

ADVANCING SUSTAINABILITY



DELIVERING VALUE







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 our ESG strategy, visit: rsgroup.com/sustainability

ADDITIONAL RESOURCES

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



2025/26 Annual Report and Accounts (includes TCFD statement)



2025/26 ESG basis of reporting



2026 Climate Transition Plan



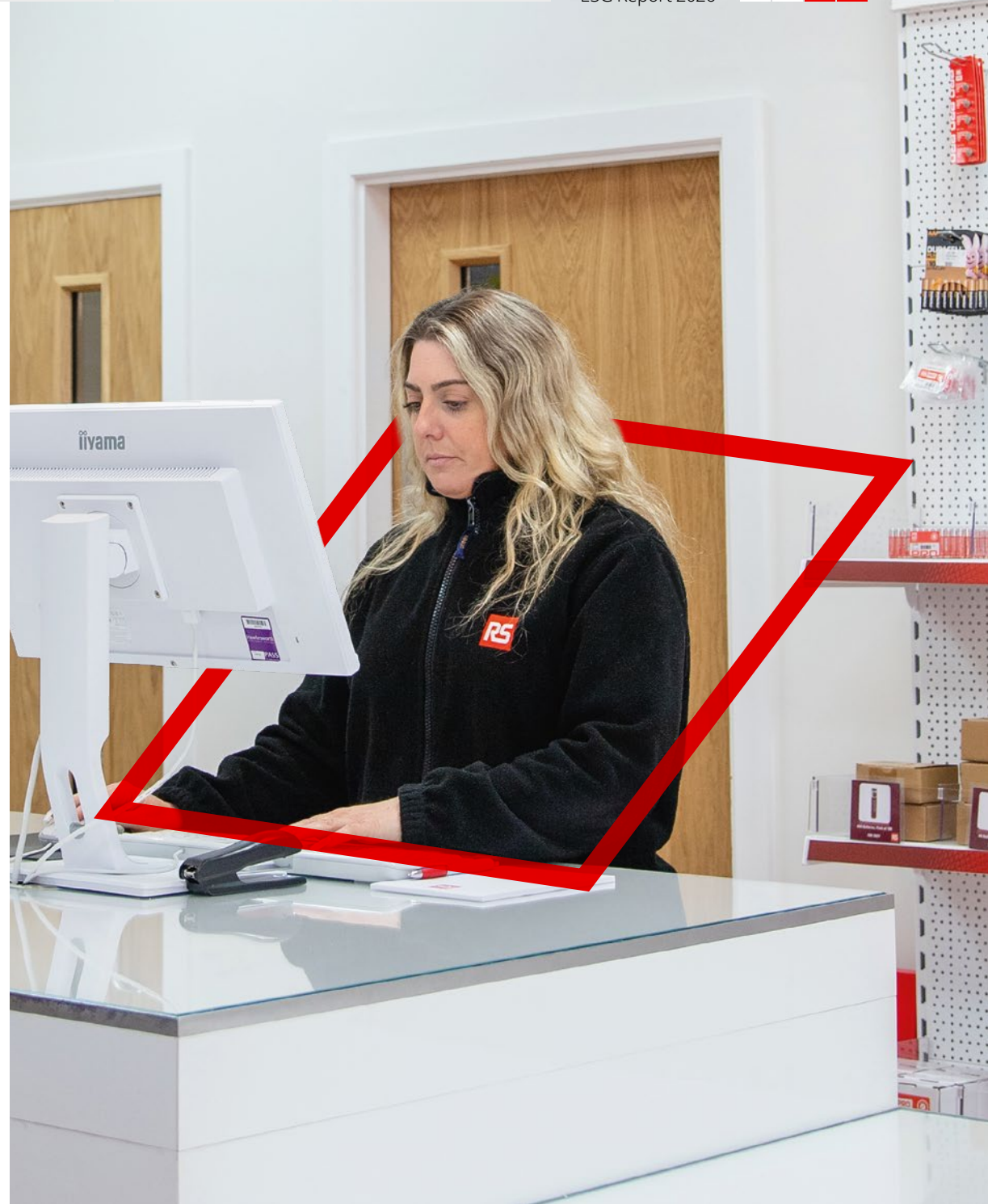
2025/26 ESG data centre



2025 ESG Supplier Handbook



2025/26 GRI/SASB context index



In this report

STRATEGIC PROGRESS THROUGH SUSTAINABILITY

Environmental, social and governance (ESG) is core to the way we do business and a key enabler of our strategy. By integrating sustainability, responsible governance, and lasting social impact into our decisions, we strengthen resilience, deepen customer and supplier partnerships, and unlock long-term growth opportunities.

Our 2030 ESG action plan drives sustainable progress within our industry, positioning RS as a trusted partner for our customers, suppliers, and stakeholders as we work collectively to achieve a more sustainable future.

Introduction

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2030 ESG action plan goals

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WELCOME TO OUR ESG REPORT

Andrea Barrett
Chief Sustainability Officer
(CSO)



Delivering on our ambitions

This report sets out how our 2030 ESG action plan, For a Better World, continues to support our strategic progression, enable sustainable growth, and deliver long-term value for our stakeholders.

In a rapidly evolving global context, sustainability remains a strategic priority for RS – it is not only the right thing to do, but a clear driver of differentiation and commercial opportunity. Our ESG actions are delivering tangible value by strengthening customer relationships, unlocking growth opportunities, and improving operational efficiency, as reflected in £260 million of revenue supported by ESG credentials and £18 million in cost savings from sustainability initiatives.

Advancing climate action

We are delivering a more sustainable and efficient distribution service to support our customers' sustainability ambitions, advancing carbon reduction across our global network while driving operational efficiencies, energy resilience, and cost reduction. Our decarbonisation remains a key differentiator, reflected in strong progress reducing direct emissions and underpinned by our updated 2030 targets – including a new Scope 3 target validated by the Science Based Targets initiative (SBTi). The launch of our first Climate Transition Plan affirms our position as a trusted partner helping to deliver value by enabling the industrial transition.

Delivering value for partners

This year, we continued to build momentum behind our Better World product range (adding c. 4,000 products and 35 suppliers to the c. 33,000 range), enabling easier customer access to trusted, verified sustainable products through our claims-based framework.

We are strengthening supplier ESG standards by embedding our supplier ESG action plan further into our strategic supplier partnership framework, supporting a more resilient, transparent, and future-ready supply chain.

Empowering people and communities

Our people are central to our ESG action plan. We are building the skills and capabilities for a future-ready workforce, while fostering an inclusive, high-performing culture centred on belonging.

We are strengthening our global reach to inspire the next generation of engineers and innovators, expanding career pathways and building the skills, experience, and confidence needed for the industry to thrive in a changing world.

We were proud to launch our new global social impact partnership with SolarAid to help expand access to affordable solar energy in off-grid communities through fundraising, skills-based volunteering, and industry-wide innovation. We continue to support the communities we operate in, with > £400,000 donated to local causes chosen by our employees in 2025/26.

Looking ahead

I am encouraged by the progress we continue to make, and by how embedded sustainability is within our business, strengthening resilience and unlocking opportunity in a fast-changing world.

We will continue to drive value for our stakeholders by evolving our Better World product offering to include enabling solutions, enhancing carbon reporting for customers, and strengthening and scaling our social impact. Above all, we will continue to act in partnership with all our stakeholders to deliver meaningful progress and create greater long-term value for all.

We welcome your feedback and look forward to continued engagement as we progress our ambitions. **Read more at [rsgroup.com/sustainability](https://www.rsgroup.com/sustainability)**

Andrea Barrett

CSO

ESG GLOBAL GOALS

+ Read more on pages 17 to 52

ADVANCING SUSTAINABILITY



67%

Reduction in Scope 1 and 2 emissions since 2019/2020¹

2024/25: 64%

EMPOWERING OUR PEOPLE



75

employee engagement score

2024/25: 72

CHAMPIONING YOUTH & COMMUNITIES



968k

young engineers and students supported since 2020/21

2024/25: 913k

DOING BUSINESS RESPONSIBLY



59%

of suppliers by spend have an EcoVadis rating to drive ESG performance

2024/25: 55%

1. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.

At a glance

OUR PURPOSE

Why we exist

Making amazing happen for a better world

+ Read more on pages 5 to 10

OUR VISION

Where we are going

To be first choice for all our stakeholders

+ Read more on pages 6 to 8

OUR VALUES

How we do business

CONNECTING CUSTOMERS AND SUPPLIERS

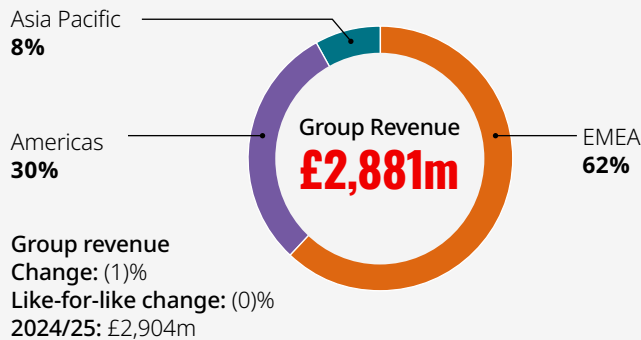
We are a high-service global product and service solutions provider for industrial customers, enabling them to operate efficiently and sustainably.

c. 1m
customers

c. 8,500
employees

>2,500
suppliers

OPERATING IN 33 COUNTRIES



EMEA

Revenue
£1,803m
Change: 1%
Like-for-like change: (1)%
2024/25: £1,777m



AMERICAS

Revenue
£855m
Change: (6)%
Like-for-like change: (2)%
2024/25: £907m

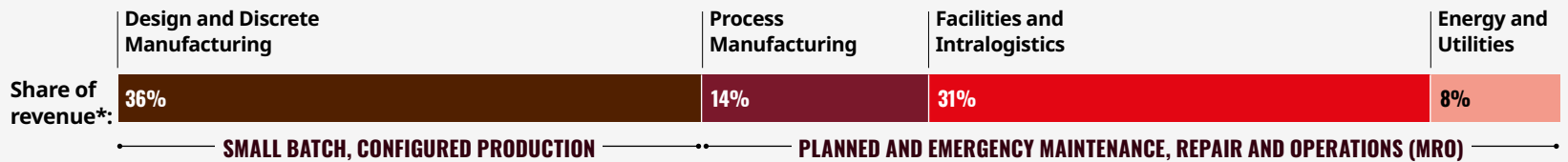


ASIA PACIFIC

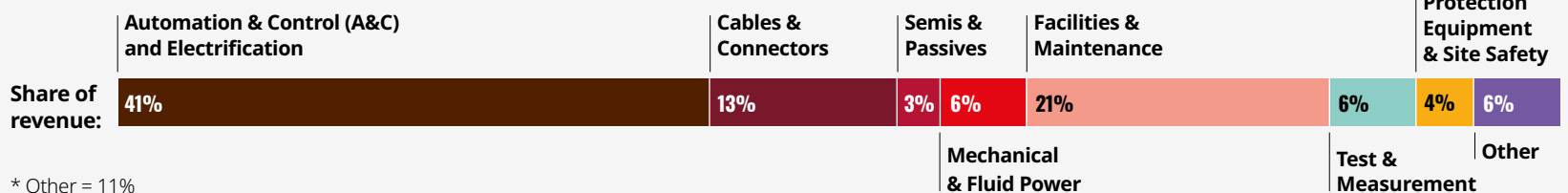
Revenue
£223m
Change: 2%
Like-for-like change: 5%
2024/25: £219m

+ Read more in the 2026 Annual Report and Accounts

SUPPORTING CUSTOMERS ACROSS A RANGE OF INDUSTRIES



MULTIPLE PRODUCT CATEGORIES



* Other = 11%

Chief Executive Officer's (CEO) statement

DRIVING SUSTAINABLE VALUE THROUGH STRATEGIC ACTION

Simon Pryce
CEO



At RS Group, ESG is firmly embedded in how we operate, compete, and create long-term value. This year, we delivered solid strategic and operational progress despite a challenging external environment. We remained focused on disciplined execution, cost control, and targeted investment to strengthen our position and deliver on our commitments.

ESG continues to support this progress, increasingly reflected in customer demand, supplier expectations, and our operational priorities. It is a practical driver of efficiency and resilience, enabling us to respond to growing demand for transparent, cost-effective, and lower-carbon solutions, while reinforcing our position as a trusted partner.

We are seeing this most clearly in procurement and customer behaviour. There is a growing focus on solutions that deliver both sustainability and cost benefits, with increased demand for energy efficient and circular products that help customers advance their own ambitions. Our Better World product range, combined with our technical expertise and distribution capabilities, enables customers to meet these needs while improving operational efficiency – differentiating RS and supporting sustainable growth.

During the year, we have continued to make measurable progress against our ESG goals. We are advancing towards our emissions reduction commitments, expanding our sustainable product and service solutions, and strengthening the data, transparency, and governance that underpin credible ESG performance. At the same time, we are optimising our operations and supply chain to reduce cost and carbon, demonstrating the clear link between sustainability and operational performance.

£260m

of revenue supported by ESG credentials¹

£18m

cost avoided since 2019/20 through sustainability initiatives

64%

of procurement professionals consider sustainability to be important in procurement decisions²

Our people remain central to our success. Building the skills needed for the future – particularly in areas such as sustainability, digital, and data – will be critical as the pace of change accelerates. Strengthening leadership capability, improving accountability, and maintaining high levels of engagement are key priorities that enable us to execute our strategy.

Looking ahead, we remain focused on delivering our strategic initiatives, maintaining cost discipline, and continuing to invest in the areas that drive long-term value. Sustainable growth depends on alignment across value chains, technology, and regulation, and we will continue to work closely with customers, suppliers, and partners to scale practical solutions and deliver value.

We are making good progress and improving momentum. With a stronger platform and a clear strategic focus, we are well positioned to deliver sustainable growth and long-term value for all our stakeholders.

1. Based on revenue analysis of April 2025 – March 2026 of corporate and key customers against ESG priorities.
2. Based on a sample of 681 responses across UK & Ireland; 2026 RS and CIPS Indirect Procurement Report.

