding our Better World product range, we're developing tools to enable customers to easily identify sustainable alternatives to the products they already use, streamlining the selection process and ensuring sustainability claims align with their specific needs.

Q "How do we maintain responsible procurement with our RS PRO suppliers?

Zoé: We have a rigorous supplier engagement programme, guided by our supplier ESG action plan and our **ESG Supplier Handbook**. In addition to screening, collaboration and direct engagement with our wider supplier base, we use Sedex to evaluate all RS PRO suppliers as an extra layer of due diligence for our own brand products and suppliers.

"Our role is to meet our customers where they are on their ESG journey and encourage them to go further."

Emmanuella Renac
VP EMEA Corporate Accounts

This allows us to identify potential issues early in the procurement process. For suppliers, Sedex facilitates data sharing, builds transparency and offers resources for training and consultation. For customers, it improves responsible supply chain performance and compliance with regulations, building trust and mitigating risk. By reducing the need for multiple audits, our approach drives visibility and action across our value chain.

Q "How do we expect our position as a sustainable business partner to evolve?

Zoé: We can expect sustainability to become an increasingly relevant factor in the product lifecycle. Particularly with the expansion of Better World products and the integration of RS PRO, we are providing customers with what they are asking for. We offer trusted sustainability claims while not compromising on choice or cost, which moves both our suppliers and customers forward on their sustainability journeys.

Emmanuella: Globally recognised certifications continue to support our position and our Platinum EcoVadis rating helps to differentiate RS. We proactively engage customers by aligning our ESG KPIs and identifying shared goals that support sustainability within the industry, such as reducing transport emissions. Our aim is to simplify and streamline our engagement on ESG topics so that the focus can be on our sustainable products and solutions. There is a growing interest in stable and sustainable sourcing throughout the value chain and we are working with our own procurement teams to adapt our strategy accordingly. We will continue to keep our finger on the pulse of changing customer needs.

SPOTLIGHT Greener distribution

OPTIMISING DISTRIBUTION

FOR A SUSTAINABLE VALUE CHAIN

Carolyn Park, VP Group Supply Chain and **Djamel Zanoun,** Senior VP Supply Chain EMEA reflect on sustainable distribution.

In 2024/25, we continued to make progress towards a more sustainable distribution network that drives operational excellence and enhances efficiency while reducing cost and waste for our customers. We have achieved a **26% reduction** in transport emissions from our baseline year of 2019/20, providing better service for our customers and the planet.

Modelling the future network

We are developing a sophisticated global network model for 2030 that maps our global footprint, helping us determine optimal product locations and the most efficient and sustainable transport methods for each market. This model enables us to strike a critical balance between customer service, cost efficiency and environmental responsibility. By collaborating with our product suppliers and carriers, we aim to reduce unnecessary movement across the network – cutting emissions, labour and transport costs.

Optimising our logistics

Progress cannot be achieved by a one-size-fits-all approach and we employ a range of initiatives that have helped to achieve emissions intensity reductions of **6% in Europe** and **15% in Asia Pacific** for customer deliveries.

- **Cross docking:** utilising existing road freight network to move products directly into local carriers in the destination country, reducing air freight for individual parcels (focus in EMEA)
- **Local sourcing:** identifying new routes and delivery methods to inject stock closer to customers, reducing mileage and associated emissions
- **Electric fleets:** transitioning to low-carbon transport technologies such as electric last-mile deliveries
- **Modal shifts:** prioritising sea freight for product movements and replenishments around our network (focus in Asia Pacific)

Future opportunities

While adoption of sustainable infrastructure depends on technological readiness, we're navigating challenges across the wider transport industry and embedding sustainability into our long-term distribution strategy. This includes:

- **Alternative fuels:** partnering with carriers who offer sustainable fuel alternatives while balancing costs and continuing the transition to electric fleets
- **Consolidation:** strengthening internal capabilities and developing solutions to enable order consolidation and reduce unnecessary transport

Collaboration in the value chain

We are the critical link between some of the world's leading suppliers of industrial products and a diverse customer base, delivering the right products, to the right place, at the right time. We will continue to work directly with our suppliers and customers to identify and integrate sustainable innovations, optimising our distribution network to build a future that benefits our business, our customers, our partners and the planet.

SPOTLIGHT ESG materiality

STRENGTHENING OUR DOUBLE MATERIALITY ASSESSMENT

To engage our stakeholders directly on the most material ESG issues facing our business, we completed our first double materiality assessment (DMA) in 2022/23. This formed the foundation of our 2030 ESG action plan and guided our reporting of our key ESG impacts, risks and opportunities. With topics categorised under our four ESG global goals, we measured our potential impact on the external world (impact material) and any potentially financially material ESG-related risks and opportunities facing RS (financially material), or impact and financially material topics (double material).

As part of the 2022/23 DMA process, we engaged over 100 stakeholders including our people, customers, suppliers, communities and shareholders. The exercise was overseen by key members of our Executive Committee (ExCo) and included input from leadership teams across the Group.

In preparation for future alignment with EU CSRD requirements we conducted a CSRD-aligned DMA in 2024/25. Utilising a quantitative approach, the updated DMA was informed by the 2022/23 results and aligned to the European Sustainability Reporting Standards (ESRS) topics to provide further granularity on our most material issues. It also incorporated the latest stakeholder input, including ExCo interviews.

The results closely align to our original assessment and the focus areas of our 2030 ESG action plan, and provide a strong foundation for our sustainability reporting compliance journey over the coming years (see pages 16 and 17).

As a result of this process, we have re-ordered our ESG action plan goals to bring the Empowering our people goal forward and refocus our Championing education and innovation goal around Championing youth & communities. We have also streamlined our DMA results to clarify our most material topics. These changes align more closely with our strategy and initiatives, stakeholder focus, DMA results and developing ESG compliance requirements. We will continue to monitor ESG regulations and will supplement our DMA process with regular stakeholder engagement to ensure we are continuously understanding and responding to the evolving needs of our stakeholders.

+ See our material topics and how these map to the 2030 ESG action plan on page 13

I Impact material
RS Group's impact on the wider world

F Financially material
Financial risks and opportunities of sustainability-related topics for RS Group

D Double material
Both a financial risk or opportunity for RS Group and an impact created by RS Group

+ For more information about materiality, see rsgroup.com/sustainability

OUR 2024/25 DMA PROCESS

1. Identified a shortlist of impacts, risks and opportunities based on research and peer benchmarking
2. Conducted stakeholder interviews with internal subject matter experts to narrow down the list and apply rigorous scoring criteria
3. Applied a materiality threshold with a stakeholder calibration exercise
4. Ratified the results with the ExCo and Board of Directors

Our 2030 ESG action plan

FOR A BETTER WORLD

Our purpose, making amazing happen for a better world, reflects our commitment to delivering results for people, planet and profit. To create value for all our stakeholders, our 2030 ESG action plan targets four global goals and 14 ambitions where we are driving positive change related to our most material ESG areas.

We are accelerating our 2030 ESG action plan to support our c.1 million customers, c.8,500 people and over 2,500 global suppliers. By targeting the Group's most material ESG actions, as identified through our CSRD -aligned DMA, we are enabling our strategy, strengthening relationships and generating more value for our stakeholders.

The outputs of our 2024/25 DMA are mapped to the right under the relevant action plan areas with a symbol to reference their type of materiality.

A summary of progress against each of our global goals and key action areas can be found in the table on the next page, with detailed progress updates against all 14 ambitions outlined on pages 18 to 56.

To read more about our ESG approach, including our methodology for collecting and calculating ESG data, accounting for acquisitions and historical performance, head to: **rsgroup.com/sustainability**

OUR 2030 ESG ACTION PLAN

MAKING AMAZING HAPPEN FOR A BETTER WORLD

ENVIRONMENT

ADVANCING SUSTAINABILITY

Developing sustainable operations and product and service solutions for our customers and suppliers.

+ Read more on pages 18 to 31

SOCIAL

EMPOWERING OUR PEOPLE

Creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.

+ Read more on pages 32 to 43

CHAMPIONING YOUTH & COMMUNITIES

Inspiring the next generation of engineers and innovators and supporting our communities worldwide to improve people's lives and create a more sustainable world.

+ Read more on pages 44 to 48

GOVERNANCE

DOING BUSINESS RESPONSIBLY

Ensuring the highest ethical and environmental standards throughout our business and global value chain.

+ Read more on pages 49 to 56

OUR MATERIAL ESG TOPICS

D	Climate change	p.20
I	Energy	p.22
I	Circular economy and waste	p.25, p.27
I	Culture and engagement	p.35
I	Health and safety	p.42
I	Diversity and inclusion	p.37
I	Training and skills development	p.41
I	Community engagement	p.47
I	Corporate governance	p.51, p.53
I	Corporate culture	p.53
F	Responsible supply chain	p.55
D	Customer and supplier partnerships	p.6 and p.7
F	Macroeconomic environment	p.39 in the 2025 Annual Report and Accounts

Key

I Impact material
RS Group's impact on the wider world

F Financially material
Financial risks and opportunities of sustainability-related topics for RS Group

D Double material
Both a financial risk or opportunity for RS Group and an impact created by RS Group

+ See how these actions align to key ESG frameworks and regulations on page 17

Our 2030 ESG action plan continued

A summary of progress against each of our global goals and key action areas can be found in the table below, with detailed progress updates against all 14 ambitions outlined on pages 18 to 56. All ESG data includes post-acquisition data for businesses acquired by the Group up to 2024/25, unless stated otherwise. To read more about our ESG approach, including our methodology for collecting and calculating ESG data, accounting for acquisitions and historical performance see: **rsgroup.com/sustainability**

GLOBAL GOALS	KEY ACTION AREAS	PERFORMANCE HIGHLIGHTS		
ADVANCING SUSTAINABILITY	Net zero emissions in direct operations by 2030 and value chain before 2050 with four science-based targets (SBTs) covering our most material emissions areas: operations, logistics, products and suppliers.	**64%** reduction in Scope 1 and 2 emissions since 2019/20[1]	**82%** of our packaging has >50% recycled content, an increase of 16% pts since 2023/24[2]	**26%** reduction in Scope 3 transport emissions intensity[3] since 2019/20
EMPOWERING OUR PEOPLE	Achieve and maintain an employee engagement score in the top 10% of high-performing companies.	**72** employee engagement score down from 75 in 2023/24	**37%** of our senior leaders are women and 10% are ethnically diverse[4]	**36%** reduction in our all accident frequency rate[5] since 2019/20
CHAMPIONING YOUTH & COMMUNITIES	Inspiring one million young people to become future engineers and innovators.	**913K** young engineers and innovators supported since 2020/21	**£963K** raised for The Washing Machine Project (TWMP) to improve lives since 2020/21	**30%** of our employees volunteered to support their local communities in the last two years
DOING BUSINESS RESPONSIBLY	Increasing screening and ESG objectives for suppliers. ESG metrics in employee rewards.	**48%** of employees have their annual incentives aligned to carbon reduction targets	**38%** of suppliers by spend set science-based targets	**75%** of RS PRO suppliers are Sedex members

1. Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting: rsgroup.com/sustainability. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25.
2. Packaging recycled content metric updated to exclude wood from pallets, which is sustainably sourced material, rather than recycled content. All prior years have been updated to reflect this change.
3. Tonnes of CO_2e due to Scope 3 transportation emissions per tonne of product sold.
4. 97 of 139 senior leaders self-reported ethnicity via the employee database (including not specified/prefer not to say, excluding markets where RS cannot collect this data) and 10 identified as non-white.
5. Per 200,000 hours worked.

Global action across our regions

REGIONAL ACTION GLOBAL IMPACT

As a responsible business, guided by our four RS values, it is important that we are responding to the needs of all our stakeholders and creating value on a local and global scale.

We know the importance of making an impact closer to home and our ESG action plan focuses on delivering local benefits that scale up to make a global difference. In doing so, all our people directly contribute to the achievement of our commitments by taking action in their communities across each of our four global goals.

CASE STUDY

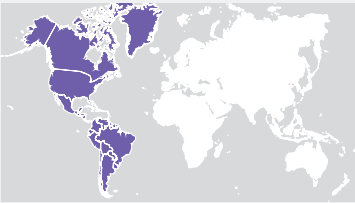
NORTH AMERICAN INSPIRING WORKPLACES AWARD

RS in Americas earned a 2024 North American Inspiring Workplaces Award and Global Top 100 Inspiring Workplaces list for the first time, securing the 81st position in the North American rankings. Our inclusion on this prestigious list reflects the values that underpin our culture and drive our success.

“This achievement is a testament to our unwavering commitment to fostering a positive and inclusive workplace culture where every team member feels valued, appreciated and empowered.”

D’Mar Phillips
VP of People and Culture, RS Americas

2024/25 HIGHLIGHTS



		EMEA	AMERICAS	ASIA PACIFIC
ENVIRONMENT	ADVANCING SUSTAINABILITY	– RS Locals in the UK transitioning 12 light commercial vehicles to electric	– Commenced transition to hybrid company cars in Risoul in Mexico with 37 hybrid cars in 2024/25, saving 125 tCO_2e compared to former vehicles	– Reduced the emissions intensity of customer deliveries by 15% during the year
SOCIAL	EMPOWERING OUR PEOPLE	– Achieved Platinum membership with the 5% club, representing the top employers for apprenticeships in the UK	– Launched policy for the prevention of psychosocial risks in Latin America, supported by a new cohort of Mental Health First Aiders in the region	– Won Outstanding Employer in Greater China 2024 at the HRoot Awards
SOCIAL	CHAMPIONING YOUTH & COMMUNITIES	– Expanded the RS Student Project Fund from the UK, Spain and South Africa to 11 additional countries within the EMEA region, providing RS products for innovative and diverse projects	– Raised over $2,000 for charitable partners during the third annual Giving Fair in the US	– Continued partnerships with educational institutions in Hong Kong and Singapore to support STEM competitions
GOVERNANCE	DOING BUSINESS RESPONSIBLY	– ESG defined as the eighth pillar of our EMEA strategic supplier approach to drive action around sustainable products, carbon reduction and wider ESG standards	– Incorporated ESG into the agenda for the RS Connect event in the US, including panel sessions on topics such as our ESG action plan, Better World products and sustainable distribution	– Conducted 57 audits of high-risk RS PRO suppliers in the region

NAVIGATING EMERGING ESG REGULATIONS

The world of ESG compliance is ever evolving and it is essential that our ESG data and reporting continues to mature. This enables us to drive strategic progress and investment decisions, meet increasing stakeholder (regulatory, investor and customer) requirements for more granular, robust and comparable ESG data, and demonstrate the progress we are making to achieve our 2030 ESG action plan goals.

Over the past five years, we have taken significant steps to mature our ESG data and reporting. This includes completing two double materiality assessments (see page 12), implementing a new Group-wide ESG management platform to collect c.2,300 ESG data points across 100+ global sites, running an extensive ESG data assurance and verification programme and annually publishing an award-winning ESG Report and ESG data centre. This positions us well to comply with evolving legislation and pivot to accommodate proposed changes in the EU CSRD and the EU Corporate Sustainability Due Diligence Directive (CSDDD).

In the near term, we're capitalising on our progress to better meet growing ESG data and reporting demands from our customers – empowering them with greater choice, transparency and confidence in their procurement decisions.

To the right is a summary of the developing ESG reporting frameworks that are likely to impact RS. We have linked these to key actions we have taken this year to meet current and future compliance requirements (see page 17).

Regulation	Actions	Timeline
EU Corporate Sustainability Reporting Directive (CSRD)[1] EU legislation which extends the scope of the existing Non-Financial Reporting Directive and requires use of the ESRS. CSRD is the EU's framework for broad assessment and reporting on environmental, social and governance impacts, risks and opportunities to drive data comparability. RS is currently expected to be in scope for CSRD at a Group level in 2028/29, pending the European Parliament decision on the Omnibus proposal to reduce companies in scope.[1]	1-3, 5-13	Compliance is currently expected to be 2028/29, with a watching brief on Omnibus developments
EU Corporate Sustainability Due Diligence Directive (CSDDD)[1] EU legislation which requires due diligence actions to ensure responsible business conduct in own operations and value chain. CSDDD is the EU's framework to ensure human rights and environmental due diligence in own operations and value chain to drive collective action. CSDDD came into force in July 2024 and is also subject to the Omnibus proposal. RS is expected to be in scope at a Group level by 2030/31, pending the European Parliament decision on the Omnibus proposal.[1]	3, 5-8, 11	Compliance is currently expected to be between 2029/30 and 2030/31, with a watching brief on Omnibus developments and EU turnover
International Sustainability Standards Board (ISSB) Formed by the International Financial Reporting Standards Foundation (IFRS) to provide a global baseline for investor-focused sustainability reporting. In March 2025, the Department for Business and Trade announced plans to initiate a consultation period on the UK Sustainability Reporting Standards, aligned to the IFRS framework. In June 2024, the IFRS assumed responsibility for the UK climate transition plan framework and guidance aligned to IFRS S2, taking over from the UK Transition Plan Taskforce (TPT). RS will be expected to prepare an IFRS and climate transition plan disclosure.	1-7, 9, 11	The Financial Conduct Authority will be consulting on changes to the UK listing rules in late 2025 with a watching brief on compliance timelines
Sustainable Finance Taxonomies Classification systems that define which economic activities qualify as sustainable to help scale up investments in the low-carbon economy. RS is not currently expected to be in scope for EU Taxonomy, pending the European Parliament decision on the Omnibus proposal[1]. The UK Green Taxonomy was announced in 2021 with a consultation concluded in February 2025. The UK Green Taxonomy is expected to closely align to EU Taxonomy on categorisation for green investing.	6-9	We are monitoring EU Taxonomy compliance obligations; UK Green Taxonomy is subject to further government announcement
Taskforce on Nature-related Financial Disclosures (TNFD) An international disclosure framework for organisations to report on nature-related opportunities, risks and interdependencies following TCFD's structure, requiring reporting on Governance, Strategy, Risk Management and Metrics and Targets. The TNFD's framework was finalised in September 2023 as a global framework for organisations to act and report on nature and biodiversity risks and opportunities. TNFD maps closely with CSRD and ISSB. Our latest DMA did not find biodiversity or nature-related risks and opportunities to be material to RS.	8, 10-11, 12	Mandatory adoption of the TNFD is subject to further confirmation

1. The European Commission Omnibus proposal reducing companies in scope and compliance requirements for CSRD, CSDDD and EU Taxonomy is still under consideration by the EU Parliament. We will continue to monitor the result of these proposals and will modify our compliance approach accordingly.