Our business model

CREATING VALUE FOR OUR STAKEHOLDERS

THE ESSENTIAL LINK BETWEEN CUSTOMERS AND SUPPLIERS

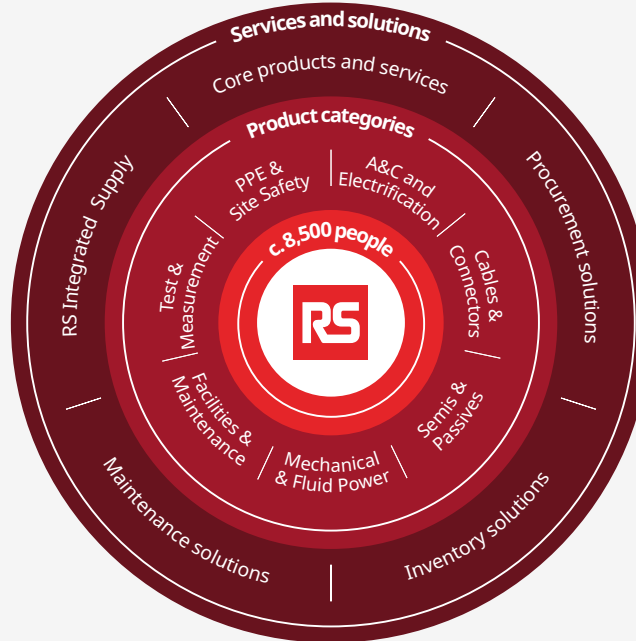
FIRST CHOICE FOR CUSTOMERS

Our customers buy a broad mix of industrial and specialist products across a diverse range of categories in small volumes to support the MRO and small batch production needs of their businesses. We simplify our customers' procurement, drive cost and process efficiencies, and enable them to operate more safely sustainably, and efficiently.

c. 1m
Customers

Why customers 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.



Why suppliers 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.

FIRST CHOICE FOR 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.

>2,500
Suppliers

33
countries in which we operate

139
countries exported to

6
global and regional distribution sites

>875k
stocked products

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

Our stakeholders

Our business model enables us to deliver our vision to become first choice and create value for all our stakeholders, including our people, customers, suppliers, communities, and shareholders.

+ Read more about how we engage and create value for all our stakeholders on pages 6 to 8.

Our stakeholders

BECOMING FIRST CHOICE FOR OUR STAKEHOLDERS

Our business model sets out how we create value for all our stakeholders and deliver our vision to be first choice.

Engaging with all of our stakeholders – our people, customers, suppliers, communities, and shareholders – is essential to how we operate.

The views of our stakeholders are central to becoming first choice and to maintaining a long-term, sustainable business. Understanding what matters most to them, supported by defined KPIs for each stakeholder group, ensures we meet their needs and add value.



PEOPLE

We 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.

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 true self
- Investing in employees' development and growth for the skills needs of today and tomorrow
- RS and line managers providing support to employees in key work and life moments
- Helping employees feel fairly rewarded and recognised for the work that they do

How we engage

- Regular team talk and town hall sessions
- My Voice and pulse employee engagement surveys
- Regular senior leader calls and meetings
- Employee representative groups including Trade Unions, Works Councils, and European Works Councils
- Non-Executive Director employee engagement programme
- 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

- Voluntary employee turnover remains below the industry average at under 9%
- 90 senior leaders participating in the Leadership Advantage Programme with Duke Corporate Education
- Launched a new development framework for people managers
- Won Institute of Internal Communication award for Best Global Communications Campaign for our global values launch
- 15,000+ recognition moments raised on our global values recognition platform, Spotlight
- Launched our All Employee Share Plan, awarding restricted shares to colleagues globally
- Retained Platinum membership to the 5% Club in the UK
- Ranked 86th in the Sunday Times Top 100 Apprenticeship Employers 2025
- Rolled out Group Neurodiversity Policy, expanded Mental Health First Aiders and Domestic Abuse training
- Achieved external certification for diversity and inclusion (D&I) in France and gender equality in Italy

The value we create

My Voice engagement score:

| | |
|-----------------------|---------------------------|
| May 2025 full survey: | January 2026 pulse score: |
|-----------------------|---------------------------|

73

75

Linked to our ESG goals



Our stakeholders continued



CUSTOMERS

We are a trusted, insight-led problem solver, building a connected, sustainable experience that helps industrial customers to run, improve, and future-proof their operations.

What matters to our customers

Delivering on the fundamentals, while shaping how customers experience RS now and in the future: are we easy to find, are we easy to use, and are we there when they need us? We offer:

- A broad range of products combined with technical expertise, high availability and reliable service
- Ease of doing business – a frictionless experience using data to underpin discovery and saving time
- A long-term partner to build a sustainable and socially responsible future

How we engage

We deliver a connected and increasingly personalised experience, designed to scale through data, technology, and expertise:

- Multi-channel purchasing capability via our website and eProcurement integrated into customer systems
- AI-driven discovery, including Large Language Models and search
- Award-winning customer service and technical support
- Dedicated account managers and sales teams
- On-site customer support
- Events, trade fairs, forums, social media and thought leadership
- Global customer feedback programmes
- Strategic ESG support, greener distribution, and Better World products

What we have achieved

- Laid the foundations for a seamless, omnichannel experience by integrating Digital, Customer Data, Marketing, Sales, and Service platforms
- Improved data quality across our systems including the correction and standardisation of customer records
- Improved our customer credentials management and fraud resiliency through implementation of Auth0 on our digital front end
- Applied improved customer insight to drive targeted, personalised engagement
- Strengthened product discovery by growing our Supplier Partnership Programme by 32% to deliver best-in-class content
- Completed the roll-out of our Customer Relationship Management programme in remaining EMEA markets, driving greater efficiency, and increased pipeline opportunities
- Improved sustainable packaging and logistics network for low-impact distribution
- c. 33,000 Better World products from 350+ product families available in 30 countries

The value we create

Net promoter score

45.2**Linked to our ESG goals**

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
- Senior leadership engagement
- Developing joint end-user opportunities
- Regional and global supplier events
- RS Connect events – partnering with suppliers to connect with customers
- Seamless new product introductions and high-quality technical product content creation
- Supplier partner programme – boosting brand visibility and digital performance
- Strategic ESG engagement with suppliers on greener distribution and Better World products

What we have achieved

- Launched a new Product Information Management system and acceleration and increase of new product introductions
- Expanded our product attribution model to over 20 million attributes
- Engaged 167 suppliers to participate in our Better World product framework and increased range to cover c. 33,000 products
- 59% of all suppliers are EcoVadis rated and 41% have CO₂e targets with the Science Based Targets initiative
- Attended several industry-leading trade shows including Smart Production Systems (SPS), Embedded World, and Global Industrie

The value we createNumber of new product introductions¹**>370k****Linked to our ESG goals**

1. Excluding Risoul, domnick hunter and Trident.

Our stakeholders continued



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

- Developing technical and professional skills for the engineers of tomorrow
- Creating social impact for our local communities

How we engage

- Providing hands-on experience, employability skills, and inclusive science, technology, engineering and maths (STEM) opportunities
- Supporting innovation-focused, engineering competitions, like Formula Student, by donating RS products to help students develop vital technical skills and experience
- Driving innovative engineering solutions to improve lives through our global social impact partnership with SolarAid
- Empowering colleagues to create local impact through our social impact partnerships, Local Community Fund, and two dedicated employee volunteering days per year

What we have achieved

- Supported 968,000 young people with educational technologies, learning content and skills development opportunities since 2020/21
- 7,000+ products supplied to c. 26,000 students across 138 universities in 26 markets since 2020/21
- Delivered 14 free SuperSkills sessions to c. 450 young people across three markets to boost workplace preparation on topics such as pitching and presentations
- Sponsored 68,000 students since 2021/22 to develop technical and job-ready skills through the Engineers Without Borders People Design Challenge in the UK, US, Ireland, South Africa, and Cameroon
- Raised £166,000 for SolarAid within first six months of our partnership
- 136,000 lives improved through social impact partnerships since 2020/21
- Donated £409,000 to c. 280 local charity and community initiatives worldwide, supported by our employees
- Employees volunteered 3,075 days to support local causes

The value we create

Number of young engineers and innovators supported since 2020/21:

968k

Linked to our ESG goals

SHAREHOLDERS

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

What matters to our shareholders

- Open and honest engagement with RS
- Sustainable growth and returns
- Understanding our business and our strategy
- Strong corporate governance
- Delivery on ESG action

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

- Successfully communicated the refreshed RS Opportunity as set out at our 2024 investor event
- Re-engaged with our largest 30 shareholders to seek additional input on our 2025 Directors' Remuneration Policy post the 2025 AGM
- In the past 12 months we have engaged with our investor community with:
 - More than 450 investor interactions with over 250 contacts
 - Met with over c. 150 shareholders including 85% of our top 20 holders
 - Visited investors in New York, Chicago, Dallas, Toronto, and London
 - Attended six key industry conferences meeting with investors

The value we create
Earnings per share

38.7p

Linked to our ESG goals

How ESG enables our strategy

ESG ENABLING STRATEGIC PROGRESSION AND SUSTAINABLE GROWTH

Our vision is to be first choice for our people, customers, suppliers, communities, and shareholders. This is underpinned by a focused strategy and aligned 2030 ESG action plan that delivers long-term, sustainable value.

ESG is embedded in our business model, guiding responsible and inclusive growth through a purpose-led culture, clear values, and strong partnerships. We believe progress is a shared responsibility, driven by our people and enabled by collaboration across our value chain.

Operational excellence

Delivering more sustainable distribution sites, packaging, and logistics to provide a better service to our customers and reduce our environmental impacts.



Logistics emissions intensity cut by 34% since 2019/20; 95% of packaging is reusable or recyclable; 92% of Group electricity is from renewable sources

Experience

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



c. 33,000 Better World products from 350+ families, digitally tagged on RS websites in 30 countries



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.

c. 33,000 Better World products from 167 suppliers; 74% of strategic suppliers by spend have science-based CO₂e targets; 59% of suppliers are EcoVadis rated



Services and solutions

Providing value-added MRO procurement solutions that promote operational efficiency, reduce emissions, and champion the circular economy.

Bespoke conversions for ageing UK onshore wind turbines with 157 RS products, creating a scalable maintenance framework



People

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


Future-ready skills development; safety training campaigns; ongoing climate training for key teams

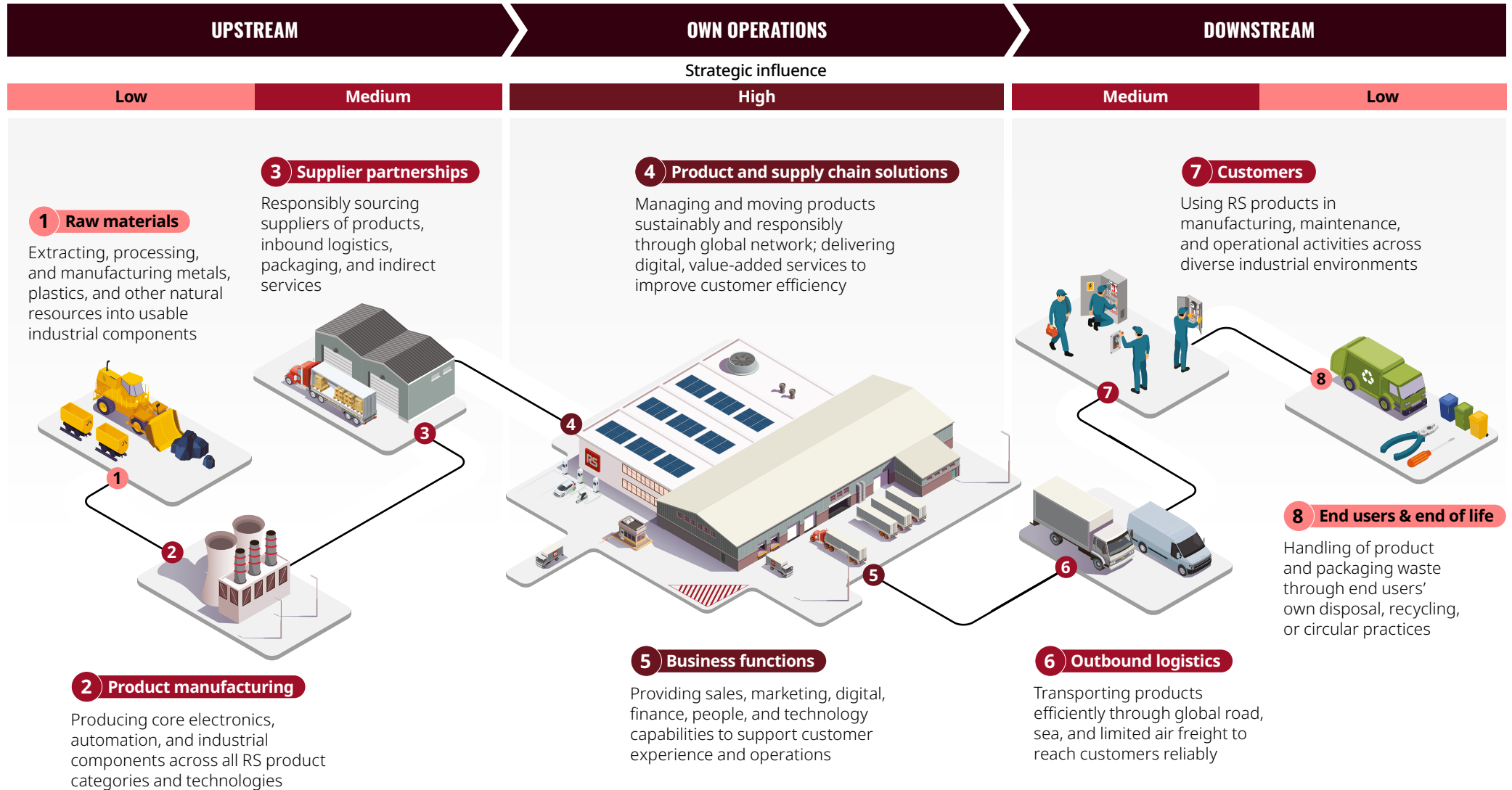


Our value chain

Influence across our value chain

Our value chain illustrates how we support responsible, efficient, and resilient flows of products and services. Positioned as a link between suppliers and customers, we act as an advocate for sustainable business practices. While our direct control is strongest within our own operations, we leverage our distribution network and product offering to promote sustainable operations across our value chain. We work to reduce environmental impact, improve circularity, and drive operational excellence where we can, recognising that sustainability across the wider value chain is a shared responsibility.

 Click each stage of our value chain to find out more





SPOTLIGHT

CHAMPIONING SKILLS FOR A CHANGING WORLD



Jen Scarlett

Head of Social Impact

As the global industrial sector evolves, so too do the skills and capabilities required to support future growth. Rapid advances in digital infrastructure, automation, and clean energy are reshaping the engineering and technology workforce, while persistent talent and skill shortages risk limiting innovation and resilience across the sector.

Research by the Institution of Engineering and Technology indicates that around 76% of engineering employers face difficulties filling critical roles, with the greatest shortages in sustainability-related skills¹. To thrive in this changing world, our industry needs a steady pipeline of talent equipped not only with strong technical foundations, but also with the adaptability, digital fluency, and human skills needed to translate insight into action.

At RS, we recognise that building this capability requires long-term engagement with young people at every stage of their journey – from early exposure to STEM subjects at school, through hands-on learning at university, to structured development and first-hand experience in early careers. By investing early to broaden access and support progression into employment, we are helping to ensure that RS and the wider industry can innovate, perform, and grow sustainably. On the next page, hear from three RS employees who are helping to champion the skills required for a changing world.

1. The Engineering Skills Crisis: Why 76% of Employers are Struggling to Hire, EMBS, 6 January 2026.

Championing skills for a changing world continued

KEY HIGHLIGHTS

968,000

young engineers and innovators supported since 2019/20

7,000+

products provided for...

26,000

...students across...

138

...universities since 2020/21

860

colleagues supported in the UK through apprenticeships since 2019/20



Our partnership with RS is based on reliable service, technical expertise, and quality products. Responsive support, fast delivery, and streamlined processes makes labs, projects, and teaching more efficient and enables us to enhance student experience at scale."

University of Hertfordshire
Strategic Customer Partner

Opening pathways
into STEM**LaRissa O'Neal**

Director of Talent & Organisational Development



Engaging young people early is critical to broadening participation in engineering and technology careers, and addressing long-standing barriers to access. For many under-18 students, particularly those from underrepresented backgrounds, awareness and confidence are decisive factors in whether STEM pathways feel achievable. We support school-age learners by providing access to real-world experiences that bring technical subjects to life.

By engaging students at an early age, we help them explore practical engineering applications while developing problem-solving, collaboration, and creative thinking skills. We recently hosted 11 eighth-grade students from the Young Women's Leadership Academy to our Fort Worth, US, site. Through a high-tech warehouse tour, engineering demonstrations, and a careers panel with female RS leaders, students explored a future in robotics, automation, and electronics.

These early interventions build confidence while supporting greater inclusion, laying the foundations for a more diverse, skilled, and resilient future talent pool. By showcasing diverse role models and creating welcoming, supportive learning environments, we aim to widen participation in STEM and encourage more young people to pursue further study."

Turning learning into
real-world capability**Prajesh Pancholi**

Industry Sector Manager



RS has built a strong relationship with the higher education sector, reflecting a shared need between industry and universities to produce capable, work-ready graduates in STEM disciplines. Students aged 18-24 increasingly need practical experience alongside academic learning to prepare them for modern, technology-driven workplaces.

Through sponsorship of STEM societies and programmes like the RS Student Project Fund, we provide direct access to RS products, mentoring, and technical expertise to support students working on applied engineering challenges and competitions. By designing, building, and testing solutions under real constraints, students develop critical skills including systems thinking, data literacy, teamwork, and commercial awareness.

Universities operate in an increasingly competitive landscape where hands-on learning is central to success. RS meets the need for reliable suppliers who can support these programmes at scale, offering unmatched breadth and depth of engineering products, dependable next-day delivery, and strong technical expertise. By connecting students with real engineering environments, we help bridge the gap between education and employment, strengthen our connection to a steadily growing commercial sector, and build relationships with future customers."

Empowering
future-ready talent**Tim Beasley**

Early Careers Manager



As young industrialists look to transition into employment, structured development is essential to ensure individuals can grow with the business and respond to evolving industry needs. Our early careers and talent development approach focuses on building the capability, capacity, and culture required for a future-ready workforce.

Through apprenticeships, internships, entry-level roles, and structured training programmes, we support colleagues to build both technical expertise and capability. We are strengthening our early careers programme through initiatives such as a dedicated work experience week at our office in Corby, UK, designed to provide meaningful insight into careers at RS, and by trialling a new graduate programme focused on data and AI skills.

In 2025/26, we supported 238 colleagues in the UK through apprenticeships, with recruitment of 100+ new apprentices, interns, and other early careers candidates globally.

By investing in early careers, we are strengthening our internal talent pipeline, supporting retention, and ensuring RS and our industry has the skills needed to navigate change and deliver sustainable growth."

SPOTLIGHT

ENABLING CLIMATE PROGRESS TO DELIVER VALUE



Oliver Bradley
Head of Sustainability
and ESG Data



Driving value through climate action

This year, we published our first Climate Transition Plan (CTP), which sets out how RS is responding to climate risks and opportunities while unlocking long-term value for our business and stakeholders. As a global distributor at the heart of the industrial value chain, we have a critical role to play in enabling the transition to a low-carbon future – not only by reducing our own emissions, but by supporting customers and suppliers to decarbonise efficiently and competitively. By acting together, we can achieve a better world.

67%

reduction in Scope 1 and 2 emissions
since 2019/20

34%

reduction in product transport intensity
since 2019/20

74%

strategic suppliers by spend with SBTs

+ [Read our Climate Transition Plan here](#)

AMBITION

Science-based targets (SBTs)

Our CTP articulates our ambition to reach net zero in our direct operations by 2030 and across our value chain by 2050, underpinned by SBTs validated by the SBTi. In 2025/26, we strengthened this ambition by validating a new Scope 3 emissions target: **51.6% reduction in Scope 3¹** emissions per £m value added, alongside our existing SBT for **75% reduction in Scope 1 and 2¹** emissions. These targets balance our ambition and action with our role as a distributor and the external dependencies that shape our pathway.

ACTION

Creating value for customers

Our CTP strengthens RS's role as a trusted partner for customers navigating the low-carbon transition. Through more **sustainable products, efficient distribution, and improved emissions transparency**, we help customers reduce cost, risk, and carbon. Supporting customer decarbonisation while maintaining performance, reliability, and value is a growing differentiator for RS.

Collaborating with suppliers

We work closely with suppliers to accelerate value chain decarbonisation, combining **clear ESG expectations with practical support**. Through our supplier ESG action plan, engagement programmes, and educational resources, we encourage carbon reduction, SBTs, and lower-impact product innovation for stronger, more resilient partnerships.

ACCOUNTABILITY

Governance and accountability

The Executive Committee (ExCo) is responsible for delivering our CTP with **close oversight by the Board**. In 2025/26, both were upskilled on our net zero pathway and Scope 3, culminating in approval of our SBTs. Progress against our targets is **tracked quarterly and reported annually** through robust disclosures, supported by regular stakeholder engagement.

1. By 2029/30 from 2019/20.

Our 2030 ESG action plan

FOR A BETTER WORLD

Our purpose, making amazing happen for a better world, captures our commitment to creating sustainable value for RS, our stakeholders, and the wider world. Embedded in our business strategy, our 2030 ESG action plan targets four global goals and 14 ambitions in the most material areas for our business.

ESG is central to our growth, improving the way we deliver value for our stakeholders while driving efficiency, sustainable products, and stronger partnerships across the industrial value chain. It helps us attract sustainability-focused customers, enhances operations and customer experience, and supports transparent, informed procurement to accelerate the shift to a resilient, low-carbon future.

Our ESG action plan is shaped by our most material topics, defined through our 2024/25 double materiality assessment and mapped to our action plan to the right.

In 2025/26, we expanded ESG assurance to enhance readiness for evolving regulatory requirements. We engaged Grant Thornton UK LLP (Grant Thornton) to provide independent limited assurance over selected sustainability data including metrics highlighted in this report with a (*) symbol. Their full (unqualified) assurance report can be found on our website at rsgroup.com/sustainability

OUR 2030 ESG ACTION PLAN



ENVIRONMENT



ADVANCING SUSTAINABILITY

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

+ Read more on pages 17 to 28



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 29 to 38



GOVERNANCE



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 39 to 44



DOING BUSINESS RESPONSIBLY



DOING BUSINESS RESPONSIBLY

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

+ Read more on pages 45 to 52

OUR MATERIAL TOPICS

| Goal | Topic | Materiality |
|------|---------------------------------|-------------|
| | Climate change | Double |
| | Energy | Impact |
| | Circular economy and waste | Impact |
| | Culture and engagement | Impact |
| | Health and safety | Impact |
| | Diversity and inclusion | Impact |
| | Training and skills development | Impact |

| Goal | Topic | Materiality |
|------|------------------------------------|-------------|
| | Community engagement | Impact |
| | Corporate governance | Impact |
| | Corporate culture | Impact |
| | Responsible supply chain | Financial |
| | Customer and supplier partnerships | Double |
| | Macroeconomic environment | Financial |

Materiality definitions





Impact
RS Group's impact on the wider world

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

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

2030 ESG action plan: Performance highlights

A summary of progress against each of our global goals can be found in the table below, with detailed progress updates against all 14 ambitions outlined on pages 17 to 52. Progress includes data from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27. 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 |
|--|---|--|
|  <p>ADVANCING SUSTAINABILITY</p> | <p>Net zero emissions in direct operations by 2030 and wider value chain by 2050 with science-based targets (SBTs) covering Scopes 1, 2, and 3.</p> | <p>67% reduction in Scope 1 and 2 emissions since 2019/20</p> <p>90% of our packaging has >50% recycled content, an increase of 8% pts since 2024/25</p> <p>34% reduction in Scope 3 transport emissions intensity¹ since 2019/20</p> |
|  <p>EMPOWERING OUR PEOPLE</p> | <p>Achieve and maintain an employee engagement score in the top 10% of high-performing companies.</p> | <p>75 employee engagement score up from 72 in 2024/25</p> <p>38% of our senior leaders are female and 13% are ethnically diverse²</p> <p>49% reduction in our all accident frequency rate³ since 2019/20</p> |
|  <p>CHAMPIONING YOUTH & COMMUNITIES</p> | <p>Inspire one million young people to become future engineers and innovators.</p> | <p>968k young engineers and innovators supported since 2020/21</p> <p>£166k raised for our global social impact partner SolarAid in 2025/26</p> <p>30% of our employees volunteered to support their local communities in the last two years</p> |
|  <p>DOING BUSINESS RESPONSIBLY</p> | <p>Increase screening and ESG objectives for suppliers. ESG metrics in employee rewards.</p> | <p>48% of employees have their annual incentives aligned to carbon reduction targets</p> <p>74% of strategic suppliers by spend set SBTs</p> <p>80% of RS PRO suppliers by spend are Sedex members</p> |

1. Tonnes of CO₂e due to transportation emissions per tonne of product sold.

2. 108 of 136 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 14 identified as non-white.

3. Per 200,000 hours worked.

Driving global action across our regions

GLOBAL ACTION ACROSS OUR REGIONS

Guided by our values, we focus on taking meaningful ESG action that responds to stakeholder needs and delivers measurable value locally and globally.

Our ESG action plan is rooted in impact on the ground, demonstrating how individual contributions scale to create lasting global impact. We enable our people to create value where they work, empowering local teams to deliver solutions that build capability, resilience, and trust across our value chain.

Key

- Advancing sustainability
- Empowering our people
- Championing youth & communities
- Doing business responsibly

AMERICAS

Mexico's first Giving Fair

Mexico's first Giving Fair attracted c. 100 employees, with participation from all ERGs and donations collected for local charity partner organisations.

[+ Read more here](#)



EMEA

Circular packaging innovation

Partnering with Chestnut Biopolymers Ltd, RS deployed 300,000+ biobased carriers at our site in Corby, UK replacing 80% of single-use plastic in full-scale production.

[+ Read more here](#)



ASIA PACIFIC

Powering customer connections

RS Malaysia deepened customer relationships across the region at International Energy Week, showcasing practical, sustainable innovations for 5,000+ attendees.

[+ Read more here](#)



AMERICAS

Inspiring future engineers

Through an internship programme with Texas A&M University, RS Americas helped seven students develop real-world engineering skills.

[+ Read more here](#)



EMEA

EcoVadis Platinum for France

With a 10 point score increase, RS France achieved a Platinum EcoVadis rating, reflecting particularly strong progress in people and human rights practices.

[+ Read more here](#)



ASIA PACIFIC

DesignSpark in action

RS Hong Kong continued its 15-year support for the Hong Kong University of Science and Technology Robotics Team via DesignSpark, donating £7,500 annually to develop robotics skills and engineering capabilities.