Navigating emerging ESG regulations continued

INSIGHT

CSRD AND CSDDD COMPLIANCE

“With the European Parliament’s recent decision to delay CSRD and CSDDD compliance by two years, we have taken time to consider how our ESG reporting and assurance programme should evolve within the longer compliance period. We fully support the intention to ensure a robust ESG strategy and reporting approach to tackle our most material ESG impacts, risks and opportunities (IROs). Furthermore, we know that our stakeholders are still interested in transparent and comparable disclosures and we remain committed to this level of rigour in our reporting.

We have already taken key steps towards identifying, addressing and reporting on our material IROs (see page 12). This is core to our ESG action plan – it is the right thing to do for our business and creates significant value for our stakeholders. We will keep a watching brief on legislative developments, stakeholder expectations and peer trends and will continue to deliver a value-add ESG data, reporting and assurance programme. We are conscious that we hold an important position in the global industrial value chain and we remain committed to providing our stakeholders with accurate and reliable disclosures”.

Andrea Barrett
Chief Sustainability Officer

	Key actions completed in 2024/25	Page
1.	Four 1.5°C-aligned SBTs covering Scope 1, 2 and 3 carbon emissions validated by the SBTi in October 2023. The SBTs cover the Group’s most material operational activities, including our direct operations, logistics, suppliers and products.	20-23
2.	Continued to advance our net zero plan in readiness for disclosure of our first climate transition plan, including regular updates to our ExCo and Board on our net zero strategy, performance, initiative development and investment planning.	20, 51
3.	Continued to enhance our Scope 3 emissions reporting, assurance and reduction actions focusing on product transportation, product sustainability and engagement of suppliers to set SBTs.	23
4.	Developed an initial draft of our climate transition plan, utilising the TPT Framework released in 2023, which has been shared with the ExCo and Board and will be published in line with developing compliance timelines.	51
5.	Reviewed and validated quantitative climate scenario analysis as part of TCFD, overlaying climate-related risks and opportunities onto our revised five-year financial plan and projected out to 2050 in partnership with Group Finance.	51-52
6.	Expanded Better World supplier range, with c.30,000 products from 132 suppliers in 30 countries. The claims-based framework continued to provide clear and robust categorisation of product sustainability claims, aligned to developing green claims legislation.	27
7.	Continued to drive our ESG supplier action plan with ESG introduced as the eighth pillar of our EMEA strategic supplier approach. Updated our ESG Supplier Handbook and our ESG supplier questionnaire, aiming to re-qualify our suppliers every three years, to ensure alignment to developing standards.	55
8.	Strengthened our ESG governance approach with the ExCo and Board to embed ESG across all areas of the business and support preparedness for increasingly stringent ESG regulations.	51
9.	Commissioned independent external assurance for core ESG KPIs as outlined in the 2025 Annual Report and Accounts. Began preparations to expand assurance coverage for future CSRD alignment.	52
10.	Continued to publish our Non-Financial and Sustainability Information Statement in our 2025 Annual Report and Accounts encompassing key categories related to environment, people, social, human rights and anti-bribery and corruption.	52
11.	Continued ESG compliance steering group and expanded internal working groups to lead on action and disclosure requirements relating to emerging regulations, including CSRD.	51
12.	Completed CSRD-aligned double materiality assessment and pre-assured the process with our financial auditor; re-ordered ESG action plan goals according to DMA results in preparation for future CSRD alignment.	12
13.	Broadened our risk management approach under the requirements of CSRD, where we fine-tuned the risk descriptors and developed new opportunity descriptors to make sure that both risks and opportunities were assessed in a quantitative and objective way.	52

+ See how these actions align to key ESG frameworks and regulations on page 16

ADVANCING SUSTAINABILITY

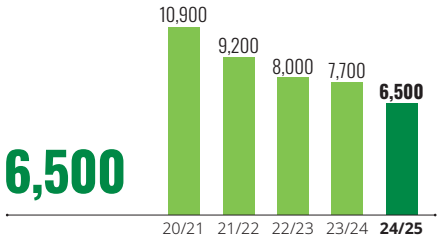
As a critical partner to the global industrial sector, we play an important role in advancing sustainability and tackling climate change.

By developing a greener distribution service and providing sustainable product and service solutions, we can make a real and lasting impact and differentiate our brand as a strategic partner to our customers and suppliers.

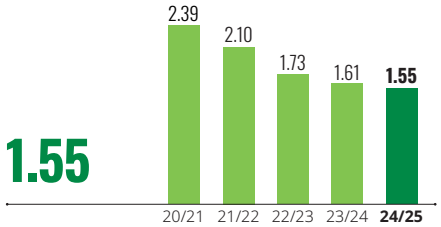
UN SDGS

PERFORMANCE SNAPSHOT

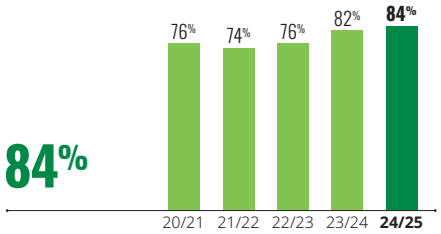
Carbon emissions
(tonnes of CO_2e, Scope 1 and 2 emissions)[1]



Packaging intensity
(tonnes/£m revenue)[2]



Waste recycled
(% of waste recycled)



1. Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25.
2. Packaging intensity metric on a constant currency basis, with prior year figures updated to reflect this.

Environment continued

COMMITMENTS AND PROGRESS

2030 AMBITIONS	METRICS	ACTIONS	STATUS	READ MORE
By 2030 in our direct operations:				
Carbon emissions: Be net zero with an SBT to reduce absolute emissions from our own operations by 75%[1]	**64%** reduction in Scope 1 and 2 emissions since 2019/20[2]	– Site energy efficiency and decarbonisation projects resulting in an 11% reduction in gas consumption across the Group in 2024/25 – Included in CDP's prestigious A-list for the first time, having improved our CDP rating this year from A- to A	On track or ahead	+ See pages 21 to 23 rsgroup.com/sustainability
Packaging: Make our packaging more sustainable: reduce intensity by 45%[1,3] with 100% of packaging widely reusable or recyclable and made with at least 50% recycled content	**37%** reduction in packaging intensity since 2019/20[4]	– Optimising our carton sizes and selecting more sustainable packaging materials	On track or ahead	
Recycling and waste: Reduce, reuse and recycle our waste: reduce intensity by 50%[1], recycle >95% and achieve zero waste to landfill in our direct operations	**84%** of total waste recycled	– Shared learnings and best practice across our sites to reduce packaging and increase recycling rates	On track or ahead	
Working towards a net zero global value chain by 2050:				
Product transportation: Reduce Scope 3 transport emissions by 35% per tonne of product sold[1,5,6]	**26%** reduction in intensity of Scope 3 transport emissions since 2019/20[6]	– Switching customer deliveries from an air- to a road-based service reduced European emissions intensity by 6% from 2023/24	On track or ahead	+ See pages 26 to 29
Products and solutions: Develop innovative and sustainable product and service solutions for all our customers, including offering 100,000 Better World products[1]	**c.30K** products in the Better World product range	– c.30,000 Better World products across 345 product families from 132 suppliers available in 30 countries – Providing customers with more options for specific product types, such as personal protective equipment (PPE) and workwear and introduced a new sales tool	Slightly behind target – monitor closely	
Supplier sustainability: Commit to engaging 67% of suppliers by spend to set SBTs by 2025	**38%** of suppliers by spend have set SBTs	– Introduced ESG as the eighth pillar of our EMEA strategic supplier approach	Not on track – further action required	+ See pages 28 and 55

Status key:
Each of our actions are broken down into annual targets that need to be met to remain on track to achieve our 2025 and 2030 goals. The key below reflects our current position:

- On track or ahead
- Slightly behind target – monitor closely
- Not on track – further action required

1. By 2029/30 from 2019/20.
2. Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25.
3. Target reset in 2024/25. Previously 30% reduction in packaging intensity from 2019/20 to 2029/30. See page 24.
4. Tonnes per £m revenue.
5. Target reset in 2024/25. Previously 25% reduction per tonne of product sold. See page 26.
6. Tonnes of CO_2e due to Scope 3 transport emissions per tonne of product sold.

Environment continued

Our net zero plan

Our ambition is to be net zero in our direct operations by 2030 and across our wider value chain by 2050. This means implementing our science-based emissions reduction targets across Scope 1, 2 and 3 emissions and using certified Gold Standard offsets for any additional residual, hard-to-abate emissions. To achieve this, we have set four SBTs, which are validated by the Science Based Targets initiative (SBTi) and cover the Group's most material emissions areas, including our direct operations, logistics, suppliers and products. These targets and their supporting initiatives drive our decarbonisation approach in line with the 2015 Paris Agreement to limit global warming to 1.5°C above pre-industrial levels. Our detailed climate performance covering our direct and indirect activities can be found on pages 21 to 23, and our Task Force on Climate-related Financial Disclosures (TCFD) response and our independent assurance statement from ERM CVS on our website at **rsgroup.com/sustainability**

NET ZERO ACROSS OUR DIRECT OPERATIONS BY 2030

pages 21 to 22

We are committed to taking action to decarbonise our direct operations. Our three priority areas are:

1. Decarbonising our buildings

Upgrading our distribution sites to be more automated, energy efficient and sustainable to provide a better service to our customers and reduce our environmental impacts.

Key actions in 2024/25:
- 34 energy efficiency projects at our sites including replacing gas boilers, introducing sub metering through building management systems, switching to LED lighting and installing rapid roller doors
- Resulted in an 11% reduction in gas consumption across the Group in 2024/25

Impact

41%

reduction in energy intensity since 2019/20

2. Switching to renewable electricity

Generating and procuring renewable electricity by installing solar panels at our sites and procuring green electricity.

Key actions in 2024/25:
- Solar power provided 29% of the electricity consumed across our sites in Germany, Spain and South Africa
- Conducted survey at Risoul's fulfilment centre (FC) in Monterrey, Mexico to explore viability for installing solar panels on the roof
- Group Energy Management Policy to procure green electricity for all sites. Where this is not possible, we purchase Energy Attribute Certificates for select sites

Impact

93%

renewable electricity use in 2024/25

3. Creating a net zero fleet

Transitioning our company car and van fleet to electric and hybrid vehicles and encouraging adoption by our people.

Key actions in 2024/25:
- 39% Group company cars and 86% of UK fleet are electric or hybrid
- Risoul transition to hybrid company cars commenced with the team leasing 37 hybrid cars
- RS Safety Solutions transitioning to HVO[1] fuel for their HGV logistics fleet in the UK. Resulted in a 23% reduction in HGV-related carbon emissions for RS Safety Solutions fleet in 2024/25

Impact

39%

Group company cars and 86% of UK fleet are electric or hybrid

NET ZERO ACROSS OUR VALUE CHAIN BY 2050

pages 26 to 31

Over 99% of our emissions sit within our global value chain, which is where we have the greatest opportunity to drive change and create value for our stakeholders. Our three priority areas are:

1. Sustainable product and service solutions

Expanding our range of sustainable product and service solutions to help customers reduce costs, save resources and achieve their environmental goals.

Key actions in 2024/25:
- c.30,000 Better World products from 345 product families available in 30 countries (see page 27)
- 132 suppliers in range – 44 joined in 2024/25 (see page 27)
- Low-carbon industry sectors – identified 10 strategic suppliers with over 200 initial product lines to develop bespoke wind turbine spares catalogues (see page 30)

Impact

c.30K

Better World products offered to customers in 2024/25

2. Product transportation

Cutting the distance our products travel by sourcing, storing and shipping closer to customers and suppliers and switching to less carbon intensive modes of transport.

Key actions in 2024/25:
- Transport emissions intensity at Group level is unchanged in 2024/25
- Continued modal shift (from air to road and sea), regional supply chain restructuring and supply chain optimisation
- Switched customer deliveries from an air- to a road-based service, reducing European emissions intensity by 6% from 2023/24 (see page 26)

Impact

26%

reduction in product transport intensity since 2019/20[2]

3. Supplier sustainability

Collaborating with our suppliers to drive carbon reductions across the value chain, including sourcing, designing, manufacturing and shipping products more sustainably.

Key actions in 2024/25:
- ESG introduced as the eighth pillar of our strategic supplier approach in EMEA
- Updated ESG Supplier Handbook and introduced new supplier video designed to engage suppliers on material ESG topics
- Engaged with over 110 suppliers to target development of more sustainable products for inclusion in the Better World product range

Impact

38%

of suppliers by spend set carbon targets with SBTi

1. Hydrotreated vegetable oil.
2. Tonnes of CO_2e due to Scope 3 transport emissions per tonne of product sold.

Enabled by:

- Access to technologies
- Government policies and incentives
- Energy grid decarbonisation
- Gold Standard certified offsets

Environment continued

COMMITTED TO:

CARBON AND ENERGY REDUCTION

CARBON EMISSIONS IN OUR DIRECT OPERATIONS

By 2029/30, our ambition is to be net zero in our direct operations. We have set a SBT validated by the SBTi to reduce absolute emissions from our own operations by 75% and will use Gold Standard certified offsets closer to 2030 for any residual, hard-to-abate emissions.

Scope 1 and 2 (market-based) emissions (tonnes CO_2e)
Excluding recent acquisitions[1]

6,300

7% reduction from 2023/24

Including recent acquisitions[2]

6,500

4% reduction from 2023/24

Carbon intensity (tonnes CO_2e/£m revenue)

2.2

8% reduction from 2023/24

In 2024/25, we continued to make good progress in reducing Scope 1 and 2 emissions. We reduced our direct carbon footprint by 7% this year from 6,800 tonnes in 2023/24 and by 4% including recent acquisitions[1,2].

This has been achieved through energy efficiency and low-carbon technology projects, switching to renewable electricity and transitioning towards a net zero fleet. Since 2019/20, we have reduced our direct carbon footprint by 64%[2].

We achieved a 4% reduction in energy consumption in 2024/25 and a 10% reduction from 2019/20. Our gas consumption in the year reduced by 11% from 2023/24. The Group's energy intensity has reduced by 41% since our baseline year of 2019/20.

DID YOU KNOW?

We reduced gas consumption at RS Locals by 10%, thanks to replacing gas boilers with lower-carbon alternatives and other energy saving measures.

We have made good progress in transitioning to a net zero fleet. We increased the proportion of company cars that are electric or hybrid for the Group to 39% (2023/24: 30%) and for the UK to 86% (2023/24: 79%). This has contributed to a reduction in our diesel usage across the Group by 3% from 2023/24.

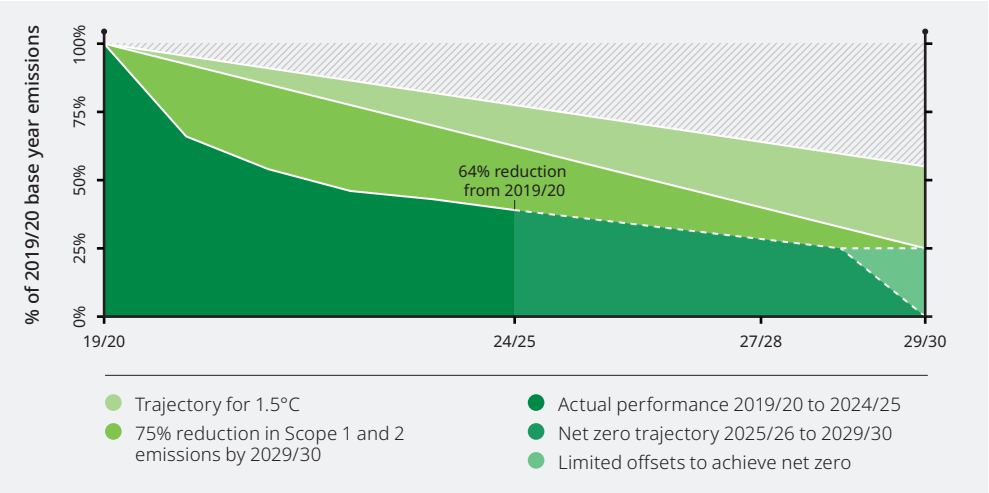
In 2024/25, RS Locals in the UK transitioned 12 light commercial vehicles to electric. Risoul in Mexico switched 37 vehicles to hybrid with its full company car fleet to be transitioned by 2028.

Carbon reduction is a core KPI for the Group and 48% of employees were incentivised to achieve Scope 1 and 2 emissions reduction goals in 2024/25 (see page 54).

We remain committed to achieving our Group net zero ambition and to working with our acquired businesses to decarbonise their operations, while engaging with our customers and suppliers to drive collective action to decarbonise our value chain.