[+ Read more here](#)

ENVIRONMENT

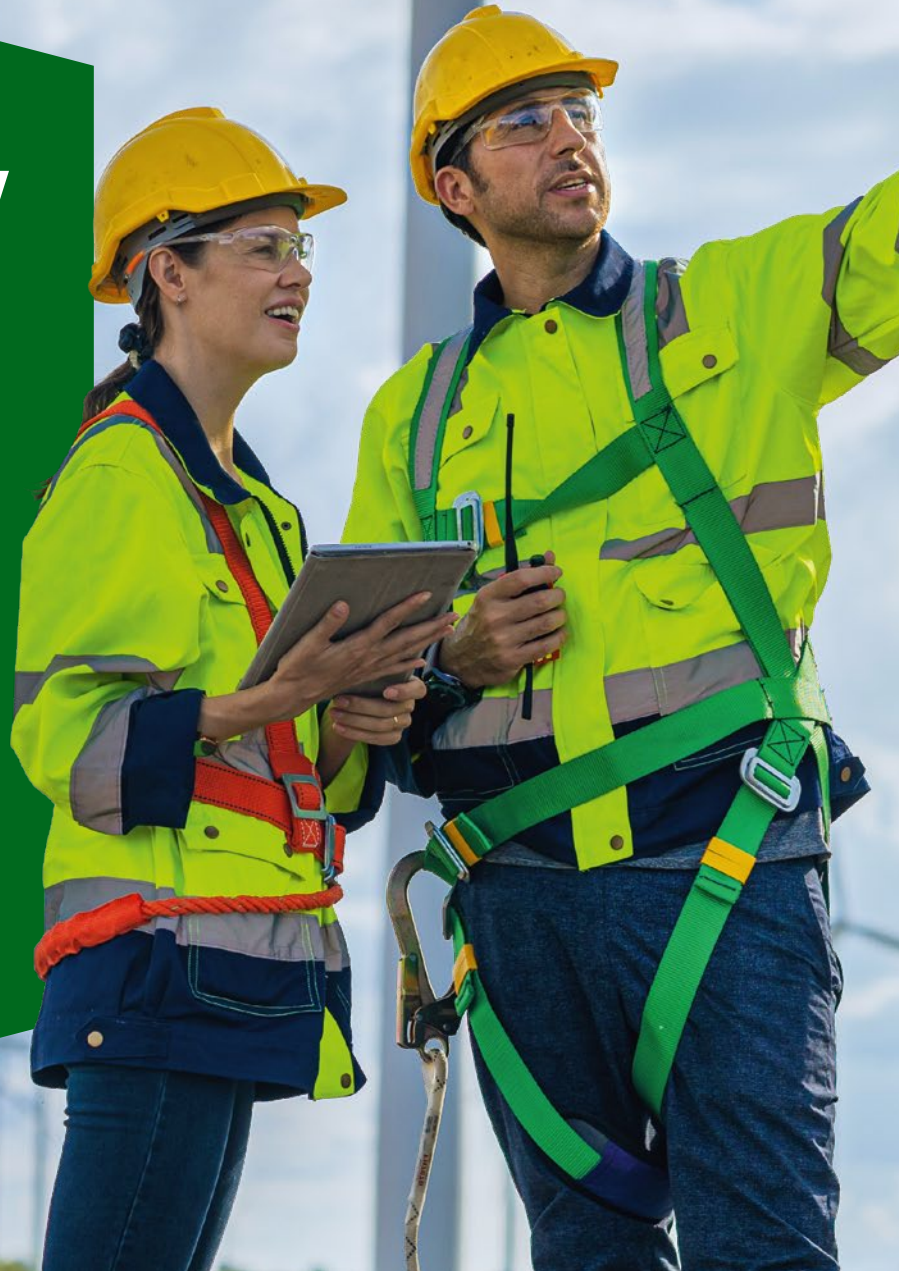


ADVANCING SUSTAINABILITY

As a critical partner to the global industrial sector, we help customers operate more safely, sustainably, and efficiently as they work hard to reduce their resource consumption, minimise costs, and improve their environmental and social impact.

By building a more sustainable distribution network and delivering more product and service solutions that support sustainable businesses, we are creating tangible benefits across the industrial value chain and reinforcing our role as a trusted and strategic partner with both our customers and suppliers.

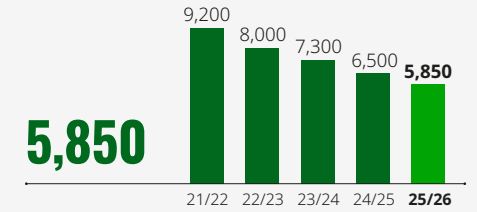
UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)



PERFORMANCE SNAPSHOT

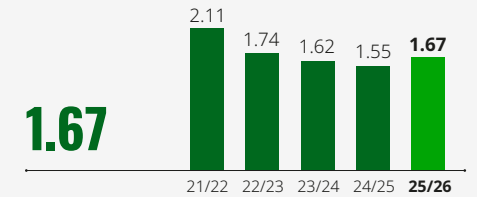
Carbon emissions

(tonnes of CO₂e, Scope 1 and 2 emissions)¹



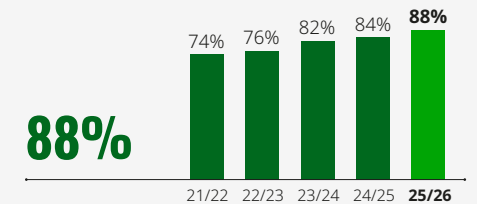
Packaging intensity

(tonnes/£m revenue)²



Waste recycled

(% of waste recycled)



1. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.
2. On a constant exchange rate basis.

Environment continued

COMMITMENTS AND PROGRESS

| 2030 ambitions | Metrics | Actions | Status | Read more |
|---|--|--|---|---|
| By 2030 in our direct operations: | | | | |
| Carbon emissions: Be net zero with a SBT to reduce absolute emissions from our own operations by 75% ¹ | 67% reduction in Scope 1 and 2 emissions since 2019/20 ² | <ul style="list-style-type: none"> 23 energy efficiency projects across our site network resulting in 15% reduction in energy consumption and 10% reduction in gas consumption across the Group 92% renewable electricity use with solar installation completed on five sites Maintained position on CDP's prestigious A List | | + See pages 20 to 22 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 | 33% reduction in packaging intensity since 2019/20 ³ | <ul style="list-style-type: none"> Increased packaging made with at least 50% recycled content by 8% pts to 90% Launched Plastic Out initiative to replace single-use plastics where viable, cost-effective alternatives exist (e.g. paper tape, biobased polymer carriers, paper air-pillow infills) | Intensity Recyclability and recycled content | + See page 23 |
| 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 | 88% of total waste recycled | <ul style="list-style-type: none"> Updated Waste Management Standard to reinforce commitment to responsible and lawful waste handling, with stronger focus on reuse and recycling Identified priority sites for landfill waste reduction | Intensity Waste recycled | + See page 24 |
| Working towards a net zero global value chain by 2050: | | | | |
| Products and solutions: Develop innovative and sustainable product and service solutions for all our customers, including offering 100,000 Better World products ¹ | c. 33k products in the Better World product range | <ul style="list-style-type: none"> Added c. 4,000 products and 35 suppliers to the Better World range (c. 33,000 products across 350+ product families from 167 suppliers available in 30 countries) Equipped sales teams with enhanced tools to support customer engagement | | + See pages 25 and 26 |
| Supplier sustainability: Commit to engaging all of our strategic suppliers to set SBTs | 74% of strategic suppliers by spend have set SBTs | <ul style="list-style-type: none"> Focused on strategic suppliers, where we have the greatest opportunity to influence action (c. 160 suppliers, representing 43% of total spend) Continued engagement through regular meetings, supplier events, quarterly business reviews (QBRs), and supplier ESG communications | | + See page 27 |
| Product transportation: Reduce Scope 3 transport emissions by 40% per tonne of product sold ^{1,4} | 34% reduction in intensity of Scope 3 transport emissions since 2019/20 ⁴ | <ul style="list-style-type: none"> Continued shifting freight from air to road and sea and reducing mileage by sourcing and fulfilling orders closer to customers 17% reduction in absolute transport emissions from air transport due to industry efficiencies reflected in emissions factors | | + See page 27 |

Status key:

Each of our actions are broken down into annual targets that need to be met to remain on track to achieve our 2030 goals.

The key on the right 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. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.

3. Tonnes per £m revenue.

4. Tonnes of CO₂e due to 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, in 2025/26 we updated our 2030 emissions targets for products, suppliers, and transportation. This includes setting a new, more ambitious Scope 3 emission target (see below) and validating this with the SBTi in May 2026.

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 can be found on pages 20 to 28, our Taskforce on Climate-related Financial Disclosures (TCFD) response on pages 62 to 67 of the 2026 Annual Report and Accounts, and our independent limited assurance statement from Grant Thornton at [rsgroup.com/sustainability](https://www.rs-group.com/sustainability)

| Climate ambition | 2030 ACROSS OUR DIRECT OPERATIONS | | | 2050 ACROSS OUR VALUE CHAIN | | |
|--|--|--|--|--|---|---|
| Decarbonisation levers | Decarbonising our sites pages 20 to 22 | Switching to renewable energy page 22 | Creating a net zero fleet page 22 | Sustainable product and service solutions pages 25 to 26 | Supplier sustainability page 27 | Product transportation page 27 |
| 2030 targets ¹ ✔ SBTi verified | 75% reduction in Scope 1 and 2 emissions ✔ | 100% renewable electricity | NET ZERO company car fleet | 51.6% reduction in Scope 3 emissions per £m value added ✔ | Engage our strategic suppliers to set SBTs | 40% reduction in product transport emissions intensity |
| Progress to date | 67% reduction in Scope 1 and 2 emissions since 2019/20 | 92% renewable electricity use in 2025/26 | 60% company cars are electric or hybrid in 2025/26 | 37% reduction in RS PRO product emissions in-use since 2019/20 | 74% of strategic suppliers by spend set SBTs with SBTi in 2025/26 | 34% reduction in product transport intensity since 2019/20 ² |
| Enablers and dependencies | Access to technologies Government policies and incentives Energy grid decarbonisation Future availability of Gold Standard certified offsets Manufacturing efficiencies Product eco design Customer adoption of renewable electricity Favourable macroeconomic environment | | | | | |

Our Climate Transition Plan (CTP)

RS has a key role to play in enabling the transition to a low-carbon global industrial sector for our people, customers, and suppliers. Our CTP clearly articulates our climate ambition and how our climate actions are supporting strategic progression and stakeholder value creation, as well as adding detail and transparency to our net zero delivery plan. This is a key differentiator designed to help our customers and suppliers achieve their own decarbonisation goals, enabling us to retain our position as a trusted business partner in the wider industry transition.

+ Read more on our website at [rsgroup.com/sustainability](https://www.rs-group.com/sustainability)

Customer carbon reporting

We are responding to evolving customer demand for carbon reporting. In 2025/26, we trialled carbon reporting (covering products and distribution) for select EMEA corporate accounts. We will continue to develop product labelling to support data transparency for sustainable procurement decisions (see page 26).

1. From a 2019/20 baseline.

2. Tonnes of CO₂e due to transport emissions per tonne of product sold.

Environment continued

REDUCING OUR CARBON FOOTPRINT

As a global distributor of industrial MRO products, we use our scale and influence to promote sustainable practices across our supply chain and provide customers with trusted, lower-impact procurement choices. This is an increasingly important differentiator as expectations for transparency, compliance, and low-carbon manufacturing continue to rise.

In our direct operations, we are on track to achieve our ambition of a 75% reduction in our direct emissions by 2030¹. Through energy efficiency measures, renewable electricity, solar installations, and fleet electrification, we have made significant progress from our 2019/20 baseline (read more on page 22).

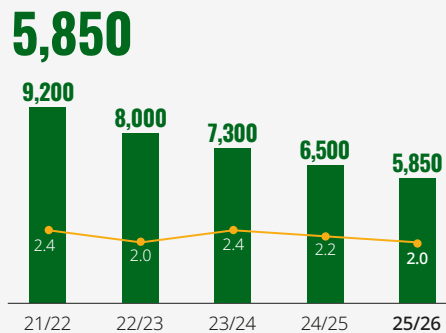
Decarbonising our value chain depends on product and supplier innovation, particularly related to our products (manufacturing and in-use) and our logistics network.

In 2025/26, we completed extensive modelling of our Scope 3 data, which positions us to drive meaningful decarbonisation across our value chain while supporting our high-value customers' ambitions and ensuring we meet the requirements of commercial bids and tenders.

In 2025/26, we achieved our SBT to reduce the in-use carbon intensity of RS PRO products by 20% (37% reduction from our baseline). Following extensive analysis, the ExCo approved an updated Scope 3 target that balances our ambition, strategic progress, and stakeholder value alongside our external dependencies and limited influence and control as a distributor. We aim to achieve a 51.6% reduction in Scope 3 emissions per £m value added¹ – this target was validated by the SBTi in May 2026 and we will report our first-year progress in 2026/27.

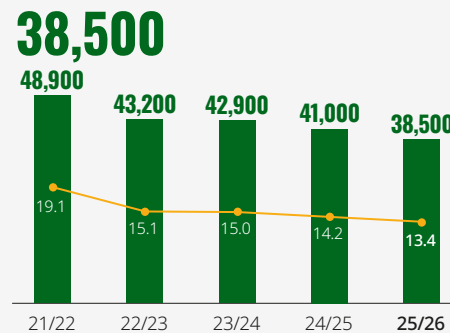
Our complete emissions inventory can be found in our ESG Report and ESG data centre, which can be found with our ESG basis of reporting at: rsgroup.com/sustainability

Scope 1 and 2 emissions^{1*}
tonnes CO₂e



● Carbon emissions (tonnes of CO₂e due to Scope 1 and 2 emissions)
— Carbon intensity (tonnes CO₂e per £m revenue)

Premises energy¹
MWh



● Energy use (MWh)
— Energy intensity (MWh/£m revenue)

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

In accordance with UK SECR requirements, our 2025/26 Group Scope 1 and 2 emissions are summarised in the table below.

In 2025/26, the Group commissioned independent limited external assurance from Grant Thornton of 34 2026 metrics, including those marked with an asterisk (*). Their independent assurance report is available at rsgroup.com/sustainability

| Metric | Unit | 2026 | 2025 |
|--|-----------------------------|-------|-------|
| Scope 1 GHG emissions* | tonnes CO ₂ e | 4,795 | 5,734 |
| Scope 2 GHG emissions (market-based)* | tonnes CO ₂ e | 1,055 | 778 |
| Scope 2 GHG emissions (location-based)* | tonnes CO ₂ e | 6,110 | 7,083 |
| Total Scope 1 and Scope 2 (market-based) GHG emissions* | tonnes CO ₂ e | 5,850 | 6,512 |
| Emissions from premises sources | tonnes CO ₂ e | 3,138 | 3,192 |
| Emissions from vehicle sources | tonnes CO ₂ e | 2,712 | 3,320 |
| Intensity metric: Total Scope 1 and Scope 2 (market-based) GHG emissions per £m revenue* | tonnes CO ₂ e/£m | 2.0 | 2.2 |
| Total energy consumption* | GWh | 52 | 54 |
| Electricity use from renewable sources* | % Group electricity | 92% | 93% |
| Electricity use from own renewable generation* | % Group electricity | 3% | 2% |

Notes to SECR disclosures

- UK SECR: 35% of Scope 1 emissions, 40% of Scope 2 (location-based) emissions, zero market-based emissions, and 46% 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 (DESNZ) (2025) emission factors are applied, unless emission factors from other sources are deemed more appropriate.
- Intensity metric figures are on a constant exchange rate basis.
- Further details can be found in our ESG basis of reporting document alongside our full suite of ESG metrics in our ESG data centre on our website: rsgroup.com/sustainability

2025/26 metrics marked (*) have been independently assured by Grant Thornton.