Our ESG team is continuing to support operational teams at our acquired businesses of domnick hunter, Risoul, Distrelec and Trident to develop decarbonisation plans aligned to the Group's net zero ambition and SBTs. This includes utilising renewable electricity, delivering energy saving initiatives, switching to hybrid and electric vehicles and optimising logistics.

OUR PATHWAY TO NET ZERO IN OUR DIRECT OPERATIONS



Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting.

1. In year progress reduction is on a like-for-like basis with 2023/24 and excludes full year emissions from Trident and quarter one (Q1) emissions from Distrelec.
2. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2024/25.

Environment continued

Greenhouse gas (GHG) emissions (Scope 1 and 2) and Streamlined Energy and Carbon Reporting (SECR) disclosure

In accordance with UK SECR requirements, our 2024/25 Group Scope 1 and 2 emissions are summarised in the table below and include up to date acquisition data and methodology improvements.

In 2024/25, the Group commissioned independent external assurance from **ERM CVS** of metrics marked with an asterisk (*). Their independent assurance report is set out on pages 74 and 75 of the 2025 Annual Report and Accounts.

Metric	Unit	2025	2024
Scope 1 GHG emissions	tonnes CO_2e	5,734	5,808
Scope 2 GHG emissions (market-based)	tonnes CO_2e	778	975
Scope 2 GHG emissions (location-based)	tonnes CO_2e	7,083	7,655
Total Scope 1 and Scope 2 (market-based) GHG emissions*	tonnes CO_2e	6,512	6,783
Emissions from premises sources	tonnes CO_2e	3,192	3,457
Emissions from vehicle sources	tonnes CO_2e	3,320	3,326
Intensity metric: Total Scope 1 and Scope 2 (market-based) GHG emissions per £m revenue*	tonnes CO_2e/£m	2.2	2.4
Total energy consumption	GWh	54	56
Electricity use from renewable sources	% Group electricity	93%	90%
Electricity use from own renewable generation	% Group electricity	2%	2%

Notes to SECR disclosures

- 2024/25 metrics marked (*) have been independently assured by ERM CVS. See independent assurance report on pages 74 to 75 of the 2025 Annual Report and Accounts.
- UK SECR: 41% of Scope 1 emissions, 39% of Scope 2 (location-based) emissions, zero market-based emissions and 45% of energy consumption from UK operations.
- GHG emissions are reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (Revised), under a financial control boundary.
- Department for Energy Security and Net Zero and Department for Business, Energy & Industrial Strategy (BEIS) (2024) emission factors are applied, unless emission factors from other sources are deemed more appropriate.
- Reported emissions include emissions from acquired businesses from the point of RS ownership.
- Intensity metric figures are on a constant exchange rate basis and these, alongside the Scope 1 and 2 figures, have been updated to reflect improvements to our reporting methodologies.
- Further details can be found in our basis of reporting document alongside our full suite of ESG metrics in our ESG data centre on our website: **rsgroup.com/sustainability**

Environmental Management Systems (EMS)

The majority of our distribution sites have a robust EMS in place to manage risk, track ongoing performance and identify opportunities to target further emissions reductions. Additionally, 34 sites covering 51% of our operations by revenue and 58% by floor area are covered by ISO 14001 environmental management certifications.

CASE STUDY

DRIVING CHANGE: RISOUL'S HYBRID SHIFT

Americas

WE MAKE EVERY DAY BETTER

Given the wide geographic spread of its partners, Risoul in Mexico has relied on a fleet of over 300 cars. As part of its net zero journey, Risoul is transitioning to a fully hybrid fleet.

In 2024/25, this began with two key steps: 1) mandating hybrid vehicles for all new leases; and 2) offering a car cash allowance to eligible non-sales employees.

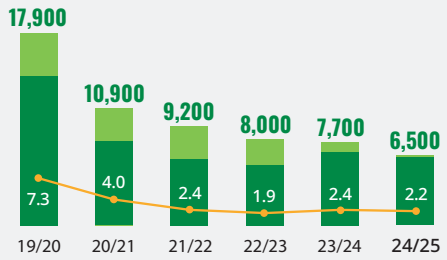
With these changes, Risoul in Mexico has exceeded their transition target for the year, leasing 37 hybrid cars (three more than planned and 12% of the current fleet) and saving 125 tCO_2e in the process. These efforts will expand next year with the aim of transitioning the full fleet by 2028 alongside the continued evaluation of opportunities to reduce emissions and improve efficiency.

39%

of Group company cars are electric or hybrid

Scope 1 and 2 emissions[1,2,3]
tonnes CO_2

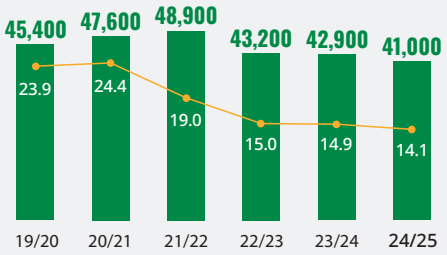
6,500



- CO_2e (tonnes) due to 2022/23 and 2023/24 acquisitions
- CO_2e (tonnes) excluding recent acquisitions
- CO_2e intensity (tonnes CO_2e/£m revenue)

Premises energy[2]
MWh

41,000



- Energy use (MWh)
- Energy intensity (MWh/£m revenue)

1. Scope 1 and 2 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting.
2. Reported emissions include emissions from acquired businesses from the point of RS ownership. Intensity metric figures are on a constant exchange rate basis and these, alongside the Scope 1 and 2 figures, have been updated to reflect improvements to our reporting methodologies.
3. Externally assured by ERM CVS in 2024/25.

Environment continued

Scope 3 emissions

As a global distributor of industrial product and service solutions, Scope 3 emissions represent over 99% of our total carbon footprint.

In 2024/25, emissions from the Group's three most material Scope 3 emissions categories (covering our products, suppliers and logistics) totalled some 3.7 million tonnes CO_2e[1]. We have set SBTs for each of these categories which were validated by the SBTi in 2023/24.

It is vital that we collaborate with our suppliers and customers to work together to reduce our value chain emissions. In doing so, we are driving collective climate action and creating greater value for all our stakeholders. For details of our actions on this see pages 26 to 28 and 55.

Our Scope 3 emissions performance breakdown by material category can be found in the table below. Our complete Scope 3 emissions inventory including all relevant categories can be found to the right and in the ESG data centre. Our reporting methodologies are detailed in our basis of reporting document. All documents can be found at: **rsgroup.com/sustainability**

Scope 3 emissions
tonnes CO_2e

3,713,700

Key scope 3 emissions categories[1]

Scope 3 category (tonnes CO_2e)	% change from 2020	2025	2024	2023
Category 1: Purchased goods and services*	(33)%	2.2m	2.9m	2.9m
SBTi target: % of suppliers by spend with SBTs	+23% pts	38%	32%	25%
Category 4: Upstream transportation and distribution[2]*	(16)%	49,600	48,400	49,400
SBTi target: Product transportation carbon intensity (tonnes CO_2e per tonne of product sold)*	(26)%	1.23	1.23	1.23
Category 11: Use of (RS PRO) sold products[3]*	+2%	1.4m	1.5m	1.7m
SBTi target: RS PRO products in-use carbon intensity tonnes CO_2e per tonne of product sold)*	(19)%	122	131	151
Remaining Scope 3 categories	–	24,000	25,000	22,000
Total Scope 3 GHG emissions (tonnes CO_2e)	(23)%	3.7m	4.5m	4.7m

2024/25 metrics marked (*) have been independently assured by ERM CVS. See independent assurance report on pages 74 to 75 of the 2025 Annual Report and Accounts.

1. Scope 3 emissions have been updated to reflect improvements to our reporting methodologies with more detail provided in our basis of reporting on our website, along with our complete Scope 3 dataset and our ESG data centre: **rsgroup.com/sustainability**
2. Includes only inbound, outbound and inter-site deliveries controlled by RS Group.
3. Scope 3 Category 11 figures have been updated to correct an error identified in the classification of a specific product group.

Scope 3 carbon emissions breakdown[1]

	Scope 3 category	Tonnes of Co_2e	% of overall emissions
1	Purchased goods and services	2,200,000	59.24%
2	Capital goods	N/A	N/A
3	Fuel- and energy-related activities	1,600	0.04%
4	Upstream transportation and distribution	49,600	1.34%
5	Waste generate in operations	200	0.01%
6	Business travel	4,000	0.11%
7	Employee commuting	14,100	0.38%
8	Upstream leased assets	500	0.01%
9	Downstream transportation and distribution	700	0.02%
10	Processing of solid products	N/A	N/A
11	Use of sold products	1,440,000	38.78%
12	End of life treatment of sold products	2,900	0.08%
13	Downstream leased assets	N/A	N/A
14	Franchises	N/A	N/A
15	Investments	100	0.00%

Scope 3 categories marked N/A are determined not to be relevant to RS Group. See our ESG basis of reporting for more information: **rsgroup.com/sustainability**

Environment continued

COMMITTED TO:

REDUCING PACKAGING AND WASTE

PACKAGING

By 2029/30, we want to make our packaging more sustainable: reduce intensity by 45%[1] and 100% of packaging to be widely reusable or recyclable and made with at least 50% recycled content.

Packaging intensity[2,3]

1.55

4% reduction from 2023/24

% packaging made with at least 50% recycled content[4]

82%

16% pts increase from 2023/24

% packaging reusable or recyclable

94%

unchanged from 2023/24

1. Packaging intensity target extended from 30% to 45% in 2024/25.
2. Tonnes/£million revenue.
3. KPIs are on a constant exchange rates basis and are updated to reflect changes in reporting methodology.
4. Packaging recycled content metric updated to exclude wood from pallets, which is sustainably sourced material, rather than recycled content. All prior years have been updated to reflect this change.
5. Prior year updated to reflect changes in reporting methodology.

Packaging sustainability is a critical issue for our customers. They want to know that we are taking proactive measures to reduce the amount of packaging used, while increasing the amount of recycled content and recyclable materials to minimise waste and promote a circular economy.

In 2024/25, our packaging intensity reduced by 4% from 2023/24 and by 37% from 2019/20. We have reduced overall packaging tonnage by optimising our carton sizes to reduce the amount of materials required and by selecting more recycled and recyclable alternatives for our core packaging materials across the Group.

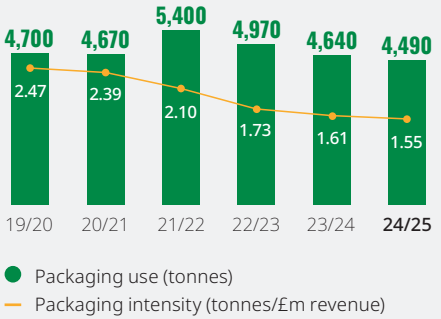
We made significant progress in switching to recycled content material across our regions this year to support our customers:

- **RS in EMEA and Asia Pacific:** increased recycled content in paper mailbags to 57%, which had previously been manufactured from virgin materials
- **RS in Americas:** increased the proportion of packaging made with over 50% recycled content from 49%[5] in 2023/24 to 88% in 2024/25
- **RS in EMEA:** moved to brown paper bags made with over 50% recycled content, which impacts approx. 30 tonnes per year
- **RS in the UK:** switched to thermal labelling on packaging, reducing the need for paper-backed labels

Combined, these efforts mean that 82% of total packaging by weight is made from materials that contain at least 50% recycled content. This represents a 16 percentage points increase in recycled content from 2023/24[4]. 94% of our packaging was reusable or recyclable, unchanged from 2023/24.

Packaging use
tonnes

4,490



Reflecting our strong progress from the baseline year and future packaging action plan, during the year we increased our 2030 target for packaging intensity to 45% reduction from 2019/20 by 2029/30 (previously 30%). The additional reduction will be driven by material changes such as more automation and continuous improvement activities, with budgeted initiatives built into the five-year strategic plan.

In 2025/26, we will continue to reduce and improve our packaging by extending our automated packaging machine footprint, improving material selection and usage and investing in more reusable pallets for our internal product movements within Europe.

Alongside this, we will continue to collaborate with both suppliers and customers to support packaging sustainability efforts in the industry. An example is using QR codes to direct customers to more information on our sustainable packaging approach, including guidance on local legislative requirements.

Environment continued

RECYCLING AND WASTE

By 2029/30, we want to reduce, reuse and recycle our waste: reduce intensity by 50%, recycle over 95% and achieve zero waste to landfill in our direct operations.

Waste intensity[1,2]

1.38

decreased by 3% from 2023/24

Waste recycled

84%

increased by 2% pts from 2023/24

We are committed to reducing, reusing and recycling our waste to create a cleaner and greener world. By reducing our use of natural resources, we can also reduce costs and support customer and supplier sustainability preferences.

In 2024/25, waste segregation, recycling and reuse remained a priority for our distribution site management teams. Following the success of our continuous improvement project in 2023/24 at our global distribution centre (DC) in Nuneaton, UK, which focused on reducing packaging and increasing recycling rates, we have shared the learnings with our other distribution sites.

This contributed to a 2 percentage point increase in the global recycling rate. Additionally, we continued to improve waste standards and polices that enhance the Group's waste management and global resource usage.

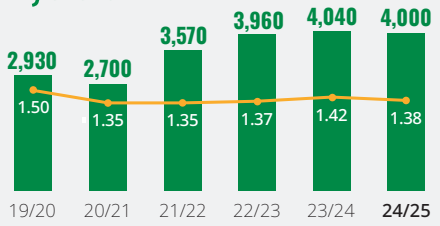
In 2024/25, at our regional DC in Beauvais, France we successfully introduced a new process to manage product waste (see case study to the right).

1. Tonnes/£million revenue.
2. KPIs are on a constant exchange rates basis and are updated to reflect changes in reporting methodology.

In 2024/25, our waste intensity decreased by 3% from 2023/24, bringing the total reduction to 8% since the 2019/20 baseline year.
The proportion of total waste recycled increased by 2 percentage points to 84%. Waste that is not recycled is typically sent for incineration, energy recovery and only to landfill as a last resort. In 2024/25, 11% of our total waste was incinerated and 5% was sent to landfill.

Total waste
tonnes

4,000



Total waste (tonnes)
Waste intensity (tonnes/£m revenue)

WATER

As an industrial product and service solutions provider, RS does not have manufacturing facilities, therefore water use is generally limited to hygiene, sanitation and catering use across our sites. However, we are mindful that water is an important global resource and our water use and our active reduction initiatives are tracked quarterly.

In 2024/25, total water use decreased by 8% and is down by 9% since 2019/20 with recent acquisitions included. Water use per head was down marginally at 4.28 m^3 per head (2023/24: 4.31 m^3 per head) and by 26% since 2019/20. We have continued to achieve this positive progress through employee awareness initiatives, leak repairs and the adoption of water-saving technologies such as low water use taps and toilet facilities.

CASE STUDY

REDUCING PRODUCT WASTE AND IMPROVING SUSTAINABILITY

EMEA

WE DELIVER BRILLIANTLY

In 2024/25, our regional DC in Beauvais, France, implemented initiatives to reduce product waste, particularly for items that cannot be sold as new or returned to suppliers.

A cornerstone of this effort is RS France's dedicated second-hand platform, where eligible products are offered to customers at a discounted rate for up to six months.

If unsold, these items are then made available to industry brokers or responsibly processed by specialist recycling partners.

Thanks to this circular approach, we successfully diverted over £600,000 worth of products from waste in 2024/25 alone, demonstrating both environmental responsibility and commercial impact.

>£600k

worth of products prevented from going to waste

ADVANCING SUSTAINABILITY WITHIN OUR VALUE CHAIN

As an essential link in the global industrial sector, we are ideally positioned to help our customers and suppliers accelerate sustainability performance while strengthening our businesses, creating new commercial opportunities and delivering greater value for all our stakeholders.

We collaborate with our suppliers to prioritise carbon reductions, optimise sourcing and distribution routes and improve the sustainability benefits and features of their products, while providing unrivalled and cost-effective market reach to position these sustainability improvements to customers.

With our customers, we provide a growing range of sustainable product and service solutions to enable them to operate efficiently, sustainably and safely.

PRODUCT TRANSPORTATION

By 2029/30, we aim to reduce Scope 3 transport emissions intensity by 35%[1] per tonne of product sold.

Scope 3 transport emissions intensity[1,2]

1.23

unchanged from 2023/24

With thousands of product shipments every day, including inbound supplier deliveries and outbound customer deliveries, it is critical that we continue to optimise our global supply chain to reduce our transport emissions. In 2024/25, our transport emissions intensity[2] was unchanged from 2023/24, with an overall decrease of 26% from 2019/20.

In 2024/25, we continued to restructure our supply chain to source, store and ship more products locally and regionally, optimise logistics and prioritise modal shifts from air to sea and road. Our focus during the year was on delivering logistics efficiencies and optimisation for RS in EMEA:

- We completed further modal shifts within Europe, switching customer deliveries from an air- to a road-based service. This involved consolidating orders at our distribution sites before transporting to customers via a local road-based carrier. This action has helped to reduce European emissions intensity by 6% from 2023/24.
- As we worked at pace to integrate Distrelec into the RS business and benefit from the long-term efficiencies and value this creates, we commenced exiting their distribution site in the Netherlands. This has resulted in a short-term increase in product lines being shipped from the UK. However from 2026/27, the products will be stored and shipped by road from our regional DC in Bad Hersfeld, Germany, benefiting our European customers.

In Americas, progress in reducing emissions from logistics remained flat as we continued to focus on integrating Risoul. In Asia Pacific, we reduced the emissions intensity of customer deliveries by 15% during the year.