1. By 2029/30 from 2019/20.

2. By 2029/30 from 2025/26.

3. Includes only inbound, outbound, and inter-site deliveries controlled by RS Group.

4. Scope 3 category 11 figures have been updated to include in-use emissions from all products, not just RS PRO.

Environment continued

Scope 3 emissions

tonnes CO₂e

6,420,000

Upstream 2,276,200 tCO₂e

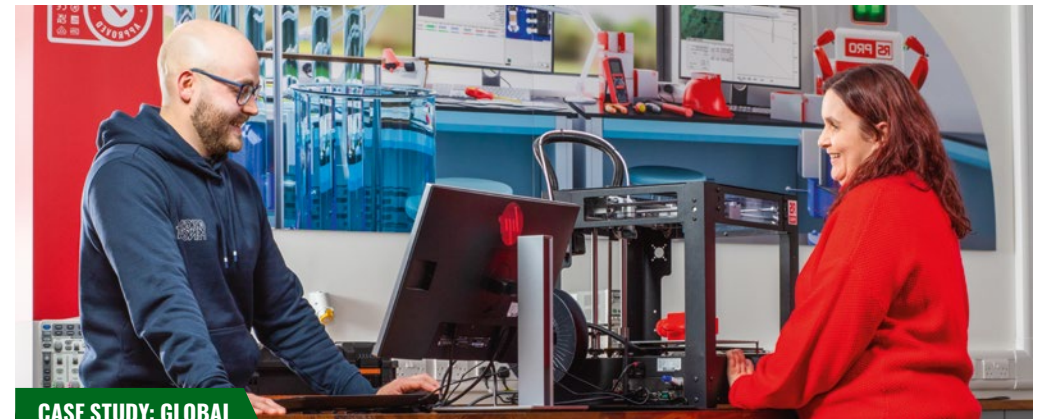
Downstream 4,143,600 tCO₂e

Scope 3 carbon emissions breakdown¹

| Scope 3 category | Tonnes of CO ₂ e | % of overall emissions |
|--|-----------------------------|------------------------|
| 1 Purchased goods and services* | 2,210,000 | 34% |
| 2 Capital goods | 2,900 | 0% |
| 3 Fuel and energy-related activities | 2,500 | 0% |
| 4 Upstream transportation and distribution ^{1*} | 42,600 | 1% |
| 5 Waste generated in operations | 100 | 0% |
| 6 Business travel | 3,700 | 0% |
| 7 Employee commuting | 13,900 | 0% |
| 8 Upstream leased assets | 500 | 0% |
| 9 Downstream transportation and distribution | 700 | 0% |
| 10 Processing of sold products | - | - |
| 11 Use of sold products* | 4,140,000 | 64% |
| 12 End of life treatment of sold products | 2,800 | 0% |
| 13 Downstream leased assets | - | - |
| 14 Franchises | - | - |
| 15 Investments | 100 | 0% |

Scope 3 GHG emissions

| Key Scope 3 emissions categories | % change from 2020 | 2026 | 2025 | 2030 target |
|---|--------------------|-------------|-------------|------------------|
| Category 1: Purchased goods and services* | (38)% | 2.2m | 2.3m | |
| Target: % of strategic suppliers by spend with SBTs | +3% pts | 74% | 71% | 100% |
| Category 4: Upstream transportation and distribution^{3*} | (28)% | 42,600 | 49,600 | |
| Target: Product transportation carbon intensity (tonnes CO ₂ e per tonne of product sold*) | (34)% | 1.09 | 1.23 | (40)% |
| Category 11: Use of sold products^{4*} | (37)% | 4.1m | 5.3m | |
| Target: RS PRO products in-use carbon intensity (tonnes CO ₂ e per tonne of RS PRO products sold*) | (37)% | 95 | 122 | (20)% (achieved) |
| Remaining Scope 3 categories | (19)% | 27,000 | 27,000 | |
| Total Scope 3 GHG emissions (tonnes CO₂e) | (37)% | 6.4m | 7.7m | |



CASE STUDY: GLOBAL

ONE TEAM, ZERO CARBON

WE ARE ONE TEAM

Established in 2022/23, the Net Zero Working Group accelerates RS's progress toward net zero by uniting operational leaders from distribution sites across the Group. Working beyond their day to day roles, members focus on improving energy efficiency and reducing site level emissions.

The group analyses energy use, delivers carbon reduction projects, and develops tailored long term net zero plans. By embedding sustainability into operational decision making and sharing best practice, they drove 23 energy efficiency initiatives across our site network which, alongside other net zero investments, contributed to a 10% reduction in Scope 1 and 2 emissions in 2025/26 (from 2024/25).

Read more at rsgroup.com/sustainability

2025/26 metrics marked (*) have been independently assured by Grant Thornton.

1. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.

Environment continued

ADVANCING SUSTAINABILITY WITHIN OUR BUSINESS

CARBON EMISSIONS IN OUR DIRECT OPERATIONS

By 2029/30, our ambition is to reduce absolute emissions from our own operations by 75% (validated by the SBTi).

Scope 1 and 2 carbon emissions¹

5,850

10% reduction from 2024/25

Status

● On track or ahead

Carbon intensity²

2.0

9% reduction from 2024/25

Status

● On track or ahead

Carbon reduction is a core KPI for the Group, with 48% of employees incentivised to achieve Scope 1 and 2 emissions reduction goals in 2025/26. As of this year, we have reduced our direct carbon footprint by 67%¹ from our 2019/20 baseline, driven predominantly by our site and fleet net zero initiatives, amongst other factors.

1. Tonnes CO₂e. Progress includes emissions from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.
2. Tonnes CO₂e/£m revenue, on a constant exchange rate basis.
3. Hydrotreated vegetable oil.

Decarbonising our sites

We are modernising our distribution sites with low-carbon heating technologies, improved insulation, and other upgrades to support energy efficiency, cost reduction, and sustainability. 2025/26 highlights include:

- Achieved a 15% reduction in absolute premises energy consumption and a 44% reduction in energy intensity from 2019/20
- Reduced gas consumption by 10% from 2024/25
- 23 energy efficiency projects across our site network, including electrification of heating and water, insulation improvements, rapid roller doors, LED lighting, and biogas use

Switching to renewable energy

We focus first on maximising on-site solar installation, supplementing this with renewable electricity procurement, where required. 2025/26 highlights include:

- 92% renewable electricity use
- Self-generated solar power provided 3% of Group electricity use and 38% of the electricity consumed across five sites
- Completed solar installation at our fulfilment centre (FC) in Sydney, Australia and initiated solar installation at our Risoul FC in Monterrey, Mexico, bringing total sites with solar to six

Environmental Management System (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, 30 sites – covering 49% of our operations by revenue and 58% by floor area – are covered by ISO 14001 environmental management certifications.

Creating a net zero fleet

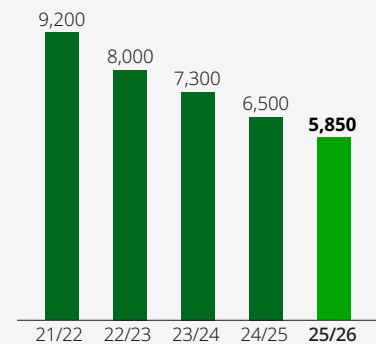
We are transitioning our company car and van fleet to electric and hybrid vehicles, while promoting greater adoption by our people. 2025/26 highlights include:

- 60% of Group company cars and 99% of UK fleet is hybrid or electric
- 42% reduction in Group diesel consumption from 2024/25
- Transition to HVO³ fuel for the RS Safety Solutions small HGV fleet with 420 tCO₂e reduction in HGV-related emissions
- EV charging ports now installed at 32 sites

Following the acquisition of BPX Group in March 2026, during 2026/27 we will begin to integrate BPX data into our ESG reporting and support their operational teams to establish effective reporting systems and sustainability plans aligned to our 2030 ESG action plan.

Scope 1 and 2 (market-based) emissions tonnes CO₂e

5,850



Includes emissions from all acquisitions up to 2025/26, enabling year-on-year progress comparison towards science-based target.



CASE STUDY: ASIA PACIFIC

CLEAN ENERGY IN ACTION

★ WE DELIVER BRILLIANTLY

In Australia, we collaborated with our Sydney FC landlord to install a rooftop solar system, comprising of 162 panels and a high efficiency inverter, along with two 22kW EV charging ports. This success underscores the role of partnership in achieving shared sustainability ambitions.

Environment continued

PACKAGING

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

Packaging intensity¹**1.67**

8% increase from 2024/25

Status

● Not on track – further action required

% packaging made with at least 50% recycled content**90%**

8% pts increase from 2024/25

Status

● On track or ahead

% packaging reusable or recyclable**95%**

1% pts increase from 2024/25

Status

● On track or ahead

A key part of our sustainability journey is transforming our packaging to meet the growing expectations of customers and suppliers who want strategic, proactive partners who will support their ambitions to minimise waste and promote a circular economy.

Packaging intensity

In 2025/26, we again updated our packaging intensity target to 45% (from 40% in 2024/25) due to continued strong progress. However, during the year, packaging intensity temporarily worsened by 8% from 2024/25 but remains improved by 33% from 2019/20. This temporary rise is primarily driven by higher utilisation of wood pallets for inter-site deliveries. In response, we have implemented a more efficient closed-loop system for transit movements between our EMEA sites, and we expect packaging intensity to return to a reduction trajectory in 2026/27.

Packaging content and recyclability

Our strong progress is driven by innovation and collaboration across sites, teams, and external specialists to close remaining gaps. With increasing scrutiny from emerging packaging and waste regulations, we are working with suppliers to proactively shift to optimised materials. This reduces waste and costs, ensures compliance, and supports our position as a trusted partner, enabling a smooth transition across the value chain.

Plastic reduction

This year, our focus has centred on our Plastic Out ambition, eliminating single-use plastics where viable alternatives exist. By introducing bespoke material solutions, particularly across our EMEA site network, we are addressing growing customer demand for responsible packaging. This approach not only reduces waste and improves recyclability, but also delivers operational efficiencies and long-term cost savings,

2025/26 highlights include:

- In partnership with Chestnut Biopolymers Ltd, we introduced a biobased polymer into carriers for small electronic items, replacing 80% of single-use polypropylene across more than 300,000 units at our distribution centre (DC) in Corby, UK
- Working with tesa, we eliminated plastic tape at our DCs in Bad Hersfeld, Germany and Beauvais, France by introducing a fully recyclable, reliable paper tape
- Our UK packaging and operations teams replaced plastic air-pillow infills with a paper-based alternative, removing c. 15 tonnes of plastic from our UK sites
- Initiated a shift to paper-based materials at our FC in Milan, Italy to prepare for the move to a new site – implementing recyclable packaging from day one to avoid the need for retrofitting in future

demonstrating how strong partnerships and smart design can align commercial value with environmental responsibility.

We are building momentum globally through knowledge sharing that enables automation and packaging optimisation. In Americas, packaging made with at least 50% content has increased to 92% (2024/25: 87%). We have also optimised packaging for big and heavy items that are sea-freighted to our Asia Pacific region, reducing cost and emissions while protecting products. We continue to collaborate across RS and with our partners to champion alternative materials, without compromising cost or efficiency.

Together, these efforts mean that 90% of total packaging by weight is made from materials that contain at least 50% recycled content. This represents an 8 percentage points increase in recycled content from 2024/25. Overall, 95% of our packaging was reusable or recyclable, increased by 1 percentage point from 2024/25.



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

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 intensity¹**1.56**

13% increase from 2024/25

Status

● Not on track – further action required

Waste recycled**88%**

4% pts increase from 2024/25

Status

● On track or ahead

We remain committed to reducing, reusing, and recycling our waste to cut environmental impact and operational costs while strengthening circularity. This year, our updated Waste Management Standard reinforced our commitment to responsible and lawful waste handling, with a stronger focus on reuse and recycling across all operations. Colleagues from across the business met to discuss landfill performance and targeted solutions, aiming to improve resource recovery and reduce costs.

In 2025/26, our waste intensity increased by 13% from 2024/25 and is therefore unchanged from 2019/20. This temporary rise is due to a 12% increase in total waste volume, while total waste recycled also increased to 88% (2024/25: 84%), driven by recycling obsolete inventory as a result of the Distrelec integration. Waste that is not recycled is typically sent for incineration (in EMEA) and only to landfill as a last resort. In 2025/26, total waste incinerated was reduced to 7% (2024/25: 11%), while the percentage of waste sent to landfill remained at 5%.

WATER

As a provider of industrial product and service solutions, RS does not operate manufacturing facilities and water use is primarily associated with general activities such as hygiene, sanitation, and catering across our locations. Although overall water demand is relatively low, we recognise water as a critical global resource and remain focused on responsible stewardship. Water consumption is monitored on a quarterly basis, supported by a clear governance framework. We encourage reuse where appropriate and ensure responsible wastewater discharge.

In 2025/26, total water use increased by 4% compared with the prior year and is 5% lower than our 2019/20 baseline. Water use per employee increased slightly at 4.49 m³ per head (2024/25: 4.28 m³) but still represents a 30% reduction since 2019/20. Continued progress has been driven by targeted efficiency actions, such as employee awareness initiatives, timely identification and repair of leaks, and the ongoing roll-out of water-efficient technologies, including low-flow taps and toilet facilities.