Despite this proactive action, our emissions intensity continued to be impacted by external influences outside our control. The global emissions factors used to calculate our transport emissions remained higher than anticipated and the uncertain geopolitical climate continued to present global supply chain challenges, which impacted our supply routes and modal options.

In 2024/25, our 2030 target for product transport emissions intensity was increased, taking account of our strong progress to date. This will be achieved by further reducing air travel and prioritising local sourcing, where possible, thereby reducing operational cost and carbon emissions.

1. Target extended in 2024/25 (previously 25% per tonne of product sold).
2. Transport emissions intensity (tonnes of CO_2e from inbound, outbound and inter-site deliveries controlled by RS Group, per tonne of product sold).

Environment continued

COMMITTED TO:

SUSTAINABLE PRODUCTS

By 2029/30, we want to develop innovative and sustainable product and service solutions for all our customers, including an ambition to offer over 100,000 Better World products.

Sustainable products

c.30,000

products in our Better World product range in 2024/25

132

suppliers providing products

Better World products enable our customers to make more sustainable and responsible purchasing decisions they can trust. Our claims-based framework, launched in 2023/24, empowers customers to make trusted and informed choices about product sustainability improvements that are backed by clear, credible and verified sustainability claims. This is a real differentiator and value add, particularly for our high-value, strategic customers who are looking for tangible ways to reduce their carbon footprint while improving operational efficiency and reducing costs.

"Better World products address the growing market demand for sustainable solutions by providing transparency. It empowers customers to make more informed purchasing decisions, which supports their journey towards a more resource efficient future."

ABB
Strategic Supplier Partner

Examples of products by claim type within the framework include:

- **Made more sustainably:** products that are produced using more sustainable materials or manufacturing processes, for example RS PRO wire cables that save more than 10% in carbon emissions during their manufacture or storage bins made from 98% bio-based materials
- **Sustainable solution:** products that help customers run their business more sustainably, from reducing energy and emissions to protecting health and safety, for example RS PRO voltage optimisers that save energy by ensuring only required voltage is used to power equipment and any surplus is returned to the grid
- **Supports circularity:** products with an increased lifespan, or that can be reused, repaired or recycled to reduce waste, for example safety gloves with an extended product lifespan

Our Better World product range features c.30,000 products from 132 suppliers and includes over 1,700 products that support energy and carbon reduction or renewable energy generation across customer facilities. In 2024/25, we added 44 suppliers and over 2,500 products to the range, replacing products that were no longer eligible and diversifying product choice for our customers.

In 2024/25, we enhanced the Better World product range to provide customers with more options for specific product types, such as personal protective equipment (PPE) and workwear. These products are essential but typically have short lifecycles. A shift towards sustainability will reduce waste and create a commercial opportunity with customers who have strong ESG commitments. So far, we have engaged 32 PPE and workwear suppliers to add 245 products to the range.

Additionally in 2024/25, we introduced a new sales tool aimed at helping our strategic customers choose Better World product alternatives within their procurement decisions. Currently, the tool has been available to a select team in the UK to support with bids and tenders in the public sector. Over time, our goal is to expand the tool's availability and offer more customers valuable insights on how to access Better World product alternatives.

DID YOU KNOW?

1,700

products in the Better World range support energy and carbon reduction or renewable energy generation for customers.

Our ambition is to grow the Better World product range to over 100,000 products by 2029/30 and create a clear and robust sustainability standard for our industry that supports both customers and suppliers. As we progress the framework we will focus on evolving the product families and encouraging new suppliers to participate.

The Better World product range forms the foundation of our sustainable revenue activity. During 2024/25, we began to conduct an initial eligibility assessment to identify the full range of potentially eligible economic activities that may fall under the scope of the EU Taxonomy. We intend to progress this work further during 2025/26 and will closely monitor disclosure requirements and materiality levels related to emerging legislation (see pages 16 to 17).

+ Download the Better World product guidelines here: rsgroup.com/sustainability

Environment continued

CASE STUDY

SUSTAINABILITY IN PPE & WORKWEAR

Global

WE DELIVER BRILLIANTLY

With c.30,000 products across 345 product families, the current Better World product range is a diverse offering. To broaden the range with more options for specific product types, we are identifying sectors where we can make a tangible impact by encouraging suppliers to achieve Better World product credentials.

Starting in 2024/25, our first focus area is on suppliers of PPE and workwear. These products are essential but typically have short lifecycles, and a shift towards sustainability in the sector will reduce waste and create a commercial opportunity with customers who have strong ESG commitments.

So far, we are supporting 32 PPE and workwear suppliers to add 245 products to the range. We are also taking the opportunity to engage them on our ESG supplier commitments (see page 55).

With sustainable products and an ESG strategy aligned to our goals and the expectations of our customers, these suppliers will continue to be successful strategic partners in the evolution of our own sustainability journey and competitive commercial offering.

We will continue to accelerate progress in PPE and workwear while identifying new sectors ready to integrate into our expanding framework.

245

products added to the Better World range

SUPPLIER SUSTAINABILITY

By 2025, we commit to engaging 67% of suppliers by spend to set SBTs.

Suppliers by spend setting SBTs

38%

6% pts increase from 2023/24

With over 800,000 stocked products from over 2,500 suppliers and a significant proportion of our Scope 3 emissions from purchased goods and services, it is vital that we engage, inspire and collaborate with our supplier partners to decarbonise our value chain. In doing so, we can create long-term value while helping our suppliers reach higher levels of sustainability and make their products and services more attractive to customers.

We continued to engage with our key suppliers in 2024/25 to encourage them to develop and offer more sustainable products, prioritise carbon reduction and set SBTs. Through regular interactions, supplier events, quarterly business reviews (QBRs) and supplier ESG communications, we have made good progress in encouraging our suppliers to take sustainability action (read more on page 55).

In 2024/25, 38% of suppliers by spend have set SBTs with the SBTi, an increase of 6 percentage points from 2023/24. Despite steady progress, we are not on track to meet our 2025 ambition of 67%. Our current supplier sustainability target will come to an end at the end of 2025, so we will be engaging with the SBTi on our future target while continuing our programme of supplier ESG engagement to influence further progress.

DID YOU KNOW?

We ask our suppliers to commit to five immediate priorities, including setting SBTs and joining the Better World product framework.

Environment continued

COMMITTED TO:

SUSTAINABLE SERVICE SOLUTIONS

Our range of sustainable solutions is accelerating the achievement of our customers' sustainability ambitions and driving new sources of revenue for RS.

Sustainability solutions

We want to help our customers run their businesses more efficiently, cost effectively, safely and sustainably at all stages of the industrial lifecycle. By offering value-added and sustainability-focused industrial MRO services, we are strengthening customer relationships and increasing revenue through service fees and product pull through:

- **Maintenance, repair and operations:** We offer industrial MRO solutions including energy, water and compressed air leakage surveys that promote operational efficiency, cut costs and reduce emissions.
  Highlights: In 2024/25, we completed a successful trial of surveys for customers in the UK and Ireland linked to operational compressed air, heat loss/steam loss, panel thermography, LED lighting and pumps. These surveys helped to identify potential savings of c.£84,000 and around 150 tonnes CO_2e for 20 customers across 101 sites taking part in the trial.
- **Circular economy solutions:** We are committed to developing solutions for customers that minimise waste and promote a circular economy. One of the ways we are enabling this is through RS ControlStock®, a secure, end-to-end digital solution designed to manage fast-moving products through automatic stockordering and process optimisation to reduce costs and waste for customers.
  Highlights: In 2024/25, RS ControlStock® was successfully utilised by our customer, Butternut Box, to overcome issues relating to stock visibility and manual processes. The implementation has saved over 1,700 in people hours, equating to over £30,000 per year in savings. This resulted in zero stock-outs, eliminating over- and under-ordering and product and logistics waste. Additionally in 2024/25, we began working with a supplier in France to trial a combined product return and refurbishment scheme aimed at reducing waste without compromising product quality and accessibility. The trial will support the development of a solution model to offer refurbished products to our customers.
- **Health and safety (H&S) solutions:** In the UK, we have partnered with training providers to create a comprehensive suite of H&S training courses and customer site surveys including air quality testing, fire risk assessments, H&S audits and healthy building certification.
  Highlights: In 2024/25, we piloted H&S training courses in the UK in collaboration with five training providers to deliver tailored support for 16 customers.

CASE STUDY

IMPROVING EFFICIENCY WITH RS CONTROLSTOCK®

EMEA

WE DELIVER BRILLIANTLY

We have helped Butternut Box, the European market leader in fresh dog food, streamline its stock management and ensure immediate availability of the right PPE for staff. With RS ControlStock®, located in satellite stores close to production, Butternut Box can perform a digital stock search through a kiosk and quickly locate and retrieve the item as required. Replenishment is automated to avoid stock-outs or overstocking.

This simplified process increases productivity and provides real-time consumption data and insights which reduces carrying costs for the company. We have enabled Butternut Box to save over 1,700 process hours, equating to £30,000+ per annum of savings, ensuring return on investment.

+ Learn more about how RS ControlStock® can help you manage stock at https://uk.rs-online.com/web/content/services/inventory-solutions/rs-controlstock

£30,000+
of savings per annum

Environment continued

Supporting low-carbon industries

In addition to our range of Better World products and efficiency solutions, RS plays an important role in enabling the transition to a low-carbon economy by supporting new, sustainable industries. We support the growth of low-carbon industries by providing their product procurement, industrial MRO and logistics needs, while creating new green revenue streams from high-value growth industries.

We partner with the UK renewables sector to enable fast access to critical MRO products and solutions, which minimise their downtime and support an efficient infrastructure in both offshore and onshore wind. We have taken steps this year to better understand our customers' needs and how our digital solutions can support the renewables sector by enabling customers to access the right equipment, balance costs and keep technicians safe.

> **"Our collaboration with RS has resulted in a significant improvement in both safety and operational efficiency."**
>
> **Specialist Engineer**
> Siemens Gamesa Renewable Energy

Key actions in 2024/25:

- **Offshore wind:** Engaging with seven subsectors, we have developed an aligned offer that combines a global supplier network, bespoke wind technician toolkits, calibration services, wind turbine oil analysis and efficient inventory management.
- **Onshore wind:** Building on the offshore wind model, we have built bespoke toolkits for onshore wind customers to increase operational efficiency.
- **Education in renewables:** In 2024/25, we funded a Kinewell Energy programme in the UK to deliver a version of its state-of-the-art artificial intelligence based software 'KLOC' to secondary and further education schools. The software enables automated cable layout design of new offshore wind farms, supporting decarbonisation in the sector while inspiring students in STEM.

CASE STUDY

KEEPING TURBINES TURNING AND THE LIGHTS ON

EMEA

WE DO THE RIGHT THING

In 2024/25, we launched an initiative to supply spares and parts for aging wind turbines, addressing long-standing supply chain issues.

Our bespoke catalogue simplified product categorisation, increased stock of high-failure items and our new obsolescence notification process set new standards in reliability and efficiency.

We started by identifying 10 strategic suppliers and expanding our catalogue with over 200 relevant spares and parts to support maintenance of aging turbines.

10

strategic suppliers and 200 product lines identified in 2024/25

Environment continued

CASE STUDY

COLLECTIVE MOMENTUM IN OFFSHORE WIND

EMEA

WE MAKE EVERY DAY BETTER

In January 2025, RS Group joined the Energi Coast Leadership Group to contribute to the offshore wind industry strategy in the North East of England and support the delivery of the UK's target for 43-50GW of offshore wind by 2030.

Comprised of over 30 regional businesses and stakeholder organisations, the leadership group develops the strategy and action plans to enhance regional capabilities, attract investment, foster innovation, boost exports and connect the supply chain with key stakeholders.

Participation in the leadership group reflects the dynamic and innovative approach RS Group brings to the sector and enables us to be at the heart of decisions that will guide the future of offshore wind in the UK.

"This is a major milestone in our journey to become the UK's leading MRO supplier in offshore wind. Our inclusion is recognition for the way we have approached and worked with industry stakeholders to provide more than just a transactional offering but a tailored approach which meets the needs of the sector. The industry is moving at pace and supply chain solutions providers such as RS are paramount to the success of delivering 43-50GW of offshore wind by 2030."

Amy Quinn
Head of Offshore Wind, RS Group

WHAT'S NEXT?

Net zero

- Progress new and existing building decarbonisation plans by investing in automated and sustainable technologies
- Support operational teams at our acquired businesses of domnick hunter, Risoul, Distrelec and Trident to align to the Group's net zero ambition and SBTs
- Accelerate transition of Risoul car fleet to hybrid

Packaging, recycling and waste

- Continue to reduce new pallets purchased and introduce more automated packaging machines to achieve new packaging intensity ambition
- Raise awareness of sustainable packaging with customers through QR codes on branded packaging
- Drive waste management training, awareness and reduction campaign across distribution sites

Product transportation

- Further reduce air travel and prioritise local sourcing and distribution where possible
- Capitalise on industry efficiency and decarbonisation programmes for road, air and sea transportation

Sustainable products and service solutions

- Continue increasing product categories and number of suppliers providing Better World products to enable greater customer choice
- Develop sustainability benefits and reporting for RS value-added service solutions
- Expand our work with low-carbon and renewable energy sectors with a focus on offshore wind

Supplier engagement

- Collaborate with suppliers to progress carbon reduction activities and set SBTs, helping to understand and overcome challenges in doing so

EMPOWERING OUR PEOPLE

Our unique team of c.8,500 individuals is the lifeblood of our business. Every day, their passion and expertise enable us to provide product and service solutions that delight our customers and suppliers and make amazing happen for a better world.

Our commitment is to be first choice for our people, creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.

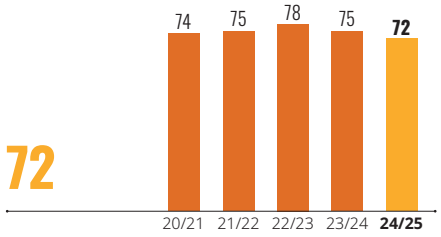
UN SDGs

5 GENDER EQUALITY

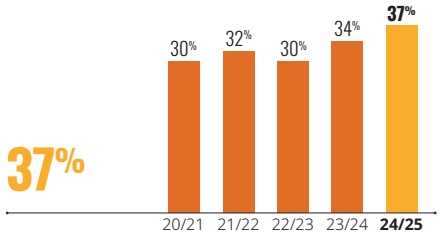
8 DECENT WORK AND ECONOMIC GROWTH

PERFORMANCE SNAPSHOT

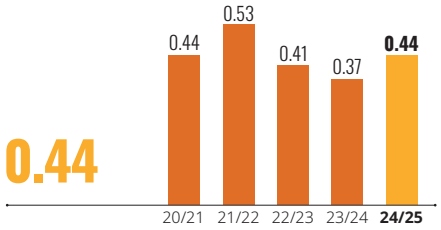
Employee engagement
(score out of 100)



Percentage of management that are women



All accidents
(per 200,000 hours)



Social continued

COMMITMENTS AND PROGRESS

2030 AMBITIONS	METRICS	ACTIONS	STATUS	READ MORE
Engaged employees: Achieve and maintain an employee engagement score in the top 10% of high-performing companies	**72** employee engagement score (out of 100)	– Introduced quarterly My Voice pulse surveys for frequent engagement tracking – Rolled out and embedded global values through workshops and online tools – Defined and implemented a holistic Group People Strategy	●	+ See pages 34 to 36 rsgroup.com/sustainability
Diversity and inclusion (D&I): Ensure our team is reflective of the customers, suppliers and communities we serve and create an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive	**37%** women in senior leadership roles **10%** ethnically diverse senior leaders[1]	– Continued participation in accelerator programmes for diverse talent (Women Rising and Mission Include) – Broadened recruitment efforts to attract the best talent for open roles, including senior leadership	●	+ See pages 37 to 39
Health and safety (H&S): Aim for zero accidents involving our people	**0.44** all accident frequency rate per 200,000 hours	– Further developed and embedded our H&S culture through a behaviour-based safety campaign, targeted training, inspections, audits and regular near miss reporting – Employees completed close to 27,000 hours of comprehensive H&S training aligned to best practice	●	+ See pages 42 to 43

Status key:
Each of our actions are broken down into annual ambitions that need to be met to remain on track to achieve our 2025 and 2030 goals. The key below reflects our current position:

- ● On track or ahead
- ● Slightly behind – monitor closely
- ● Not on track – further action required

1. 97 of 139 senior managers self-reported ethnicity via the employee database (including not specified/prefer not to say) and 10 identified as non-white.

Social continued

PUTTING PEOPLE FIRST

The RS people plan details our approach to attracting, developing, engaging and retaining an outstanding team to meet our long-term strategic and operational aims.

Our vision for our people is to be first choice for employees and the business by creating an inclusive and engaging environment where everyone can perform at their best, develop and thrive.

We have refined and evolved our people plan to focus on the core pillars of talent, capability, diversity and inclusion (D&I), culture, reward and recognition and our operating model. Guided by our values and behaviours and underpinned by communications, technology and data, this model ensures that we have robust tools and insights to attract, develop, engage and retain the talent we need to meet our long-term strategic goals.

Through our people plan, we are confident we will continue to build and support an outstanding RS team who will embody our values, execute our strategy brilliantly and deliver high performance to create long-term value for all our stakeholders.

First choice for our business

Supporting and enabling our business to meet its strategic growth aspirations.

First choice for our people

Creating an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.

CULTURE

An inclusive and engaging culture

CAPABILITY

Building leadership, manager and functional excellence

TALENT

Creating a strong and diverse pipeline

D&I

A diverse workforce that can bring their whole selves to work

REWARD AND RECOGNITION

Compelling reward and recognition that drives engagement and performance

OPERATING MODEL

Delivering a simple and scalable operating model

UNDERPINNED BY COMMUNICATIONS, TECHNOLOGY AND DATA

Social continued

EMPLOYEE ENGAGEMENT

By 2029/30, we want to achieve and maintain an employee engagement score in the top 10% of high-performing companies[1].

Engagement score

72

engagement score down by three pts from 75 in 2023/24 (out of 100)

Building a high-performance, engaged and motivated team hinges on consistent, active listening. To uphold our values-driven culture and effectively address our team's needs, we introduced pulse surveys in 2024/25. These surveys help us continuously gauge employee satisfaction and engagement.

We have tracked employee engagement on a quarterly basis in 2024/25. From an initial drop from 75 in the last main survey (October 2023), we have seen quarterly engagement maintained at 72 across the Group. Our most recent pulse survey was conducted in December 2024 and served as the annual update on our overall engagement score. Participation was strong with a 71% response rate and over 1,000 comments shared, but our total engagement score decreased by three points to 72 (2023/24: 75). Employees voiced a desire for more visibility from Group leaders and more frequent communication about changes taking place across the organisation, which has been incorporated into our people plan.

Through 2024/25, we have seen high scores of over 80 around understanding and awareness of our values and strategy, line manager trust, valuing of different opinions and supporting development and health and safety. The decrease in overall engagement is attributed to greater uncertainty for our employees given the external market conditions and general economic environment combined with organisational changes that have been implemented to make us more efficient and agile as an organisation.

The pulse surveys strengthen our two-way listening approach and encourage managers to check in with their teams at regular touchpoints. Each pulse survey includes the core measures of the My Voice survey to act as a temperature check of our progress towards our original commitments, while evolving our listening approach with a focus on specific topics. In 2024/25, we have seen an increase in scores on trust in line managers and understanding of the Group strategy and a set of questions on health and safety have set a crucial baseline for future awareness initiatives (see page 42).

The pulse survey scores have been shared with all employees, with targeted actions for line managers to address any concerns raised by the results and ensure we continue to address the needs of our people quickly and effectively. The pulse surveys are built on our core My Voice survey which runs approximately every 18 months and provides valuable insights from our global team. The last My Voice survey was conducted in 2023/24 and the next is scheduled for 2025/26.

In 2024/25, we launched our first global Employer Value Proposition 'Go Beyond Amazing', to enhance employee engagement and strengthen the RS employer brand. See the case study to the right for more details.

1. As at 31 March 2025, we were 7 points away from the global benchmark for the top 25% of high-performing companies.

CASE STUDY

WHERE TALENT MEETS PURPOSE

Global

WE ARE ONE TEAM

At RS, we know that choosing a career is about more than just financial benefits – it's about what matters to people and ensuring a match with their values. In today's competitive job market, being an employer of choice is key to attracting amazing people who will deliver our exciting growth strategy and help us succeed.

That's why, in September 2024, we introduced our first global Employer Value Proposition: Go Beyond Amazing, which captures the essence of what it means to be part of RS Group. It's the foundation of our employer brand and is woven into our recruitment, onboarding and induction experiences. It reflects the promises we make to our people and celebrates the skills, capabilities and contributions that drive our success.

Since launch, the response has been powerful. We've seen a 106% increase in organic search traffic and a 3.5% rise in job applications – clear signs that our message is resonating and our culture is attracting the talent we need to thrive.

106%

increase in organic search traffic

GO BEYOND AMAZING

Social continued

OUR CULTURE AND VALUES

In April 2024, we introduced four values shaped by our people. These new values define how we work together and set expectations to help us stand out from the competition. They are helping us to foster a shared sense of purpose and accelerate delivery of our strategy more effectively.

The focus in 2024/25 has been on embedding these values across the business. Over a three-month rollout period from April to June 2024, we held team workshops to familiarise employees with our values and introduced a new online values reflector tool for employees to explore what the values mean to them. Our pulse survey, conducted in June 2024, showed 87% awareness of the values within the business.

In 2024/25, we launched a global recognition programme, Spotlight, which enables peer-to-peer recognition to make it easy to show appreciation for colleagues who embody our values.

In January 2025, we won the IC Brilliance Award for Internal Communications Campaign for the values rollout, reflecting the collaborative effort of the entire business in shaping and championing the new values. To embed the values for the long term, we are now working on incorporating them into key employee touchpoints and supporting our leaders to continue championing our values as a core part of the RS culture (see page 3).

WE ARE ONE TEAM

WE DELIVER BRILLIANTLY

WE DO THE RIGHT THING

WE MAKE EVERY DAY BETTER

CASE STUDY

VALUES TOP TIPS

Global

WE ARE ONE TEAM | WE DELIVER BRILLIANTLY | WE DO THE RIGHT THING | WE MAKE EVERY DAY BETTER

The values rollout aimed to embed our values into everyday behaviours, strengthening our culture and aligning teams with our business strategy and purpose.

Consistent application helps drive great outcomes and supports our people and vision. To bring this to life, we introduced online and in-person recognition boards, and people managers now receive regular Values Top Tips – quick, practical actions to make our values more relatable and actionable.

Social continued

DIVERSITY AND INCLUSION

By 2029/30, we want to ensure our team reflects the customers, suppliers and communities we serve and create an inclusive and engaging environment where everyone is proud and excited to come to work and can perform at their best, develop and thrive.

% female leaders

37%

increase of 3% pts from 2023/24

% ethnically diverse leaders[1]

10%

decrease of 1% pts from 2023/24

Inclusion for all

We aim to create an inclusive and dynamic environment where all our people can perform at their best, develop and thrive.

By promoting a culture of openness, respect and belonging, we continue to attract and retain top talent and harness a diverse range of strengths and perspectives from across a broad global talent pool. By embracing different perspectives from a wider variety of characteristics, including gender, sexual orientation, neurodivergence, age, race, ethnicity, wellbeing and disability, we can better adapt to the changing world, understand and add value to our stakeholders and achieve our strategic vision.

We are committed to being an equal opportunity employer and supporting D&I within a global context and in its broadest sense. We provide under-represented and vulnerable employees with the tools they need to succeed and feel a sense of belonging.

Our employee-led Employee Resource Groups (ERGs) support colleagues in areas such as youth (Bloomers), gender (Elevate), ethnicity (Embrace), mental health, neurodivergence, disability and wellbeing (LifeWorks) and sexual orientation and LGBTIQA+ (Spectrum). These ERGs actively run events throughout the year to raise awareness across the organisation. Furthermore, our Group Head of D&I joined the UN Global Compact's UK Diversity, Equity and Inclusion Working Group in 2024/25, to share and learn with other businesses on D&I-related challenges and opportunities.

We continue to review and evolve our work to support the broad diversity of our senior leadership team. During the year, the number of senior leaders that are women increased to 37% (2023/24: 34%), while the percentage of our leaders who are ethnically diverse decreased to 10%[1] (2023/24: 11%). While we have made progress in increasing the proportion of women in our workforce, we have not achieved the same momentum in increasing ethnically diverse representation. We continue to evaluate and address these challenges. Our external disclosures relating to Board and senior management are aligned to the Financial Conduct Authority's diversity and reporting requirements (see page 39 in this report and page 96 in the 2025 Annual Report and Accounts).

While we acknowledge there's still much to achieve, we are committed to investing in our people and becoming an inclusive employer of choice. Read more about our diversity and inclusion programmes, policies and progress on our website: **rsgroup.com/sustainability**

We acknowledge the evolving D&I landscape globally and are committed to inclusion, equal opportunity and good practice in all the markets we serve and emphasise that we always take a 'best person for the job' approach.

1. 97 of 139 senior managers self-reported ethnicity via the employee database (including not specified/prefer not to say) and 10 identified as non-white.

Our Employee Resource Groups (ERGs)

- **Bloomers:** our young talent and allies' network that seeks to improve the confidence, networking skills and capabilities of emerging talent
- **Elevate:** our women and allies' network that brings gender diversity to the forefront of the agenda
- **Embrace:** our cultural diversity and allies' network that recognises and celebrates our ethnic minority employees
- **LifeWorks:** our mental health and wellbeing network, providing support for those impacted and encouraging allyship to break down stigma
- **SPECTRUM:** our LGBTQIA+ community and allies' network that empowers members to bring their true self to work

All employees have access to our Global Benefits platform, enabling support under pillars that cover physical, social, financial and mental health needs tailored to an employee's region and benefits package. The platform offers a range of free and accessible support, including fitness tips and exercise videos, meditation and sleep guides, and financial wellbeing resources.

CASE STUDY

STRENGTHENING WELLBEING IN LATIN AMERICA

Americas

WE DO THE RIGHT THING

In October 2024, we launched a Policy for the Prevention of Psychosocial Risks across Latin America, empowering employees to recognise and manage work-related stressors.

Additionally, in January 2025, a new cohort of Mental Health First Aiders (MHFAs) brought the total number of bilingual MHFAs in the Americas to seven while also adding our first MHFA in Trinidad and Tobago.

These initiatives are key to fostering an inclusive environment where employees are empowered to bring their best self to work every day.

Social continued

Gender

We are committed to promoting gender diversity across the Group to foster positive change within the business and wider industrial sector.

Globally, our Group-wide gender split remains balanced, with near equal numbers of men and women across the organisation (2024/25: 48% female; 52% male). At a senior leadership level, our female leader population increased by 3 percentage points in 2024/25 to 37% (2023/24: 34%) and our female Executive Committee (ExCo) population increased by 6 percentage points in 2024/25 to 36% (2023/24: 30%).

At Board level, composition increased to 60% female Board members (2023/24: 56%), including our Chair and Chief Financial Officer. As a result, we ranked joint first place of FTSE 250 companies for 'Women on Boards' in the 2025 FTSE Women Leaders' Review.

We continued to support, develop and promote gender diversity across the Group in 2024/25. Highlights include:

- **Elevate**: Our ERG for women, non-binary and male allies brings together and supports global members who are creating room to talk and connect, raising suggestions to our senior leaders and inspiring RS Group to further action.
- **Women Rising**: We piloted the global Women Rising programme with 28 women from March to June 2024. The programme, which includes over 200 women from various organisations worldwide, aims to foster authenticity, confidence and leadership skills.
- **Women in Tech**: A chapter within our Elevate ERG that recognises the unique challenges that women face working in technology.
- **Male Allies**: We introduced this self-nominated eight-week programme designed to raise awareness around how male allies can proactively effect change, challenge stereotypes and better understand the challenges women face in the workplace.

Ethnicity

We continue to work towards building a more ethnically diverse leadership team reflective of the wider communities in which we operate. In 2024/25, 10% of our senior leaders identified as ethnically diverse (2023/24: 11%).

Highlights in 2024/25 include:

- **Talent acquisition:** Broadened recruitment efforts to attract the best talent for open roles, including senior leadership, through clear job descriptions, varied job boards and balanced interview panels.
- **Embrace:** Our ERG for ethnically diverse colleagues and allies brings together global members who are working to create a safe space to talk, listen and learn about race and celebrate ethnic diversity.
- **Mission Include:** Our cross-company mentoring programme that empowers our ethnically diverse and under-represented colleagues by connecting them with leaders.
- **Voluntary data collection:** Continued to collect data for senior roles in key geographies and planned expansion of data collection to all employees, in line with legal restrictions. This informs better planning and decision-making, helps us identify and overcome recruitment and retention challenges and supports accurate and transparent self-disclosures in compliance with emerging regulatory requirements.

As we move forward, we will continue to focus on inclusion for all and prioritise the actions that support the attraction, development, retention and progression of all talent.

CASE STUDY

CREATING A FAIR AND INCLUSIVE WORKPLACE

EMEA

We believe that a wide range of backgrounds, experiences and perspectives helps spark creativity, drive innovation and strengthen collaboration. Our ongoing investment in people reflects our commitment to building an inclusive, respectful and supportive workplace for all.

This approach has been recognised in France where RS has been awarded the Diversity and Professional Equality Labels, acknowledging our efforts to create a fair, inclusive and welcoming environment.

Through this recognition, we reaffirm our dedication to equal opportunities, mutual respect and a culture where everyone can thrive and grow.

CASE STUDY

TOP SCORE ON CORPORATE EQUALITY INDEX

Americas

For the first time, RS in the Americas achieved a top score of 100 on the Human Rights Campaign Foundation's 2025 Corporate Equality Index – a leading benchmark for workplace policies and practices that support LGBTQ+ inclusion.

This recognition places RS among 765 businesses honoured with the Equality 100 Award.

Social continued

Diversity statistics as at 31 March 2025[1]

Reporting table on gender representation

	Number of Board members[2,3]	Percentage of the Board	Number of senior leaders[3,4,5,6]	Percentage of senior leaders	Total employees
Women	6	60%	52	37%	48%
Men	4	40%	87	63%	52%

Reporting table on ethnicity representation of RS leadership

	Number of Board members	Percentage of the Board	Number of senior leaders[6]	Percentage of senior leaders
Ethnic minority	0	0%	0	0%
White British or other White (including minority-white groups)	9	90%	85	61%
Mixed/Multiple ethnic groups	0	0%	3	2%
Asian/Asian British	1	10%	5	3%
Black/African/Caribbean/Black British	0	0%	1	1%
Other ethnic group	0	0%	1	1%
Not specified/Prefer not to say	0	0%	44	32%

1. See the 2024/25 ESG data centre for a year-on-year comparison at **rsgroup.com/sustainability**
2. Collected on a self-reporting basis and agreed directly with the Board.
3. Our external disclosures relating to Board and senior management can be found on page 96 of the 2025 Annual Report and Accounts and are aligned to the Financial Conduct Authority's (FCA) Diversity and Reporting requirements following Listing Requirement LR6.6.6 R.
4. Permanent and temporary employees who operate at a senior level in the Group and typically, although not exclusively, are the ExCo and their direct reports (including directors of subsidiary entities). Contractors and agency staff are not included.
5. Compiled through our employee database and collected on a self-reporting basis.
6. Management gender and ethnicity assured by ERM CVS. See independent assurance report: **rsgroup.com/sustainability**
7. 97 of 139 senior managers self-reported ethnicity via the employee database (including not specified/prefer not to say) and 10 identified as non-white.

Social continued

TALENT

We operate in a competitive industry, which is why we place strong emphasis on recruiting, retaining and developing talent to unlock innovation and drive our commercial success. In 2024/25, we implemented a global Executive Talent Policy with a common approach to assessing internal and external candidates for senior leadership to the highest standards. We applied more rigour to our succession planning, culminating in an ExCo succession and development review to increase the rigour and development focus for ExCo successors (see page 94 of the 2025 Annual Report and Accounts).

Our approach continues to evolve to ensure we are recruiting and developing the senior leaders we require for the future. All leadership recruitment and development is underpinned by our Amazing Leaders framework, which clarifies the behaviours we need in our leadership team today and in the future. Our leadership development approach continues to be driven by regular individual career conversations, supported by specific development programmes, 360-degree feedback and psychometric profiling to build self-awareness. In 2024/25, based on the development and succession review meetings, 215 people managers were nominated for additional development activities, such as Women Rising and Influence with Impact.

We continue to invest in emerging talent, enabling them to accelerate their progression into leadership roles. Our 2024/25 cohort of 13 global Future Shapers developed their self-leadership skills through the Ivy House master programme, with support from a senior leader mentor and a 'make a difference' conversation with our ExCo. Future Shapers is now in its sixth year with a total cohort of 53 employees. All Future Shaper applicants have the opportunity to join our Power Up programme. 78 of the 138 Future Shaper applicants completed Power Up in 2024/25.

DID YOU KNOW?

During Future Shapers, participants are matched with a senior mentor and a buddy from a previous cohort and attend masterclasses on building relationships and identifying their personal brand and leadership style.

CASE STUDY

DEVELOPING SKILLS THROUGH APPRENTICESHIPS

EMEA

1 WE ARE ONE TEAM

In 2024/25, we achieved Platinum membership to the 5% club, a movement of employers supporting employees, through 'earn and learn' opportunities such as apprenticeships, graduate schemes and sponsored student placements.

Since joining the 5% Club in 2018, RS Group has recruited over 300 apprentices and interns globally and used the UK levy to upskill more than 600 current employees in critical skill areas. In 2024, RS we were ranked 82nd among the UK's top 100 apprenticeship employers by the UK Department for Education.

Beyond the UK, we offer apprenticeships across EMEA, internships in Americas and Asia Pacific and My Academy development pathways for early careers talent worldwide.

To ensure a consistent experience, we have introduced global guidelines and principles for hiring managers across all regions.

Apprenticeships Top 100 Employers 2024 — Number 82

"We are leading the way in developing the skills in our people that we need now for a better tomorrow."

Tim Beasley
Early Careers Manager, RS Group

Social continued

CAPABILITY

We continue to invest in our people through a consistent global framework for learning and development. Ensuring our employees can develop, thrive and perform at their best requires a broad mix of on-the job development activities, learning opportunities and formal training.

In 2024/25, employees completed almost 35,000 hours of learning through our global learning platform, My Academy, including both mandatory and non-mandatory content. Local markets have invested in live sessions, such as Espresso Sessions in the UK and Ireland, DEALS (Drop Everything and Learn) sessions in the US and Super Skills sessions for those early in their careers.

Our approach to ensuring we have the right capabilities in place is driven by our Talking Performance process. Employees record and track both performance objectives and development objectives in our people system My Space, with development goals tailored to either current role or preparation for a future role. This enables a continuous focus on development.