**CASE STUDY: AMERICAS****RESPONSIBLE WASTE ACROSS RISOU****WE MAKE EVERY DAY BETTER**

In 2025/26, Risoul strengthened its environmental performance through enhanced recycling practices and a structured, end-to-end waste management approach. New recycling stations were installed across the Monterrey, Mexico distribution site, including dining areas, improving on-site segregation, and embedding responsible behaviours among employees.

Complementing this, Risoul introduced a formal Waste Management Plan covering paper, cardboard, plastics, aluminium, iron, cable, and bronze, supported by an authorised waste disposal partner to ensure full compliance and prevent environmental contamination. In its first year, the programme enabled the responsible treatment of 27 tonnes of waste, including eight tonnes of cardboard and 14 tonnes of metals.

Read more at rsgroup.com/sustainability

1. Tonnes/£m revenue, on a constant exchange rate basis.

Environment continued

ADVANCING SUSTAINABILITY WITHIN OUR VALUE CHAIN

As an essential link in the industrial value chain, we leverage our central position with customers and suppliers to accelerate sustainability performance, while strengthening our collective resilience and creating new commercial opportunities.

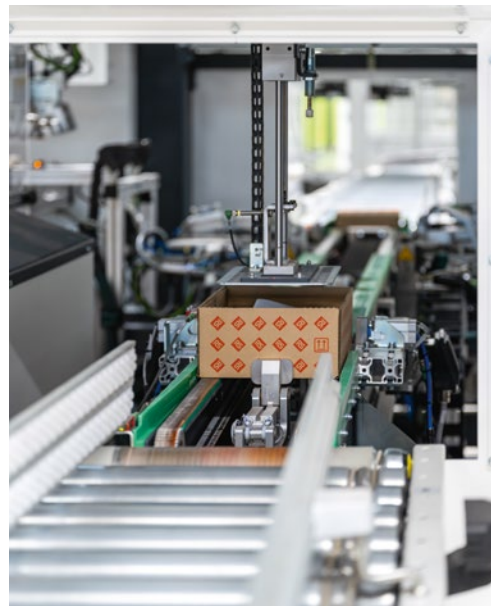
Achieving our ambition to be net zero across our value chain by 2050 requires close collaboration with our stakeholders. We are expanding access to sustainable products that support operational efficiency, decarbonisation, and circularity, enabled by our industry-leading Better World product framework. By helping suppliers join the range and uphold the highest environmental standards, we strengthen RS's position as a sustainable and responsible procurement choice and ensure customers can access trusted, technically led sustainable solutions.

We are also deepening engagement with suppliers by encouraging alignment with our net zero strategy and optimising sourcing and distribution routes across our global network. Finally, by reducing emissions from thousands of daily shipments and working closely with carriers to promote decarbonisation and the transition to sustainable fuels, we are further improving the efficiency, resilience, and sustainability of our logistics operations and the wider industrial lifecycle. Through long-term partnerships with suppliers and logistics providers that deliver shared value for our customers, we are positioning the industry to thrive in a low-carbon future.

+ Read more about these efforts on page 27, and in our Climate Transition Plan at rsgroup.com/sustainability/climate

How our ESG approach attracts and retains high-value customers:

- ☑ Trusted, verified sustainable products via claims-based Better World framework
- ☑ Optimised regional distribution network for low-carbon deliveries
- ☑ Robust supplier due diligence, product compliance, and data transparency
- ☑ MRO product solutions that support operational efficiency and reduce cost, risk, and emissions simultaneously
- ☑ Strong and reliable ESG performance, ratings, and reporting



SUSTAINABLE PRODUCTS AND SOLUTIONS

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

Our Better World range in 2025/26

c. 33,000

products (c. 4,000 increase from 2024/25)

Status

- Slightly behind target – monitor closely

167

suppliers (increase of 35 from 2024/25)

350+

product families

Our Better World product range is our flagship sustainability initiative, featuring products with clear, verifiable sustainability claims that are made more sustainably, improve operational efficiency and sustainability, and/or offer enhanced circularity benefits. It supports our strategic priority to deliver a differentiated, technically led product portfolio, while strengthening our role as the partner of choice for suppliers looking for a superior go-to-market channel to promote their sustainable product innovations and drive commercial performance.

For high-value customers, it strengthens our offer through products that reduce resource use,

cut environmental impact, and support energy and carbon reduction goals, all within a robust, claims-based framework. Since 2023/24, this framework has helped customers make informed, cost-effective procurement decisions backed by clear and verified sustainability evidence. This includes Lifecycle Assessments (LCAs), Environmental Product Declarations (EPDs), test reports, and/or one of 50+ recognised global sustainability certifications and energy labels.

In 2025/26, we continued expanding the range, with 35 new suppliers, c. 4,000 new products, and growth in specific product categories, including more than 2,000 sustainable PPE and workwear products. This expansion demonstrates how curated, technically led ranges meet specialist customer needs. We also strengthened commercial execution by trialling enhanced sales tools to enable more targeted engagement and revenue growth opportunities.

Products qualify for the Better World range by demonstrating at least one material sustainability improvement in at least one of three lifecycle stages:

- **Made more sustainably:** Products that are produced using more sustainable materials or processes. For example: products containing recycled materials.
- **Sustainable solution:** Products that help customers run their business more efficiently, sustainably, and responsibly. For example: energy-saving RS PRO voltage optimisers that return surplus power to the grid.
- **Supports circularity:** Designed for longer life, repair, reuse, or recycling to reduce waste. For example: safety gloves with an extended lifespan for fewer replacements.

Environment continued

To meet growing customer and regulatory demand for product-level CO₂e data, in 2025/26 we partnered with a third-party LCA software provider and selected six RS PRO suppliers to trial the production of LCAs and carbon footprints for RS PRO products. This capability identifies lifecycle environmental hotspots and supports improvements that reduce emissions. With LCAs increasingly required to substantiate claims, such as low-carbon manufacturing or recyclability, this partnership enhances data quality, strengthens the credibility of Better World claims, supports continued expansion of the range, and enables smaller RS PRO suppliers to progress their product sustainability journeys.

In 2026/27, we will further evolve the Better World product range to include enabling solutions – product combinations that help customers reduce energy, water, carbon, and waste in their operations. Qualifying solutions must address clear impacts, deliver measurable results, and be evidence-led. This evolution improves customer access to focused solutions that maximise efficiency, reduce cost, and support progress towards sustainability targets.

Alongside Better World products, we are developing more granular carbon reporting for high-value customers through a new customer carbon reporting dashboard, designed to track customer Scope 3 emissions. Currently in trial, this tool aims to deepen customer relationships, differentiate RS, and drive long-term value. We are also exploring how to integrate a quantified carbon benefit into the Better World range to make switching to more sustainable products even more compelling.



Our collaboration with RS around Better World products is very constructive. It gives us a common framework to highlight where our portfolio is evolving – for example through lighter designs and more recycled content – while continuing to offer repairable, long-lasting solutions. This is valuable for our mutual customers and fits well with Festo’s ESG priorities.”

Festo

Strategic Supplier Partner

We continue to target growth in customer segments linked to the low-carbon economy, particularly in product categories that enable the net zero transition. The renewables sector remains a key focus, where we are building strong partnerships across onshore and offshore wind. In 2025/26, we formed a strategic partnership with a leading operator and supplier of onshore wind, to provide a bespoke original equipment manufacturer (OEM) conversion for almost 100 ageing UK turbines. We identified 157 RS products to replace obsolete parts, with the ambition to develop a scalable product framework that incorporates our Better World product range to enable further operational efficiencies. This partnership exemplifies how we combine technical expertise with product depth and range to service evolving needs in fast-growing sectors.

+ Download the Better World product guidelines here: rsgroup.com/sustainability/advancing-sustainability/sustainable-products

CASE STUDY: EMEA

POWERING PERFORMANCE IN ONSHORE WIND

WE MAKE EVERY DAY BETTER

We continue to drive growth in customer segments linked to the low-carbon economy, with the renewables sector a key focus. In 2025/26, we formed a strategic partnership with a leading UK onshore wind operator, to support the extended life of almost 100 ageing turbines.

Our partner operates a fleet of legacy assets with increasingly obsolete components. Through an on-site OEM conversion, we reviewed over 230 critical parts and identified 157 suitable RS replacements, creating a bespoke spares framework tailored to the fleet. This approach will simplify sourcing, reduce lead times, and support long-term operational reliability.

The partnership also creates a scalable model for future renewable collaborations, enabling more sustainable, repairable, and recyclable solutions over time. By combining technical expertise with product depth, we are helping customers extend asset life and improve efficiency in fast-growing renewable energy markets.



Environment continued

SUPPLIER SUSTAINABILITY

New: By 2030, we commit to engage all of our strategic suppliers to set science-based targets (SBTs).

Strategic suppliers by spend setting SBTs

74%

3% pts increase from 2024/25¹

Status

● On track or ahead

With >875,000 stocked products from >2,500 suppliers, it is essential that we inspire our suppliers to prioritise sustainability through actions that make their products and service solutions more attractive to customers who are seeking to limit the environmental impact of their value chain. Progress is a shared responsibility, and we use our position with our suppliers to help them navigate challenges and leverage sustainability opportunities to differentiate themselves with customers, and to create long-term value across the industry.

As a key business partner in the industrial value chain, 99% of our carbon footprint sits in Scope 3, making customer and supplier collaboration essential. During the year, we retired our target to engage 67% of our suppliers by spend to have set SBTs by 2025 – having achieved 41%. Instead, we set a new 2030 target focused on engaging our strategic suppliers, where we have the greatest opportunity for influence and impact.

This year, we continued to engage our suppliers through regular meetings, supplier events, QBRs, and supplier ESG communications to encourage alignment with the highest sustainability standards, including the SBTi. This work strengthens our value proposition to customers and suppliers by underpinning the credibility of our Better World product range and enabling us to offer more sustainable products, solutions, and operations (see page 25).

We will continue to drive progress in 2026/27 by embedding CO₂ reduction and SBTs as a key aspect of our strategic supplier approach and engagement activity.

These cable ties are now available in the Better World product range.

Alongside product innovation, HellermannTyton's approach reflects our wider ESG priorities, including responsible business practices and transparency via their EcoVadis rating and verified EPDs for their cable tie ranges. Through collaboration, clear expectations for products, and promoting science-based action, we are helping our suppliers strengthen their sustainability credentials while delivering greater value across the industrial value chain. Read more at rsgroup.com/sustainability

CASE STUDY: EMEA

INNOVATION THAT REDUCES IMPACT

★ WE DELIVER BRILLIANTLY

Driving sustainability across the industrial value chain means working closely with our >2,500 suppliers to tackle the most pressing ESG challenges in our sector and bring more sustainable products to market.

One great example is HellermannTyton, a global leader in cable management. Their newly developed cable ties are a brilliant showcase of supplier-led innovation. Crafted from biobased materials, these ties have a reduced carbon footprint³ and can biodegrade in soil, leaving no microplastics⁴.

PRODUCT TRANSPORTATION

Updated: By 2029/30, we aim to reduce Scope 3 transport emissions intensity by 40%² per tonne of product sold.

Scope 3 transport emissions intensity²

1.09

11% decrease from 2024/25

Status

● On track or ahead

With thousands of inbound supplier deliveries and outbound customer shipments every day, optimising our global supply chain remains essential to reducing costs and providing a great customer experience.

In 2025/26, we reduced the intensity of our product transportation emissions by 11% from 2024/25 and by 34% from our 2019/20 baseline year. Given our strong performance to date and our continued commitment to decarbonisation of our value chain, we have increased our 2030 transport emissions intensity target to a 40% reduction from the 2019/20 baseline by 2029/30. Based on modelling of the future industry transition and factoring in initiatives already in place for RS, this revised target is a natural evolution of our transport strategy. We remain confident that initiatives already in place and industry decarbonisation will help achieve our new target by 2029/30.

Our progress has been driven by three key factors: shifting freight from air to road and sea,



reducing mileage through sourcing and fulfilling orders closer to customers, and wider industry decarbonisation. Despite a 10% increase of average transport distances, in 2025/26 we achieved a 17% reduction in absolute emissions due to industrial decarbonisation of air transport. This was supported by an 8% reduction in transport weight.

While industry-wide decarbonisation has contributed significantly to our progress, further reductions will come from continuing modal shifts and progressing the move towards regional sourcing, storing, and shipping of our products closer to our customers and suppliers. We remain committed to working closely with carriers to promote decarbonisation, support the transition to sustainable fuels, and encourage alignment with our ESG ambitions. We continue to advocate with our suppliers to take science-based action to decarbonise their transport network and offer more sustainable delivery options to customers.

1. Target reset in 2025/26 with performance based on calculation of 2024/25 baseline. Previously top 67% of suppliers by spend to have set SBTs by 2025.
2. Transport emissions intensity (tonnes of CO₂e from inbound, outbound and inter-site deliveries controlled by RS Group, per tonne of product sold) by 2029/30 from 2019/20.
3. Approx. 50% reduction vs. comparable cable tie, ISO 14067 cradle-to-gate.
4. Testing to ISO 17556:2019 – Aerobic biodegradation in soil.

Environment continued



CASE STUDY: ASIA PACIFIC

DRIVING INNOVATION IN POWER GENERATION

★ WE DELIVER BRILLIANTLY

RS continues to enable the shift to a low-carbon economy by supporting emerging renewable and energy efficiency industries. At the Philippines PowerPlant Summit in October 2025, RS Philippines engaged with 350+ industry leaders to discuss the sector's evolving needs.

Showcasing RS PRO solutions, the team highlighted how our technologies enhance efficiency and reliability in power operations and reaffirmed our commitment to supporting a more resilient energy future.

CASE STUDY: AMERICAS

ENHANCING ENERGY PERFORMANCE ACROSS RISOUL

✓ WE DO THE RIGHT THING

Risoul is advancing energy efficiency across its distribution sites through major investments in modernised lighting. Our Risoul sites in Torreón, Monclova, and Saltillo, Mexico have replaced 100+ fluorescent fixtures with energy efficient LED lighting to reduce electricity use, improve illumination, and lower operating costs. The Laguna, Mexico site additionally installed smart controls that detect occupancy and dim lighting when no activity is present, extending equipment life and avoiding energy spikes. LED technology delivers

50–70% higher efficiency than traditional lighting, supporting more responsible energy consumption across our sites.

In addition, our Risoul site in Monterrey, Mexico has committed to installing a photovoltaic solar system featuring 420 rooftop panels. The system is expected to generate approximately 413 MWh of clean energy annually – covering the majority of the site's electricity needs. By eliminating reliance on the grid, the project will help to reduce consumption, lower operating expenses, and strengthen long-term sustainability performance.



WHAT'S NEXT?

Net zero

- Continue targeted site energy efficiency and net zero initiatives, investing £2 million p.a.
- Relocate Ireland and Italy DCs to new highly automated, efficient and sustainable sites with Leadership in Energy and Environmental Design (LEED) certification
- Continue fleet transition by prioritising electric or hybrid leases, installing EV charging ports on sites, and incentivising employee participation

Packaging, recycling, and waste

- Continue switch from plastic to alternative materials
- Explore AI-enabled solutions to minimise downstream packaging waste across sites
- Prioritise optimisation of packaging intensity and recyclability to prepare for upcoming packaging and waste regulations

Sustainable products and solutions

- Continue growing Better World product (BWP) range by encouraging suppliers to increase choice of sustainable product alternatives and introducing enabling solutions
- Strengthen environmental data for BWP through LCAs, EPDs, and exploring product-level carbon reporting
- Develop enhanced BWP digital and customer experience tools

Supplier engagement

- Continue focused supplier ESG engagement with strategic suppliers through supplier events, webinars, industry forums, and regular one-to-one discussions to encourage alignment to our supplier ESG action plan (see page 51)

Product transportation

- Continue focus on local sourcing, regional stocking, further modal shifts, and carrier engagement to ensure customers benefit from lower-carbon distribution technologies and industry decarbonisation

SOCIAL



EMPOWERING OUR PEOPLE

Our c. 8,500 colleagues are central to our long-term, sustainable success and ensuring we achieve our vision of being first choice for all our stakeholders.

Our commitment is to 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.

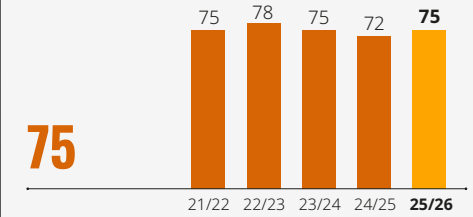
We are focused on building the capability, capacity, and culture our business needs to succeed, enabling high performance today while preparing for the future.

UN SDGS

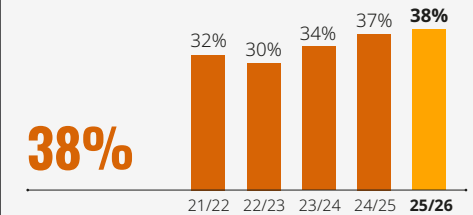


PERFORMANCE SNAPSHOT

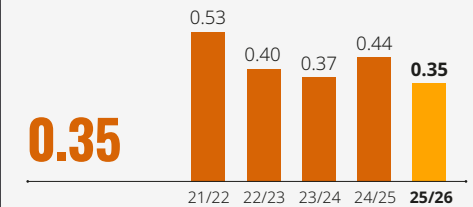
Employee engagement
(score out of 100)



Percentage of female senior leaders



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 | 75 employee engagement score (out of 100) | <ul style="list-style-type: none"> – My Voice Group survey with tracking via regular pulse surveys – Key engagement actions included building future skills via strategic workforce planning, evolving employee recognition approach, and refreshing belonging strategy | | + See page 31 rsgroup.com/sustainability |
| Belonging: 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 | 38% female senior leaders 13% ethnically diverse senior leaders ¹ | <ul style="list-style-type: none"> – ExCo participated in Inclusive Leadership development course – Introduced Group Neurodiversity Policy to ensure the right tools and practices are in place to support neurodivergent colleagues – Continued networking and mentorship programmes for emerging talent – Continued building community and fostering connections through Employee Resource Groups (ERGs), including new Menopause Champions | | + See pages 32 to 34 |
| Health and safety (H&S): Aim for zero accidents involving our people | 0.35 all accident frequency rate per 200,000 hours | <ul style="list-style-type: none"> – Promoted a safety-based culture for our teams and their families through the Protect What Matters campaign – Simplified near miss reporting, resulting in 22,000 reports in 2025/26 – Enhanced travel security and wellbeing with expanded driver safety initiative | | + See page 37 |

Status key:

Each of our actions are broken down into annual ambitions that need to be met to remain on track to achieve our 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. 108 of 136 senior managers self-reported ethnicity via the employee database (including not specified/prefer not to say) and 14 identified as non-white.

Social continued

EMPLOYEE ENGAGEMENT

By 2029/30, we want to achieve and maintain an employee engagement score in the top 10% of high-performing companies¹.

Engagement score**75**

engagement score up by three pts from 72 in 2024/25

Status

● On track or ahead

Building a high-performance, motivated, and values-driven team starts with consistent, active listening. At RS, our employee engagement approach is designed to ensure we continuously gauge employee satisfaction and effectively address our team's needs. By gathering regular insights and turning them into tangible actions, we are building the capability needed for strategic execution, strengthening our talent pipeline, and embedding a culture underpinned by our four global values: we are one team, who deliver brilliantly, by doing the right thing, to make every day better.

A core element of this approach is our My Voice engagement survey. We run a full survey every 18 months – most recently in May 2025 with an 83% response rate and 8,300+ comments. The results showed strong progress, with improved scores for 15 questions, including career development, understanding of strategy, and removing barriers to execution. We also continued to see strong scores in health and safety, role clarity, and authenticity. At the same time, the results highlighted some key opportunities, such as strengthening cross-functional collaboration, which inform our people priorities going forward.

To ensure insights lead to effective action, we publish survey results for the Group and respond by agreeing local actions with line managers. Many of these are already incorporated in our comprehensive people strategy, which is supplemented by Group-wide actions, such as improving communication through regular team briefings. Engagement is driven from the top, with the ExCo reviewing results in detail to determine key functional actions, supported by initiatives such as virtual coffee sessions with members of the ExCo to hear directly from their functions.

In addition to our primary My Voice survey, we ended the year with a pulse survey in January 2026 as a temperature check of our progress towards our original commitments – this resulted in an overall increase in engagement, with increased scores for wellbeing, recognition, and satisfaction.

Beyond the regular cadence of surveys, we hear from employees through career conversations, focus groups, town halls, and events run by our ERGs (read more on page 32). We prepare managers to support their direct reports through targeted workshops and establish touch points for engagement with their teams, reflected in a positive score of 81 for honest and transparent communication from managers in the 2025/26 pulse survey. To further promote transparency, this year we also launched a new employee engagement hub on our intranet that outlines our listening strategy and how we turn insights into meaningful action throughout the employee journey.

83%**response rate**

May 2025 My Voice survey



1. As at 31 March 2026, we were four points away from the global benchmark of 79 for the top 25% of high-performing companies.

Social continued

BELONGING

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 senior leaders

38%

increase of 1% pts from 2024/25

Status

● On track or ahead

% ethnically diverse senior leaders¹

13%

increase of 3% pts from 2024/25

Status

● On track or ahead



1. 108 of 136 senior managers self-reported ethnicity via the employee database (including not specified/prefer not to say) and 14 identified as non-white.

Belonging for all

We continue to place belonging and wellbeing at the centre of how we support and empower our global workforce. As our belonging initiatives mature, we are evolving our holistic, Group-wide approach to ensure every employee feels that RS is there to support them.

Our culture is grounded in openness and respect. We are committed to creating an inclusive workplace where every employee feels valued, supported, and empowered to contribute. Our belonging programmes are available to all, reflecting our commitment to embedding inclusion in the employee experience across all parts of the business. By embracing the unique perspectives and backgrounds of our people, we strengthen our performance, fuel growth and development, and foster a genuine sense of belonging across RS.

We acknowledge and value the wide range of identities, backgrounds, and lived experiences that shape who we are – including gender, gender identity, sexual orientation, neurodivergence, age, ethnicity, disability, socio-economic background, and wellbeing. While we understand that championing diverse perspectives strengthens our organisation, our hiring practices remain grounded in our commitment to selecting the best candidate for each role. This approach enables us to attract and retain the talent we need to deepen our relationships with stakeholders and deliver on our long-term strategic ambitions.

As an equal opportunity employer, we are committed to providing fair access to opportunities and ensuring every employee feels valued, supported, and empowered to grow within RS. Our approach is reinforced by comprehensive policies, tools, and resources designed to help employees thrive. For example, in 2025/26 we introduced a Group Neurodiversity Policy to ensure we have the appropriate tools and practices in place to embrace the skills and strengths of our neurodivergent colleagues.

Our people-led ERGs play a key role in building community and fostering connections. These groups bring together employees with shared backgrounds, interests, and lived experiences – such as youth (Bloomers), gender (Elevate), ethnicity (Embrace), mental health, neurodivergence, disability, and wellbeing (LifeWorks), sexual orientation and LGBTIQ+ (Spectrum). All employees are encouraged to attend events hosted by the ERGs throughout the year to raise awareness and understanding across the Group.

CASE STUDY: EMEA

CHAMPIONING INCLUSION THROUGH CONNECTION

WE ARE ONE TEAM



This year, RS Italy ran a table tennis competition in partnership with a Paralympic sports association to strengthen our commitment to disability inclusion.

More than 30 colleagues took part, playing matches against two Paralympic athletes in an interactive competition that fostered connection and awareness of living with disabilities.

This was an important step in RS Italy's evolving commitment to promote disability inclusion across all teams, while raising awareness of Paralympic sports.

Social continued

Development and progression

We take a data-driven approach to shape our people strategy and strengthen our position as an inclusive employer of choice. In 2025/26, we continued to mature our workforce data collection in the UK (within applicable legal parameters) through an ongoing campaign encouraging voluntary self-identification among applicants and employees. This helps us to improve workforce planning, address recruitment and retention challenges, and support accurate, transparent reporting aligned with emerging regulatory expectations.

We continue to focus on recruiting a senior leadership team that is reflective of the wider communities in which we operate and serve. During the year, the number of senior leaders that are women increased to 38% (2024/25: 37%), while the percentage of our leaders who are ethnically diverse increased to 13%¹ (2024/25: 10%). This is largely due to organic turnover in these roles, while our senior leaders are continually working with our Talent Acquisition team to ensure that gender and ethnically diverse talent is included in our long- and short-lists for open roles, where possible.

In 2025/26, the ExCo participated in an external Inclusive Leadership development course to raise their awareness of lived experiences of people with protected characteristics and to challenge traditional ways of thinking about inclusion.

Globally, our Group-wide gender split remains balanced, with near equal numbers of men and women across the organisation (2025/26: 49% female; 51% male) and our female ExCo population remained the same at 30%. We ranked joint second of FTSE 250 companies for 'Women on Boards' in the 2025 FTSE Women Leaders Review. Our external disclosures relating to the Board and ExCo comply with the Financial Conduct Authority's diversity and reporting requirements (see page 90 of the 2026 Annual Report and Accounts).

We are committed to fostering a diverse talent pipeline to drive positive change within the business and the wider industrial sector. We continue to prioritise programmes, policies and resources that support the attraction, retention, development, and progression of all talent. 2025/26 highlights include:

Gender

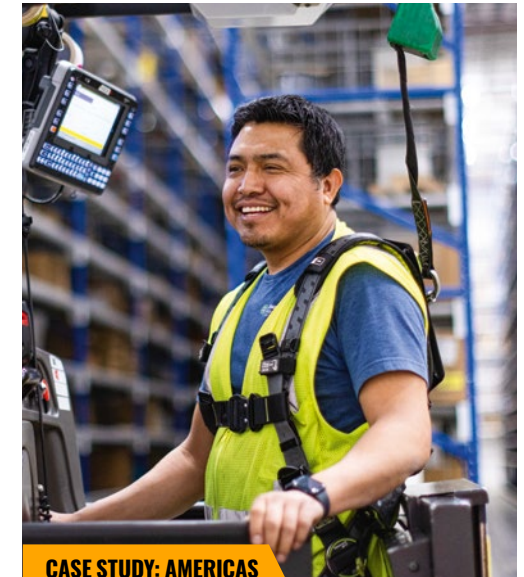
- **Elevate:** Our ERG for women, non-binary, and male allies brings together global members who are creating room to influence RS policies and processes, support wellbeing at work, and build opportunities to advance careers. This year, Elevate delivered a training and awareness campaign to launch our UK Domestic Abuse Policy.
- **Menopause:** To champion our Group Menopause Policy, we introduced Menopause Champions and community conversations to offer guidance and help colleagues feel informed, supported, and connected.

- **Women Rising:** Since its founding in 2024, over 80 women have participated in our flagship women's development programme which aims to foster authenticity, confidence, and leadership skills.
- **Male Allies:** Now in its second year, 24 men have participated in this self-nominated eight-week programme designed to raise awareness around how male allies can proactively effect change, challenge stereotypes, and better understand women's experiences in the workplace.

Ethnicity

- **Embrace:** Our ERG for ethnically diverse colleagues and allies brings together global members to connect, share experiences, and contribute to RS initiatives that create an inclusive environment.
- **Mission Include:** Our cross-company mentoring programme has been running with full cohorts for three years (increasing to 30 mentor/mentee pairs in 2025/26), aiming to empower our ethnically diverse and underrepresented colleagues by connecting them with leaders to foster professional development.

We acknowledge the evolving diversity and inclusion landscape globally and are committed to belonging, equal opportunity, and good practice in all the markets we serve, while maintaining our core principle of selecting the best-qualified person for each role. Read more about our belonging programmes, policies, and progress on our website: rsgroup.com/sustainability



CASE STUDY: AMERICAS

AWARD-WINNING INCLUSION IN AMERICAS

WE ARE ONE TEAM

Our people-first culture was recognised across the Americas in 2025/26 through awards for inclusion and workplace excellence.