DID YOU KNOW?

35,000
hours of employee learning were completed through MyAcademy in 2024/25.

In 2024/25, we supported 306 colleagues through apprenticeships in the UK. We also achieved Platinum membership to the 5% club for our commitment to supporting employees through 'earn and learn' opportunities. RS provides learning pathways such as change management, data insight and artificial intelligence (AI). We also launched a new entry-level opportunities scheme, hiring 33 employees with limited work experience into entry level roles supported by Super Skills training delivered by our RS Youth and Communities team (see page 46).

This year we added a new learning pathway, AI at RS, offering four courses on practical and safe AI use with c.9,000 course completions in 2024/25.

REWARD AND RECOGNITION

In 2024/25, we introduced a refreshed reward philosophy to inform how we approach reward, including transparency and wellbeing at all stages of the RS employment journey. This aligns to our business strategy and enables us to attract and retain employees, whilst motivating the right behaviours and performance. We also launched a global recognition programme, Spotlight, which enables peer-to-peer recognition to make it easy to show appreciation for colleagues who embody our values.

In line with our reward philosophy, we continue to provide market competitive rewards to attract and retain the talent we need to drive business performance. Our approach remains guided by our global commitment to ensuring base pay levels are set to pay a living wage and to offer competitive bonuses to our people, as well as long-term incentive plans to reward our senior leaders. This is underpinned by a market-based approach that aligns our benefits and rewards packages to the local market norms and supports our commitment to our values.

Social continued

HEALTH AND SAFETY

By 2029/30, we aim for zero accidents involving our people.

All accident frequency rate (per 200,000 hours)

0.44

increase of 19% from 2023/24

12%

increase in reported near misses per head in 2024/25

28

sites certified to ISO 45001 or an equivalent standard

In 2019/20, we set the ambition to reach zero accidents involving our people by 2029/30. To achieve this, our Target Zero programme aims to implement measures that continuously improve performance and prevent avoidable incidents. Unfortunately, our progress towards this target slowed in 2024/25 and our all accident frequency rate per 200,000 hours increased by 19% to 0.44 (2023/24: 0.37) and the total number of accidents across the Group increased to 37 (2023/24: 32).

Zero accidents resulted in fatalities, however one accident resulted in a life-changing injury. This is extremely upsetting and a full investigation was undertaken with lessons learned shared across our global sites.

To reinforce our Target Zero programme and ensure H&S is a fundamental part of how we do the right thing, we have strengthened our focus on creating a safety-first culture in 2024/25. We reviewed safety training programmes to ensure they were suitable for the full range of work activities and shared key learnings across the Group, encouraging increased hazard spotting and individual ownership of near miss reporting.

To promote our safety-first culture, key global actions in 2024/25 included:

- **Behaviour-based safety:** We implemented a Group H&S campaign requiring all employees that conduct manual handling activities to be observed while doing so, specifically focusing on ergonomics in our distribution sites, such as lifting and carrying in the appropriate way. This allows us to give immediate feedback to our employees and to coach them in real time, which helps employees and leaders identify and eliminate any behaviours that may result in future incidents.
- **Training, inspections and audits:** Employees completed close to 27,000 hours of comprehensive H&S training aligned to best practice. To promote individual ownership from the top, we introduced a leadership inspection form to be completed by all leaders travelling to a new site. We also conducted H&S audits of our largest distribution sites and we continue to identify and target sites with a higher risk profile and work with them to develop action plans which we monitor closely.
- **Near miss reporting:** Regular near miss reporting campaigns encourage our people to identify and report unsafe acts, hazards and near misses. The total number of near misses reported in 2024/25 increased by 12% per head, which reflects a shared responsibility for spotting, reporting and taking action to prevent incidents occurring. Once reported, all near misses are investigated to ensure corrective and preventative actions are put in place and where required shared with other sites across the Group.
- **Safety moments:** We introduced over 170 safety moments – brief reminders covering topics such as battery storage and employee fatigue, to be shared at the start of Group team meetings to embed a continuous conversation of H&S risks.

To ensure consistency across our operations, all of our sites have H&S management systems in place, with 28 sites certified to ISO 45001 or an equivalent standard, covering 57% of floor area and 33% of our sites. We conduct health and safety audits, assessments, induction and awareness training to any new acquisitions, aligning our new sites and colleagues to Group standards.

Our performance

	Change from 2024	2025	2024	2023
All accidents	+16%	37	32	33
All accident frequency rate (per 200,000 hours)	+19%	0.44	0.37	0.41
Lost time accidents	+53%	26	17	22
Lost time accident frequency rate (per 200,000 hours)	+63%	0.31	0.19	0.27
Total calendar days lost	+59%	481	302	516
Near misses reported	+10%	22,000	20,000	17,000
Near misses per head[1]	+12%	2.51	2.25	1.99

1. Prior year figures have been restated to incorporate enhancements in data capture and reporting methodologies.

For additional health and safety data, including how we are supporting mental health and wellbeing, please visit our ESG data centre: **rsgroup.com/sustainability**

DID YOU KNOW?

Near miss reporting helps identify and correct potential hazards before they cause harm so we can significantly improve safety and reduce the likelihood of accidents.

Wellbeing

We support the wellbeing of all our people in collaboration with our H&S teams. We have established several wellbeing rooms around the globe where employees can find quiet space to meditate, unwind or call a healthcare professional if required. Through our LifeWorks ERG, employees are encouraged to drive the conversation around breaking down the stigma surrounding mental health and wellbeing, disability, neurodivergence and financial wellbeing.

Social continued

CASE STUDY

PRIORITISING HEALTH & SAFETY THROUGH OUR VALUES

Global

WE ARE ONE TEAM | WE DELIVER BRILLIANTLY | WE DO THE RIGHT THING | WE MAKE EVERY DAY BETTER

Our values are visible in all aspects of our day-to-day operations. We apply them to key touchpoints of the RS experience, including our safety mindset.

- **We are one team:** we watch out for each other and for hazards, anywhere, all the time
- **We deliver brilliantly:** we role model safe behaviour, risk assessing the work we and others undertake, before doing it
- **We do the right thing:** everyone is empowered, we can intervene if we see any potentially hazardous action or behaviour, anywhere, by anybody
- **We make every day better:** we look for ways to improve things, so our people are safe at work and go home safely every day

WHAT'S NEXT?

Employee engagement

- Broaden our listening strategy with a holistic approach that combines pulse surveys, regional and global dialogue opportunities and employee lifecycle feedback
- Roll out values refresher workshops to help teams identify strengths and improvement areas related to our values framework

Inclusion for all

- Continue to attract and retain the talent we need for the future while remaining aligned with our values
- Prepare for future disclosure requirements

Talent, capability, reward

- Continue to invest in emerging talent through the Future Shapers programme
- Embed our reward philosophy to deliver reward and recognition that enhances engagement and boosts performance

Health and safety

- Continue to engage and empower our people to take shared ownership of safe behaviours
- Utilise new technology solutions to streamline and enhance existing programmes

Social continued

CHAMPIONING YOUTH & COMMUNITIES

It is essential that we inspire the next generation of industrial engineers and innovators to ensure we have the right skills to thrive in the future.

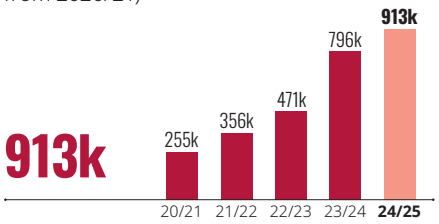
By providing educational products, inspirational learning content and immersive skills development opportunities, we help young engineers and technologists embark on exciting future careers.

We also support our communities to improve people's lives and inspire future generations, while creating a more sustainable world. We do this by enabling and empowering our people to make a meaningful difference in their local communities through our local giving fund and two paid days to volunteer every year.

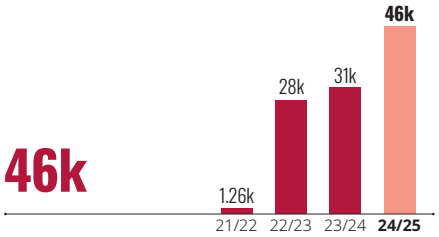
UN SDGS

PERFORMANCE SNAPSHOT

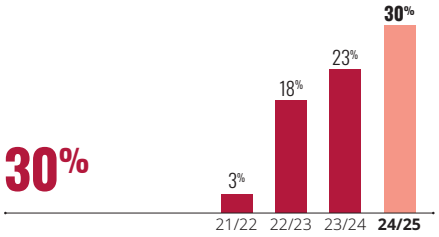
Young people supported
(with educational technologies, learning content and skills development, cumulative from 2020/21)



Lives improved
(through The Washing Machine Project, cumulative from 2020/21)



Volunteering
(% of employees that have volunteered in the last two years)



Social continued

COMMITMENTS AND PROGRESS

2030 AMBITIONS	METRICS	ACTIONS	STATUS	READ MORE
Championing youth & education				
Inspiring future engineers and innovators: Support one million young people with educational technologies, learning content and skills development opportunities	**913,000** young engineers and students supported since 2020/21	– Partnered with c.5,200 educational institutions to support future engineers and innovators – Expanded the RS Student Project Fund from the UK, Spain and South Africa to 11 additional countries within the EMEA region, providing RS products for innovative and diverse projects – Delivered over 40 free Super Skills sessions to enhance employability skills and strengthen the industry talent pipeline	On track or ahead	+ See page 46 rsgroup.com/sustainability
Supporting our communities				
Social impact partnerships: Support our social impact partners to use engineering and technology to improve lives – including supporting The Washing Machine Project (TWMP) to help 100,000 people in need	**46,000** lives improved through TWMP since 2020/21	– 20 projects supported across nine countries, including Mexico, Greece, Gaza and Uganda	Slightly behind – monitor closely	+ See page 47
	£963,000 raised for TWMP since 2020/21	– Raised over £300k for TWMP foundation through fundraising activities, employee donations and matched-giving	On track or ahead	
Volunteering: Inspire 50% of colleagues to volunteer to support their communities and build new skills	**30%** of employees have volunteered in the last two years	– Over 400 RS employees volunteered with TWMP to build 126 flatpack washing machines for global communities – Regional team volunteer days included community gardening, painting a paediatric hospital and collecting clothing and food donations for communities in need	On track or ahead	+ See page 48

Status key:
Each of our actions are broken down into annual ambitions that need to be met to remain on track to achieve our 2025 and 2030 goals. The key below reflects our current position:

- On track or ahead
- Slightly behind – monitor closely
- Not on track – further action required

Social continued

CHAMPIONING YOUTH & EDUCATION

INSPIRING FUTURE ENGINEERS AND INNOVATORS

By 2029/30, we want to support one million young people with educational technologies, learning content and skills development opportunities to support future engineers and innovators.

Number of young engineers and innovators supported

913,000

increase of 117,000 young people from 2023/24

We inspire young people to pursue technology and engineering-based careers, helping them to develop vital technical and employability skills that will positively impact global industry, society and the environment. Through our partnerships with c.5,200 educational institutions and our skills development programme we help future engineers and innovators to apply their technical knowledge and pursue careers in the field.

Our skills development programme is part of our strategy to become first choice for all our stakeholders. Supporting young people's skills development helps RS and the wider industry attract and retain young talent with a future-focused skillset. Furthermore, showing young engineers and innovators that we are by their side during their education and early career builds brand advocacy and lifetime loyalty with future customers.

Key actions delivered in 2024/25 across the three pillars of our education programme:

EMPLOYABILITY SKILLS

What we do
Our skills development programme enhances professional and employability skills for young engineers and innovators.

Key actions in 2024/25
- Delivered over 40 free Super Skills sessions on 12 topics to over 600 young people, fostering confidence, building employability skills and bridging the gap between university and the workplace

CASE STUDY

SUPER SKILLS AMBASSADOR

Our free Super Skills sessions are partly led by global ambassadors like Christopher Tan in Malaysia. In 2024/25, his 'Present Like a Pro' workshops reached over 100 students across four universities. Christopher, a young engineer, has served as an ambassador for the RS Youth & Community team for 10 years, sharing his knowledge with students while growing his own skills along the way.

PRACTICAL EXPERIENCE

What we do
We run a series of initiatives to provide students with opportunities to apply their technical knowledge.

Key actions in 2024/25
- Expanded the RS Student Project Fund to 11 additional countries within EMEA, providing RS products for innovative and diverse projects
- Grew the under-25 membership of DesignSpark by 16% to 516,000 in 2024/25
- Provided access to design resources and innovation tools to a total of 1.4 million students, educators and innovators

CASE STUDY

STUDENT PROJECT FUND

Through the Student Project Fund, RS has provided over £45,000 in products, prize funds and skills development sessions for projects across EMEA. This included Women in Robotics UK who created educational Launchbox workshop kits to inspire the next generation of women and non-binary people to join the field of robotics, and the University of Glasgow's FemEng society who ran a week-long knowledge-sharing wind farm competition in partnership with industry leaders.

STEM INCLUSION

What we do
We support initiatives aimed at increasing inclusion and supporting under-represented groups to access science, technology, engineering and maths (STEM) subjects and careers.

Key actions in 2024/25
- Hosted a STEM-outreach initiative for over 50 high school students in collaboration with the University of Cape Town, South Africa
- Ran a series of robotics, gaming, coding and basic electronics workshops in partnership with GirlTech for over 230 children in Italy

CASE STUDY

INCLUSIVE EDUCATION

In 2024/25, the RS South Africa team fostered the connection between inclusive education and industry innovation by sponsoring the tuition of 11 engineering students from disadvantaged backgrounds across three universities through the Skills Development Fund/RS Components Bursary Scheme. This includes a student who graduated in 2024 and found employment with ACE Pak Automation, an RS Group customer.

Social continued

SUPPORTING OUR COMMUNITIES

We empower and enable our people to support communities through our global social impact partnership, local giving fund and volunteering.

SOCIAL IMPACT PARTNERSHIPS

By 2029/30, we want to support our social impact partners to develop solutions that improve lives, including supporting TWMP to help 100,000 people in need.

Number of lives improved through TWMP since 2020/21

46,000

increase of 15,000 lives from 2023/24

To be a force for good in communities worldwide, we support social impact partners that develop solutions to improve lives, solve global challenges and create a more sustainable world.

Since 2020/21, we have provided financial and volunteering support to two primary partnerships:

- **The Washing Machine Project (TWMP)** provides displaced and low-income communities with an accessible, off-grid washing machine solution that does not require a direct power supply, which has improved the lives of over 46,000 people to date.

  In 2024/25, we raised over £300,000 for TWMP Foundation during the year through fundraising, matched-giving and corporate donations (£963,000 raised since 2020/21). Since the formation of our partnership, TWMP has distributed 486 machines, supporting over 46,000 lives through 21 projects in 13 countries.

- **Engineers Without Borders UK (EWB-UK)** works across the globe to put sustainability at the heart of engineering.

  In 2024/25, we sponsored EWB-I's Engineering for People Design Challenge in the UK, Ireland, US, South Africa and Cameroon, giving 13,300 students the opportunity to design sustainable solutions that tackle community development challenges.

We have raised

£963,300

for TWMP since 2020/21

SUPPORTING LOCAL COMMUNITIES

We know the importance of making a positive impact in our local communities. That is why we empower our people to champion the causes closest to their hearts in the communities where we live and work. Whether it is through financial support, volunteering, or both, we want to help our teams make a difference.

In 2024/25, we established a network of regional champions and committees worldwide to enable employees to support charities and initiatives that make a difference in the local communities in which we operate. This localised approach gives each region and country within RS the flexibility to build meaningful relationships with local organisations that matter most to our people and communities.

Following the devastating wildfires across California, US, in January 2025, we set up an emergency response fund, donating just under £10,000 to the American Red Cross and £6,000 to the Los Angeles Wildfires & Disaster Recovery Wildlife Fund in support of our sales teams and customer base in the region.

Additionally, following the earthquake that hit Thailand and Myanmar in March 2025, we donated £15,000 to support the Thai Red Cross emergency response.

In 2024/25, we donated

£142,000

to local charity and community initiatives worldwide, supported by our employees

CASE STUDY

LIGHTING LIVES AND GROWING FUTURES IN ASIA PACIFIC

Asia Pacific

In 2024/25, our colleagues in Asia Pacific dedicated time and resources to support a number of sustainable causes across the region, including:

- Building solar lights through SolarBuddy to provide clean, reliable light sources
- Planting trees in forest reserves in Malaysia
- Partnering with Seeds of Hope Society in the Philippines to plant 500 fruit-bearing seedlings in the Rizal province

Collectively these projects have helped to reduce energy poverty and support key biodiversity areas across the region.

Social continued

VOLUNTEERING

By 2029/30, we want to inspire 50% of colleagues to volunteer to support their communities and build new skills.

% of employees who have volunteered in the last two years

30%

increase of 7% pts from 2023/24

In 2024/25, we encouraged our people to use their two annual days of paid volunteering leave for community-based initiatives and good causes. Volunteering activities included supporting communities, developing skills, improving engagement and boosting health and wellbeing.

DID YOU KNOW?

$3,000

During their annual Sock it to Cancer fundraising walk in October 2024, RS in Americas raised over $3,000 to donate to the National Breast Cancer Foundation.

Over the last two years, the number of employees using their volunteering leave has increased to 30% (2023/24: 23%), and they have donated 1,840 days to support local causes or our social impact partners.

Key actions in 2024/25:

- Over 400 RS employees volunteered with TWMP to build 126 flatpack washing machines for communities in Mexico, Greece, Gaza and Uganda
- Teams supported their communities by planting trees, cleaning a community garden, painting a paediatric hospital and collecting clothing and food donations

While volunteering participation is increasing, we still have work to do to ensure that 50% of our people are using their annual volunteering days to support community causes by 2030. During the rollout of our new values and behaviours in 2024/25, we promoted volunteering as an example of doing the right thing and working together to make every day better.

For more on how we champion youth and communities, go to: **rsgroup.com/sustainability**

WHAT'S NEXT?

Inspiring future engineers and innovators

- Continue our programmes to build the skills and experience of the next generation of engineers, innovators and technologists, aligning more closely with our people plan and customer strategies

Social impact partnerships

- Select our next global social impact partner based on rigorous selection criteria and employee input
- Progress rollout of our local community committees, enabling employees to support the causes closest to where they live and work

Volunteering

- Encourage employees to use their two paid annual volunteering days, giving their time and skills to have a positive impact on the community

DOING BUSINESS RESPONSIBLY

Our commitment to doing the right thing underpins everything we do and ensures we remain a trusted and transparent partner.

We adopt a strong approach to governance, ethics and compliance both within our business and across our value chain. By actively collaborating with our 2,500+ product suppliers, we ensure that our 800,000 strong product range comes from responsible businesses that share our high ethical and environmental standards.

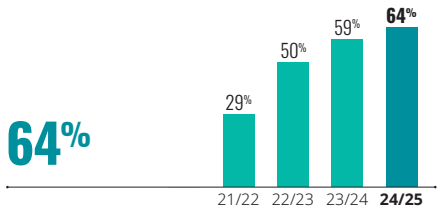
UN SDGS

8 DECENT WORK AND ECONOMIC GROWTH

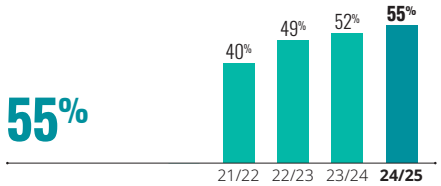
12 RESPONSIBLE CONSUMPTION AND PRODUCTION

PERFORMANCE SNAPSHOT

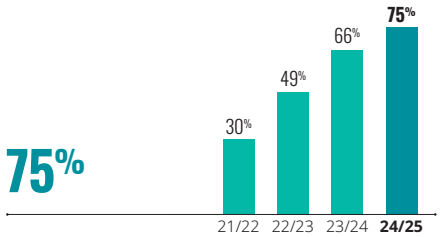
Ethical Trading Declaration
(% of suppliers by spend signed our Ethical Trading Declaration)



EcoVadis membership
(% of suppliers by spend with an EcoVadis rating)



Sedex membership
(% of RS PRO suppliers by spend are Sedex members)



Governance continued

COMMITMENTS AND PROGRESS

2030 AMBITIONS	PERFORMANCE	ACTIONS	STATUS	READ MORE
Responsible business: ESG-related targets included in our employee rewards programme across all levels and geographies	**48%** of employees had their annual incentive aligned to Group carbon reduction in 2024/25	– 48% of employees incentivised to achieve Scope 1 and 2 emissions reduction goals in 2024/25, with a carbon metric accounting for 10% to 15% of the Group's annual incentive	On track or ahead	+ See page 54 rsgroup.com/sustainability
Responsible supply chain: Evaluate our suppliers against our high ethical and environmental standards and set ESG objectives for strategic suppliers	**64%** of suppliers by spend with signed Ethical Trading Declaration	– Introduced ESG as the eighth pillar of our EMEA strategic supplier approach – Updated ESG Supplier Handbook and created a supplier video to engage on material ESG topics – Engaged with over 110 suppliers to develop more sustainable products for the Better World product range with 44 suppliers entering the range in 2024/25	Slightly behind target – monitor closely	+ See page 55
	55% of suppliers by spend with an EcoVadis rating		Slightly behind target – monitor closely	
	75% of RS PRO suppliers by spend with a Sedex membership		On track or ahead	

Status key:
Each of our actions are broken down into annual ambitions that need to be met to remain on track to achieve our 2025 and 2030 goals. The key below reflects our current position:

- On track or ahead
- Slightly behind target – monitor closely
- Not on track – further action required

ESG GOVERNANCE

The ExCo, led by our CEO, has ultimate responsibility for the development, delivery and progress of our 2030 ESG action plan. They oversee the development, implementation and performance management of our 2030 ESG action plan and all related policies, goals, initiatives, investments and disclosures.

The ExCo receives a quarterly update on our ESG performance and has two dedicated ESG sessions per year to review strategy, investment planning and performance as part of our organisational business review and management process. This includes an overview of our climate transition plan and performance to ensure we are taking appropriate action on the Group's key climate-related risks and opportunities.

This is supplemented with ad-hoc briefings and updates on the latest ESG regulations and other developments.

During the year, six ExCo members participated in one-to-one interviews to support our revised double materiality assessment. See page 12 for more information.

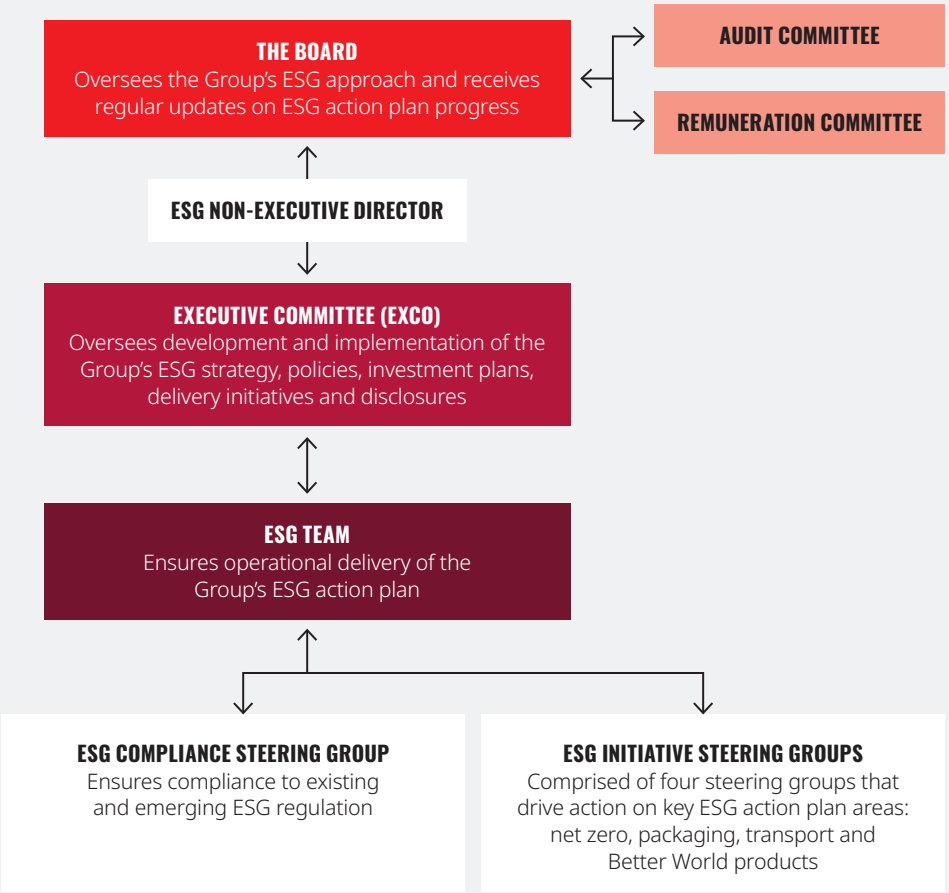
The Board has close oversight of our ESG action plan, including our five climate-related risks and opportunities (CRROs) and ratifies key ESG policies, targets, initiatives and investments while monitoring ESG progress via regular updates. In addition to an annual deep dive into ESG strategy, investment plans and performance, they receive a progress update ahead of each Board meeting via the CEO Board report and the Chief Sustainability Officer (CSO) provides a verbal update to Non-Executive Director ESG lead, Bessie Lee.

In respect of ESG, the Board is supported by two of its committees: the Audit Committee, who ensure alignment to existing and emerging ESG compliance and the Remuneration Committee, who make decisions on ESG metrics and targets to be included in executive remuneration and employee rewards.

The Group ESG team is responsible for the day-to-day delivery of our ESG action plan. In 2024/25, the team moved into the corporate services function, reflecting how strong governance underpins ESG strategy and delivery while enabling the business to deliver greater value for our stakeholders. Led by our CSO, the team is supported by cross-organisational steering groups focused on the key areas of our ESG action plan: net zero, packaging, transport, Better World products and supplier ESG. These teams meet regularly to develop strategic and investment plans, oversee initiative delivery and manage ongoing performance.

They are supported by our ESG compliance steering group, with senior members from finance, risk, legal and compliance and ESG working closely with our functions and markets to address our ESG impacts, risks and opportunities and ensure our approach aligns to key ESG compliance frameworks: TCFD, CSRD and CSDDD (see pages 16 and 17).

ESG GOVERNANCE STRUCTURE



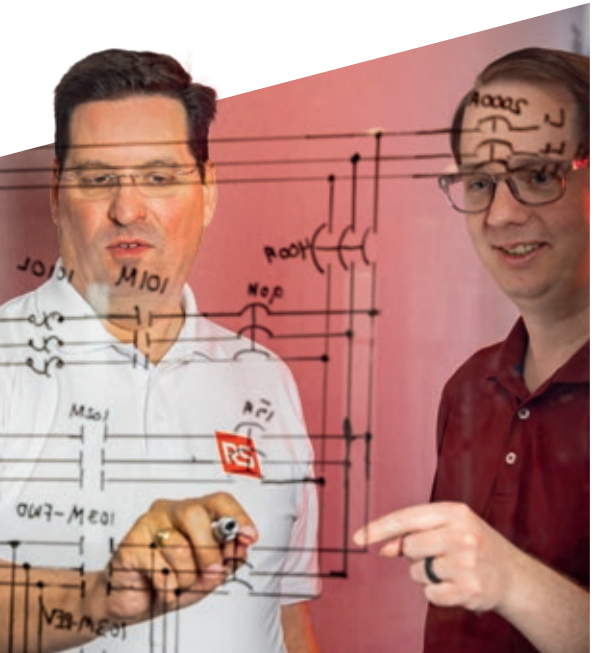
Governance continued

REPORTING AND DISCLOSURE

To ensure our ESG disclosures meet the evolving needs of our stakeholders, we continued to align our reporting to key frameworks, ratings and standards. Our ESG data centre includes up to five years of environmental data and our climate-related KPIs. We also provide a separate ESG basis of reporting document which outlines the reporting methodology for key ESG KPIs which can be found at **rsgroup.com/sustainability/**. Assurance of our ESG data from ERM CVS can be found in the 2025 Annual Report and Accounts on pages 74 and 75.

The Group ESG team closely monitors fast-changing ESG regulations, particularly in the UK and EU. By staying up to date with new standards – like the delayed rollout of CSRD – they ensure we align with best practices and remain compliant.

To learn from peers and gain strategic insight on some of our most material ESG topics, in 2024/25 members of the ESG and D&I teams joined the UN Global Compact's (UNGC) UK Working Groups on Sustainability Reporting, Circular Economy, Climate Peer Learning and Diversity, Equity and Inclusion.



Our ESG disclosures are aligned to the following frameworks and standards:

- **TCFD:** In 2024/25, we refreshed our quantitative scenario analysis for our five CRROs and broadened our governance, risk management controls and engagement.
- **GRI and SASB:** Our ESG reporting aligns to the sector-specific recommendations of the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB).
- **UNGC:** We are members of the UNGC, and our latest Communication on Progress can be found on our website. In 2024/25, we joined four UNGC working groups as referenced above.
- **UN Sustainable Development Goals (SDGs):** Our ESG action plan is aligned to six of the UN SDGs where we can make the biggest impact.

AWARDS AND RECOGNITION

In 2024/25, we were included in CDP's prestigious A-list, having improved our CDP rating this year from A- to A for our commitment to climate action, environmental transparency and disclosure. We were ranked 81st in TIME Magazine's World's Most Sustainable Companies and were listed in the S&P Global Sustainability Yearbook for the second time, placing us in the top 15% of companies in our industry for ESG action. We also maintained our Platinum EcoVadis Medal for the third consecutive year.

For more detail on our ESG achievements, ratings and standards alignment, see page 60 and our website: **rsgroup.com/sustainability**

ESG in mergers and acquisitions (M&A)

In 2024/25, we have clarified our M&A assessment process to strengthen due diligence on ESG considerations. We quantify and evaluate ESG indicators as part of the holistic business case for all acquisitions, with a particular emphasis on environmental, health and safety and people factors.

Once part of RS Group, we work with our new businesses to support them to develop and deliver their ESG initiatives, aligned to our 2030 ESG action plan. We have updated our governance integration standards to outline a detailed, step-by-step engagement process, starting with alignment of compliance standards, a benchmark of current ESG performance, and integration of ESG performance data.

We have completed these actions for our 2022/23 and 2023/24 acquisitions, and we are now supporting the new businesses to develop ESG plans and initiatives aligned to their country and stakeholder requirements and the Group's 2030 ESG action plan.

DID YOU KNOW?

We hold an AA rating with MSCI and a Negligible Risk rating with Sustainalytics, reflecting our robust ESG approach.

CASE STUDY

THE FINANCIAL LENS ON ESG

Global

WE DELIVER BRILLIANTLY

As ESG governance evolves, collaboration between the ESG and Finance teams is key to aligning our strategy with business value.

In 2024/25, we strengthened this partnership through two major projects:

- **TCFD:** ESG and Finance jointly updated our climate scenario analysis, extending our forecasts to 2050 and modelling impacts on key financial metrics. See pages 68 to 73 in the 2025 Annual Report and Accounts for our TCFD report.
- **Double materiality:** Finance played a central role in refining our assessment to align with CSRD, informing rigorous scoring of risks and opportunities, validating thresholds and integrating ESG further into our risk framework. See page 12 for details about the assessment.

This collaborative workstream brings together essential skillsets and expertise to deliver effective strategic oversight of ESG.

Governance continued

ETHICS AND COMPLIANCE

We are committed to upholding the highest standards of ethics and compliance across the Group and ask our suppliers to do the same. To ensure consistent action, our key policies and processes align to regional legislative requirements and best practice standards, including the policies and processes described below and on our website at **rsgroup.com/sustainability/codes-policies-and-standards**

Code of Conduct
The Code of Conduct sets out our policy to maintain the highest standards of ethical conduct and behaviour. It provides clarity to our employees, contractors and others as to the legal and compliance requirements we must adhere to, as well as ways of raising concerns including via our Speak Up process.

Compliance with the Code of Conduct is required for employees, reinforced by training delivered to our top 178 senior leaders and an email awareness campaign for all employees. Our values rollout in 2024/25 has strengthened our corporate culture and brought a greater degree of purpose and meaning to living the Code of Conduct, ensuring that we maintain the integrity and reputation of our business by always doing the right thing. The Code of Conduct is periodically refreshed to ensure it continues to reflect best practice and reinforce our commitment to achieving the highest ethical and compliance standards across the Group.

Ethical trading
We continue to promote ethical standards for our people through the Code of Conduct and for our suppliers through our Procurement Policy and Ethical Trading Policy.

We are committed to partnering with suppliers with strong ESG standards. We ask all our products and service suppliers to sign our Ethical Trading Declaration, or provide their own equivalent ethical policy that aligns to our standards. As of 2024/25, 64% of suppliers by spend had signed our Ethical Trading Declaration or provided their own.

Anti-bribery and corruption
We are committed to conducting our business affairs ethically and transparently, ensuring we do not engage in or facilitate any forms of bribery or corruption as outlined in UNGC Principle 10.

Our Anti-Bribery and Corruption Policy sets out this commitment alongside our approach to gifts and hospitality, facilitation payments and political and charitable contributions. This policy and related controls are detailed in our Code of Conduct training, are available in 10 Group languages on our intranet sites and via our Legal & Compliance chatbot (see page 54). In 2024/25, 100% of our senior leaders completed Code of Conduct training, which included a particular emphasis on anti-bribery and corruption. An email awareness campaign was carried out to all employees at the same time.

Whistleblowing
Speak Up, our dedicated whistleblowing process, is a way for employees, customers and suppliers to raise concerns regarding ethical or legal concerns without fear of victimisation. Available globally, we provide internal channels and an external independent reporting service that can be used to make reports anonymously.

The Speak Up process is monitored regularly by our Audit Committee and in 2024/25, we received 38 Speak Up reports, all of which were investigated and acted upon where necessary. The Group Speak Up Policy was refreshed during the year, with an awareness campaign to encourage employees to report concerns and the addition of eight new local language whistleblowing telephone lines.

Modern slavery
Our Modern Slavery Transparency Statement outlines our zero-tolerance stance towards any forms of slavery, human trafficking, child or forced labour within any part of our business or supply chain. This position is reinforced in our Anti-Slavery and Human Trafficking Policy and Ethical Trading Policy.

We comply fully with the International Labour Organization (ILO) Forced Labour Convention and Abolition of Forced Labour Convention and the ILO's Minimum Age Convention. In 2024/25, 100% of our senior leaders undertook modern slavery training as part of our Code of Conduct training.

PRODUCT COMPLIANCE AND QUALITY

Our commitment to product compliance and quality guides our approach to keeping the products we sell free from conflict minerals and restricted hazardous substances.

We support the Responsible Minerals Initiative and the efforts of human rights organisations to end violence and atrocities in Central Africa, where many conflict materials are sourced, including the Democratic Republic of Congo and nine adjoining countries: Republic of Congo, Central African Republic, South Sudan, Zambia, Angola, Tanzania, Burundi, Rwanda and Uganda. We are conscious of an escalation of instability in these regions and we are evolving our due diligence procedures accordingly to reflect greater need for visibility.

In North America, we comply with the Dodd-Frank Act and, as a result, request Conflict Minerals Reporting Templates (CMRTs) from all applicable suppliers. We have collected CMRTs for c. 77% of applicable product suppliers to RS Americas, many of which are also product suppliers to RS EMEA. Our Conflict Minerals and Materials of Concern Policy and statement provides an annual update of our ongoing efforts in this area. We also have strict policies in place around chemicals of concern and controversial products, which can include forbidding their sale.

Our product compliance approach is embedded across our policy suite and suppliers are asked to commit to this in our Ethical Trading Declaration. Read our Ethical Trading Policy, Conflict Minerals Policy and statement and Chemicals of Concern Statement at: **rsgroup.com/sustainability**

DATA, INFORMATION SECURITY AND PRIVACY

Data and information security

We continue to operate a robust information security programme, central to which is our Information Security Policy that is aligned to the principles of the National Institute of Standards and Technology Cybersecurity Framework and ISO 27001. We recognise and respect the high level of trust our customers, suppliers and employees place in us. This is why we continue to maintain a strong focus on data, privacy and information security, as key mitigations to cyber security as a principal risk for the Group. We also published a Data Incidents Policy and an AI Policy which is being translated for global distribution.

We assess the different parts of our business for risks associated with handling personal data and provide in-depth training tailored to the audiences in the parts of the business with a higher risk related to personal data. 99% of our employees in those higher risk areas have completed Data Protection training in 2024/25.

In 2024/25, we enhanced email security through more frequent, targeted phishing simulations, tuning technology to detect some of the more sophisticated threats that we are beginning to experience and utilising AI prediction to filter and handle attacks. Our primary objective is to increase awareness and to assess individuals based on their ability to identify and report simulated phishing attempts.

Privacy

We respect the privacy of our colleagues, customers and suppliers by closely protecting the confidentiality of their personal information. Regular risk-based analysis helps inform key areas of focus and a dedicated compliance toolkit is available to all employees.

To embed privacy considerations into our project processes, our global network of local data champions continued to provide relevant information to our staff and take appropriate action. The Group operational audit and risk team also support our Data Protection Officer with reviewing the process.

In 2024/25, 99% of our employees in higher risk areas have completed data protection training.

For a full list of Group codes, policies and standards, go to: **rsgroup.com/sustainability/codes-policies-and-standards**

CASE STUDY

LEGAL CHATBOT: LATONA

Global

WE MAKE EVERY DAY BETTER

This year we introduced a new chatbot tool to streamline requests for our Group Legal & Compliance team. Named Latona, this chatbot provides self-service access to a vast database of legal knowledge built on common questions. Latona is available 24/7 in over 80 languages, and is equipped to answer routine legal questions, provide quick insights and guide employees through basic legal processes while allowing Group lawyers to focus on more complex requests.

Since the launch in January 2025, Latona has maximised the capacity of the Legal & Compliance team by offering fast responses to standard questions and curating background information, improving timeframes for legal review.

INCENTIVISING ESG PROGRESS

By 2029/30, we want to include ESG-related targets in our employee rewards' programme across all levels and geographies.

ESG metrics in Group performance scorecard

8

unchanged from 2023/24

% of employees with carbon reduction metric in annual incentive

48%

3% pts increase from 2023/24

To drive progress towards our 2030 ESG action plan, we have integrated ESG targets into our employee rewards programme. As of 2024/25, 48% of Group employees have their annual incentive aligned to the Group's Scope 1 and 2 emissions reduction target, with this metric accounting for between 10% to 15% of the annual incentive. In 2024/25, we exceeded the maximum performance level for this metric.

In addition to these incentives, ESG forms a core part of our performance management at both a Group and individual level. The ExCo receive ESG performance updates quarterly. We also have eight non-financial KPIs in our Group performance scorecard which the ExCo use to manage ESG performance via QBRs with the regions and functions. Specific individuals and teams have ESG targets in their annual objectives and incentive structures to drive further progress.

RESPONSIBLE SUPPLY CHAIN

By 2029/30, we want to evaluate all our suppliers against our high ethical and environmental standards and set ESG objectives for strategic suppliers.

Suppliers with signed Ethical Training Declaration

64%

5% pts increase from 2023/24

Suppliers with EcoVadis rating

55%

3% pts increase from 2023/24

Suppliers committed to SBTi

38%

6% pts increase from 2023/24

RS PRO suppliers that are Sedex members

75%

9% pts increase from 2023/24

Supplier ESG action plan

As a global organisation at the centre of the industrial value chain, it is important that we leverage our leadership position to drive responsible action among our suppliers on behalf of our customers. We recognise that our 2,500+ suppliers are at different stages of their sustainability journey, which is why we share our ESG insights and knowledge, as well as our strong responsible business principles to ensure that good practices are upheld across our value chain. By doing so, we are forging stronger relationships and accelerating consistent actions to reduce risk and increase trust among our customers.

By 2030, we aim to engage our top 67% of suppliers by spend (c.400 suppliers) and all RS PRO suppliers (c.670 suppliers) on four ESG priorities outlined in our ESG Supplier Handbook. As of 2024/25, we have achieved the following:

1. **Sign and return the Ethical Trading Declaration:** 64% of suppliers by spend with a signed Ethical Trading Declaration in place (2023/24: 59%)
2. **Develop and offer more sustainable products:** 44 new suppliers and 2,600 new products were added to the Better World product range, which totals c.30,000 products from 132 suppliers (2023/24: c.30,000 products from 90+ suppliers) (see page 27)
3. **Set science-based carbon reduction targets by 2025:** 38% of suppliers have set science-based climate goals through the SBTi. In addition to working with suppliers, in 2025/26 we will engage with SBTi to identify an appropriate future target
4. **Become EcoVadis-rated or Sedex members:** 55% of suppliers by spend are now rated by EcoVadis (2023/24: 52%). Not only has participation increased, but suppliers have maintained their average silver medal in 2024/25. 75% of RS PRO suppliers are members with Sedex (2023/24: 66%)

Our supplier management approach is based on rigorous screening, collaboration and regular direct engagement with our suppliers. Each supplier-facing team is coached on our supplier ESG action plan to drive productive conversations that prioritise sustainability. We support our suppliers to progress sustainability opportunities and overcome challenges by providing educational toolkits, such as our ESG Supplier Handbook and Better World Product guidelines. We facilitate sharing and learning through webinars and industry events and regularly review ESG progress in individual supplier meetings. This year, we made ESG the eighth pillar of our EMEA strategic approach to drive action across the value chain in sustainable products, carbon reductions and broader ESG standards.

ESG was a core part of the agenda for the EMEA strategic supplier annual conference and RS Connect events in US, UK and Scandinavia, where we hosted panel sessions covering topics such as our ESG action plan, Better World product range, sustainable distribution and our youth programme.

Through these events, we aim to drive deeper collaboration between suppliers and customers to accelerate sustainable and circular business models and create stronger, more strategic partnerships.

DID YOU KNOW?

132

suppliers contribute to our Better World product range.

We continued to conduct detailed ethics and compliance monitoring with our key suppliers to ensure ongoing alignment to Group standards and expectations. This included:

- Risk screening all existing suppliers against global government lists and conducting more in-depth ethics and compliance checks on our higher-risk RS PRO suppliers. In 2024/25, we conducted 57 site audits of these suppliers.
- In addition to the mandatory pre-qualification questionnaire as part of our supplier onboarding process, in 2024/25 we ran our second re-qualification trial targeting specific product categories as additional due diligence to ensure products contain responsibly sourced minerals.

More information on our supplier ESG action plan can be found online at: **rsgroup.com/sustainability**

CASE STUDY

DRIVING ESG ACROSS THE VALUE CHAIN

Global

WE DELIVER BRILLIANTLY

With over 2,500+ suppliers at varying stages of their sustainability journey, we use targeted tools to engage them effectively. One key initiative is our tailored EcoVadis platform, designed to give our suppliers an accessible way to assess and advance their ESG performance. We engage directly with suppliers on areas of concern to identify clear actions they can take to enhance their ESG position. This not only strengthens our ability to manage sustainability risks but also helps accelerate ESG progress across the wider industry.

Governance continued

CASE STUDY

STEWARDING PROGRESS ACROSS THE SUPPLY CHAIN

Global

1 WE ARE ONE TEAM

Collaboration is the key to creating a more sustainable global industrial value chain.

At the SPS exhibition in Nuremberg (December 2024), RS highlighted the importance of collaboration in advancing sustainability across value chains. The session showcased both Siemens' newly launched EcoTech Framework and our Better World product claims framework, illustrating how our 2030 ESG action plan aligns closely with the initiatives of our business partners as we collectively work towards a more sustainable industry.

The discussion emphasised the need for transparency in data and certification to support informed, confident purchasing decisions. RS's Better World product guidelines help customers identify sustainable alternatives, while our partnership with Siemens continues to drive shared learning and accelerate progress toward a greener future.

55%
of suppliers by spend are EcoVadis rated

"By collaborating with strategic partners such as Siemens, we can deliver opportunity and innovation to deliver green transformation at pace for our customers."

Danny Hobson
Head of Product and Supplier Sustainability

WHAT'S NEXT?

Governance, ethics and compliance

- Continue to operate a strong ESG governance approach at ExCo and Board level to embed ESG within all areas of our strategy, business planning, investments, decision-making, execution and disclosures
- Keep a watching brief on evolving ESG disclosure requirements and prepare for compliance with emerging legislation

Data, information security and privacy

- Continue enhancing our ability to interpret security events and respond more effectively as threats evolve
- Foster greater alignment between information security and business priorities to support informed, strategic decisions
- Shift towards automated controls to reduce manual effort and focus on continuous improvement

Responsible supply chain

- Deepen supplier collaboration by embedding ESG through supplier QBRs, events and ongoing dialogue, supported by our experts and resources
- Grow the Better World product range by onboarding new suppliers and increasing product choice
- Elevate supplier ESG performance with tools like EcoVadis, supported by training materials and dashboards

OUR ESG PERFORMANCE

Our ESG performance

PERFORMANCE SCORECARD

PILLAR	2030 AMBITIONS[1]		METRICS	STATUS	BASELINE (2019/20)	PROGRESS SINCE BASELINE	CURRENT PROGRESS (2024/25)	GOAL (2029/30)
ADVANCING SUSTAINABILITY	**Carbon**	Reduce absolute emissions from our own operations by 75% by 2029/30	Total Scope 1 and 2 emissions (tonnes CO_2e) – including emissions data from our acquired businesses back to our 2019/20 baseline[2,3]	On track or ahead	17,900	(64)%	6,500	4,475
			Total Scope 1 and 2 emissions (tonnes CO_2e) – like-for-like with 2023/24[2]	On track or ahead	13,900	(55)%	6,300	N/A
	Packaging	Reduce packaging intensity by 45% by 2030[2]	Tonnes packaging/£m revenue[2,4,5]	On track or ahead	2.47	(37)%	1.55	1.36
		100% of packaging widely reusable or recyclable by 2030	% of packaging by weight	On track or ahead	80%	+14% pts	94%	100%
		Our packaging is made with 50% recycled content by 2030	% of packaging by weight	On track or ahead	N/A	N/A	82%	100%
	Waste	Reduce waste intensity by 50% by 2030	Tonnes waste/£m revenue[2,4]	On track or ahead	1.50	(8)%	1.38	0.75
		Achieve zero waste to landfill in our direct operations by 2030	% waste to landfill	On track or ahead	6%	(1)% pts	5%	0%
		Recycle >95% of our waste by 2030	% waste recycled	On track or ahead	79%	+5% pts	84%	>95%
	Transport	Reduce our Scope 3 transport emissions by 35% per tonne sold by 2030[2]	Tonnes of CO_2e from Scope 3 transport emissions/tonne of product sold (SBTi target)[4,6]	On track or ahead	1.66	(26)%	1.23	1.08
	Products and solutions	Develop innovative and sustainable product and service solutions for all our customers	Number of products included in the Better World product range (SBTi target)	Slightly behind target – monitor closely	c.20k (2022/23)	N/A	c.30k	100k
			Tonnes CO_2e from RS PRO products in-use per tonne of product sold (SBTi target)[2]	On track or ahead	151	(19)%	122	121
	Supplier carbon	Engage 67% of our suppliers by spend to set science-based targets (SBTs) by 2025	% of suppliers by spend to set SBTs	Not on track – further action required	15% (2020/21)	+23% pts	38%	67% (2024/25)

1. All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.
2. Externally assured by ERM CVS in 2024/25.
3. Scope 1 and 2 emissions from recent acquisitions included in prior year data back to 2019/20 baseline and updated to reflect improvements to our reporting methodologies, with more detail provided in our ESG basis of reporting: **rsgroup.com/sustainability**
4. KPIs are on a constant exchange rate basis and are updated to reflect changes in reporting methodology and/or emissions factors.
5. Target reset in 2024/25. Previously 30% reduction in packaging intensity from 2019/20 to 2029/30.
6. Target reset in 2024/25. Previously 25% reduction per tonne of product sold.

Status key: On track or ahead · Slightly behind target – monitor closely · Not on track – further action required

Our ESG performance continued

PERFORMANCE SCORECARD

PILLAR	2030 AMBITIONS[1]		METRICS	STATUS	BASELINE (2019/20)	PROGRESS SINCE BASELINE	CURRENT PROGRESS (2024/25)	GOAL (2029/30)
EMPOWERING OUR PEOPLE	**Engagement**	Achieve and maintain an employee engagement score in the top 10% of high-performing companies	Employee engagement score[2]	Slightly behind target – monitor closely	72	–	72	82 (top 10%)
	Leadership diversity	Ensure our team is reflective of the customers, suppliers and communities we serve and create an inclusive and engaging environment where everyone is proud to come to work and can perform at their best, develop and thrive	% of female leaders[2]	Slightly behind target – monitor closely	N/A	N/A	37%	N/A
			% of ethnically diverse leaders[2]	Slightly behind target – monitor closely	N/A	N/A	10%	N/A
	Health and safety	Aim for zero accidents involving our people	All accident frequency rate (per 200,000 hrs)[2]	Slightly behind target – monitor closely	0.69	(36)%	0.44	0
CHAMPIONING YOUTH & COMMUNITIES	**Education**	Support one million young people with educational technologies, learning content and skills development opportunities	Number of young people supported	On track or ahead	255k (2020/21)	+258%	913k	1 million
	Social impact partnerships	Support our social impact partners to develop solutions that improve lives – including supporting The Washing Machine Project (TWMP) to help 100,000 people in need	Amount raised for TWMP	On track or ahead	£0	–	£963k	N/A
			Total number of lives impacted through our support to TWMP	Slightly behind target – monitor closely	0	–	46k	100k (2024/25)
	Volunteering	Inspire 50% of our colleagues to volunteer to support their communities and build new skills	% of employees volunteering within the last two years	On track or ahead	3% (2021/22)	+27% pts	30%	50%
DOING BUSINESS RESPONSIBLY	**Incentivising ESG progress**	ESG-related targets included in our employee rewards programme	% of ESG targets in annual bonus	On track or ahead	N/A	N/A	10-15%	N/A
	Responsible supply chain	Evaluate our suppliers against our high ethical and environmental standards. Set ESG objectives for strategic suppliers	% of suppliers by spend signed new Ethical Trading Declaration	Slightly behind target – monitor closely	29% (2021/22)	+35% pts	64%	100%
			% of suppliers by spend with EcoVadis rating	Slightly behind target – monitor closely	40% (2021/22)	+15% pts	55%	80%
			% of RS PRO suppliers by spend with a Sedex membership	On track or ahead	30% (2021/22)	+45%	75%	90%

1. All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.
2. Externally assured by ERM CVS in 2024/25.

Status key: On track or ahead · Slightly behind target – monitor closely · Not on track – further action required

Our ESG performance continued

ESG ACHIEVEMENTS, RATINGS AND STANDARDS ALIGNMENT

EXTERNAL FRAMEWORKS WE ALIGN WITH:

TCFD – Task Force on Climate-Related Financial Disclosures

Science Based Targets – Driving ambitious corporate climate action

SASB – Sustainability Accounting Standards Board

United Nations Global Compact

GRI

Sustainable Development Goals

+ To find out more about our alignment and progress against these standards and more, visit: rsgroup.com/sustainability

2024/25 ESG RATINGS

Framework	Our achievement
CDP	**INCLUDED** in the A-list
ecovadis	**PLATINUM** EcoVadis rating
Sustainalytics	**TOP 50** Sustainalytics rating: Global top 50 ESG companies
MSCI	**AA** MSCI ESG rating
S&P Global	**INCLUDED** in the 2025 S&P Global Sustainability Yearbook
Member of Dow Jones Sustainability Indices, Powered by the S&P Global CSA	**CONSTITUENTS** of DJSI Europe

2024/25 ESG AWARDS AND RECOGNITION

- TIME Magazine World's Most Sustainable Companies 2024 (#81)
- Global Top 100 Inspiring Workplaces (RS in Americas, #81)
- 2024 North American Inspiring Workplaces Award (RS in Americas, #65)
- 100/100 on Human Rights Campaign Corporate Equality Index
- Outstanding Employer in Greater China Award at the HRoot Awards 2024
- B2B (SEO) and (PPC) at the UK Search Awards 2024
- Platinum membership in the 5% club for UK apprenticeships

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