In Mexico, RS participated in the HRC Equidad MX programme for the first time and was awarded a Best Places to Work certification.

RS was also ranked 67th in the 2025 Top 100 North American Inspiring Workplaces Awards. Together, these accolades reflect our commitment to belonging and champion our vision to be first choice for our people.

1. 108 of 136 senior leaders self-reported ethnicity via the employee database (including not specified/prefer not to say) and 14 identified as non-white.

Social continued



CASE STUDY: EMEA

DELIVERING EQUITY AND DIGNITY FOR WOMEN'S HEALTH

WE DO THE RIGHT THING

RS Group supports women's health and wellbeing in the UK through practical, inclusive initiatives addressing key life stages. To support the UK Menopause Policy introduced in 2025/26, the Elevate ERG promotes dedicated menopause resources, guidance, workplace adjustments, and signposting to expert support to help colleagues manage symptoms and stay engaged at work. As one Menopause Champion shared, "What makes me proud is that RS Group backs this work with real support."

Alongside this, from 2025/26 Elevate has partnered with DAME to provide free access to period products, removing financial barriers, reducing period stigma, and supporting more sustainable choices. Together, these initiatives reflect a holistic approach to wellbeing – promoting dignity, choice, and inclusion while reinforcing our commitment to offering an equitable and supportive workplace.

Read more at rsgroup.com/sustainability

Diversity statistics as at 31 March 2026¹

Reporting table on gender representation

| Gender | | Total employees | | Senior leaders ^{2,3,5,6} | | Board of Directors ^{4,5} | |
|--------|------------|-----------------|-------|-----------------------------------|------|-----------------------------------|------|
| | | 2025 | 2026 | 2025 | 2026 | 2025 | 2026 |
| Women | Number | 4,072 | 4,031 | 52 | 51 | 6 | 5 |
| | Percentage | 48% | 49% | 37% | 38% | 60% | 55% |
| Men | Number | 4,400 | 4,275 | 87 | 85 | 4 | 4 |
| | Percentage | 52% | 51% | 63% | 62% | 40% | 45% |

Reporting table on ethnicity representation of RS leadership

| | Number of Board members | Percentage of the Board | Number of senior positions on the Board (CEO, CFO, SID and Chair) | Number of senior leaders ^{6,7} | Percentage of senior leaders |
|--|-------------------------|-------------------------|---|---|------------------------------|
| Ethnic minority | 1 | 11% | 0 | 14 | 13% |
| White British or other White (including minority-white groups) | 8 | 89% | 4 | 90 | 83% |
| Mixed/Multiple ethnic groups | 0 | 0% | 0 | 4 | 4% |
| Asian/Asian British | 1 | 11% | 0 | 8 | 7% |
| Black/African/Caribbean/Black British | 0 | 0% | 0 | 1 | 1% |
| Other ethnic group, including Arab | 0 | 0% | 0 | 1 | 1% |
| Not specified/Prefer not to say | 0 | 0% | 0 | 4 | 4% |

1. See the 2025/26 ESG data centre for a year-on-year comparison at rsgroup.com/sustainability
2. 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.
3. Compiled through our employee database and collected on a self-reporting basis.
4. Collected on a self-reporting basis and agreed directly with the Board.
5. Our external disclosures relating to Board and senior management can be found on page 90 of the 2026 Annual Report and Accounts and are aligned to the Financial Conduct Authority's (FCA) Diversity and Reporting requirements following Listing Requirement LR 6.6.6R (9) and (10).
6. Management gender split has been independently assured by Grant Thornton. See independent assurance report at rsgroup.com/sustainability
7. 108 of 136 senior leaders self-reported ethnicity via the employee database (including not specified/prefer not to say) and 14 identified as non-white.

Social continued

TALENT AND CAPABILITY

People capability

To achieve our long-term growth strategy, our talent approach focuses on building the capability, capacity, and culture needed for a future-ready workforce that can drive our commercial success. In 2025/26, we strengthened our strategic workforce planning, partnering with each area of the business to understand the people and organisational implications of our strategy. As a result, we have a clear, shared vision of the people capabilities we need to meet our strategic goals.

These priorities have informed a new Group-wide, technology-enabled approach to managing development: Skills@RS. Informed by robust data from our pilot teams, this approach identifies current skills and gaps, enabling more specialised development, clearer career pathways, and targeted investment in capability. For example, to ensure our people are equipped to leverage technology advancements, this year we ran a Data Week that blended practical learning and team-driven exercises to build data confidence and literacy. Along with refreshed AI@RS learning pathways and resources to support responsible adoption, we are reinforcing how we turn data into clear, actionable insight.

We continue to invest in our people through a consistent global learning framework, supported by mentoring and development opportunities. In 2025/26, employees completed over 88,600 hours of learning through live training and our global learning platform, My Academy, saw an increase of 62,000 hours (2024/25: 35,000). We enhance the leadership skills of emerging talent through the global Future Shapers programme, with a total cohort of 60 participants as of 2025/26.

Our employee performance reviews include objective setting, regular performance discussions, and annual career conversations.

Insights from these sessions inform our development and succession planning, ensuring we have the capabilities needed to meet current and future business priorities. We focus on personal growth aligned with our business needs to strengthen our internal talent pipeline.

In 2025/26, we supported 290 colleagues in the UK through apprenticeships, along with 35 internships and 49 entry-level roles. We retained Platinum membership to the 5% Club for our commitment to supporting employees through 'earn and learn' opportunities and we ranked 86th in the UK Top 100 Apprenticeship Employers 2025.

c. 88,600

learning hours completed in 2025/26

Leadership development

As our business evolves, we continue to strengthen the senior leadership required to guide the organisation through future growth and transformation.

In 2025/26, we launched the Leadership Advantage Programme, an 18-month development experience delivered in partnership with Duke Corporate Education for three cohorts comprising 90 senior leaders total, including all members of the ExCo. The programme focused on advancing the eight core competencies in our Amazing Leadership Framework, delivered via in-person modules and quarterly virtual workshops. Group coaching was supplemented by personal feedback mechanisms with an emphasis on leaders' ability to build trust and accelerate change in their teams. The programme received strong positive feedback, demonstrating the value our leaders place on developing the capabilities needed to drive our long-term ambitions.

Our Group development programmes are supported by self-insight tools such as 360 feedback and psychometric assessments. This reflects a growing culture of personal

accountability for development across our management and leadership population.

We also increased development support for our people managers, introducing the Amazing Manager capability framework globally to clarify role expectations.

Targeted development interventions aligned to this framework are now in design and will launch early next year, supporting stronger leadership capability across all levels of the business.

CASE STUDY: ASIA PACIFIC

FOSTERING TALENT IN FOSHAN

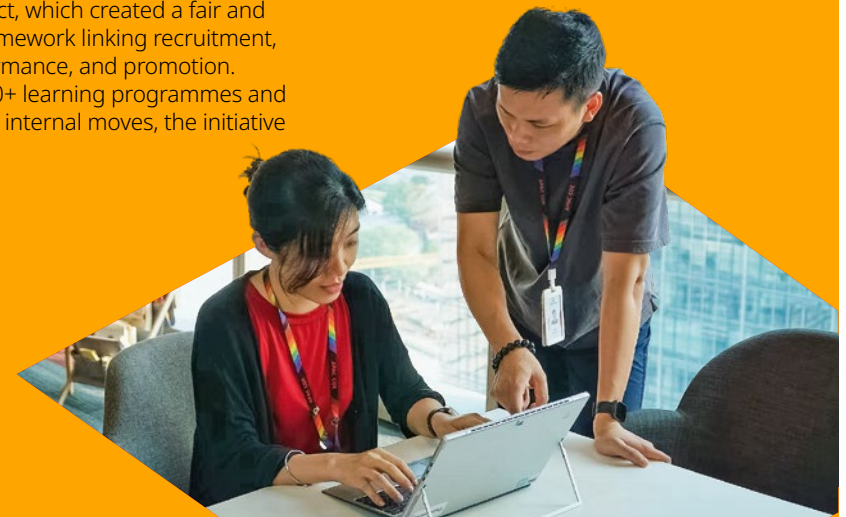
WE ARE ONE TEAM

People development is embedded in our culture, with the Global Shared Business Service (GSBS) team in Foshan, China demonstrating how connected learning and career opportunities drive long-term success. In 2025, GSBS was recognised by HRoot with the Best Practice of Human Resource Management Award, following its Outstanding Employer Award in 2024. This recognition reflects a sustained focus on building capability and enabling meaningful careers.

A key driver has been the regional Career Pathways Project, which created a fair and transparent framework linking recruitment, learning, performance, and promotion. By delivering 30+ learning programmes and supporting 70+ internal moves, the initiative

has strengthened internal mobility, retention, and organisational resilience.

This is supported by Foshan's Internal Trainer Club, which brings together 27 cross-functional colleagues to share expertise and build capability through regular learning sessions. Informed by capacity mapping and performance analysis, the programme supports upskilling in areas such as project management, AI, and people leadership, with nearly 150 colleagues participating in 2025/26.



Social continued

REWARD AND RECOGNITION

Our global reward philosophy ensures transparency and wellbeing support across the RS employment journey. This aligns with our business strategy and helps us attract, retain, and motivate our people by reinforcing the behaviours and performance that drive long-term sustainable success. We have developed a long-term reward strategy to support our future ambitions and ensure our philosophy is embedded consistently across all elements of reward.

We continue to provide market competitive rewards, including performance-related bonuses for all employees and long-term incentive plans for senior leaders, supported by market-based benefits (read more on pages 98 to 117 of the 2026 Annual Report and Accounts). In 2025/26, we invited employees to participate in an All-Employee Share Plan, enabling all of our eligible people to share in the Group's long-term success.

We are preparing to implement the new European Pay Transparency legislation across our EMEA region, enabling transparency on all aspects of reward. In addition, we are reviewing our medical plans to ensure they reflect our reward philosophy and support colleagues' wellbeing through inclusive and flexible benefits. We utilise a global recognition programme, Spotlight, for peer-to-peer recognition to show appreciation for colleagues who embody our values. Now in its second year, feedback from our colleagues shows that appreciation contributes to increased motivation and creates a culture of praise throughout RS.

WELLBEING

In 2025/26, we strengthened collaboration between our Health and Safety and Belonging teams to ensure wellbeing is a core element of our people approach. We continued to support colleagues across our global workforce through Mental Health First Aiders, our Employee Assistance Programme, wellbeing rooms and quiet spaces on our sites, and access to our Global Benefits platform – providing physical, financial, social, and emotional resources tailored to local needs. LifeWorks, our mental health and wellbeing ERG, has expanded global programming this year with monthly virtual sessions to connect, reflect, and recharge. Read more about our belonging and wellbeing approach on page 32.



CASE STUDY: ASIA PACIFIC

WELLBEING FOR AN EMPOWERED WORKFORCE

✓ WE DO THE RIGHT THING

RS Thailand continues to strengthen employee wellbeing through a holistic approach that supports physical, mental, and financial health. In July 2025, the team held a workplace wellbeing workshop focused on preventing muscular-skeletal issues, providing practical guidance on posture, movement, standing breaks, and stretching for 30+ colleagues to reduce long-term health risks and improve daily comfort.

RS Thailand was also invited by the Thai Health Promotion Foundation to participate in a national pilot programme on wellbeing before retirement, sharing best practice corporate

initiatives across mental health, financial literacy, ergonomics, and workplace wellness. The team received formal recognition by the Foundation for its commitment to employee wellbeing.

Earlier in the year, a financial literacy workshop helped colleagues build confidence in budgeting, saving, and managing debt, leaving 30+ colleagues better equipped to build long-term financial wellbeing. These local initiatives are reinforced by market specific digital resources available through our benefits platform, supporting colleagues to bring their best selves to work.

Read more at rsgroup.com/sustainability

Social continued

HEALTH AND SAFETY

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

All accident frequency rate
(per 200,000 hours)

0.35

decrease of 20% from 2024/25

Status

● On track or ahead

5%

increase in reported near misses per head in 2025/26

28

sites certified to ISO 45001 or an equivalent standard

As we work towards our 2030 ambition, we have evolved our health and safety (H&S) approach through our Protect What Matters campaign that places a stronger emphasis on safeguarding not only our employees, but also their teams and their families. This reflects our ongoing commitment to both a duty of care and responsibility across the Group.

In 2025/26, our all accident frequency rate per 200,000 hours decreased by 20% to 0.35 (2024/25: 0.44) and the total number of accidents across the Group decreased to 29 (2024/25: 37).

Although we have continued to see a year-on-year reduction in recordable H&S incidents, we are deeply saddened to report that one colleague tragically lost their life during the year, in Mexico. This fatality occurred as a result of a road traffic accident while the individual was travelling on business. This loss has been extremely upsetting for all those affected, and our thoughts remain with the individual's family, friends, and colleagues. Following the incident, actions are being implemented to further strengthen driver safety awareness and support across RS.

Key actions in 2025/26 included:

- **Standardisation:** We are aligning all processes and objectives to ensure teams operate in a consistent way, integrating safety into everyday decision-making.
- **Behaviour-based safety:** We focused on strengthening safety culture and behaviours. Improved data enhances our understanding of ergonomic risk areas, enabling targeted campaigns to strengthen safe manual-handling behaviours. Real-time observations and coaching help identify and correct unsafe movements early, reducing incident risk.
- **Near miss reporting:** We simplified the reporting and strengthened the investigation of unsafe acts, hazards, and near misses, resulting in 22,000 reports in 2025/26

(unchanged from 2024/25). All near misses are investigated, with corrective and preventative actions implemented and insights shared across sites to prevent recurrence.

- **Training, inspections and audits:** We delivered tailored H&S training aligned to specific operational activities, with continued focus on higher-risk locations through targeted improvement plans. To strengthen governance, we are trialling a new compliance tool to drive consistent cross-site standards.
- **Travel safety:** Safety on every journey remains a priority. We enhanced travel security and expanded our global e-driver safety initiative to promote safer driving behaviours.
- **Safety moments:** Short H&S reminders are embedded in team meetings and have been broadened, in response to feedback, to better reflect behaviours across all functions and activities.

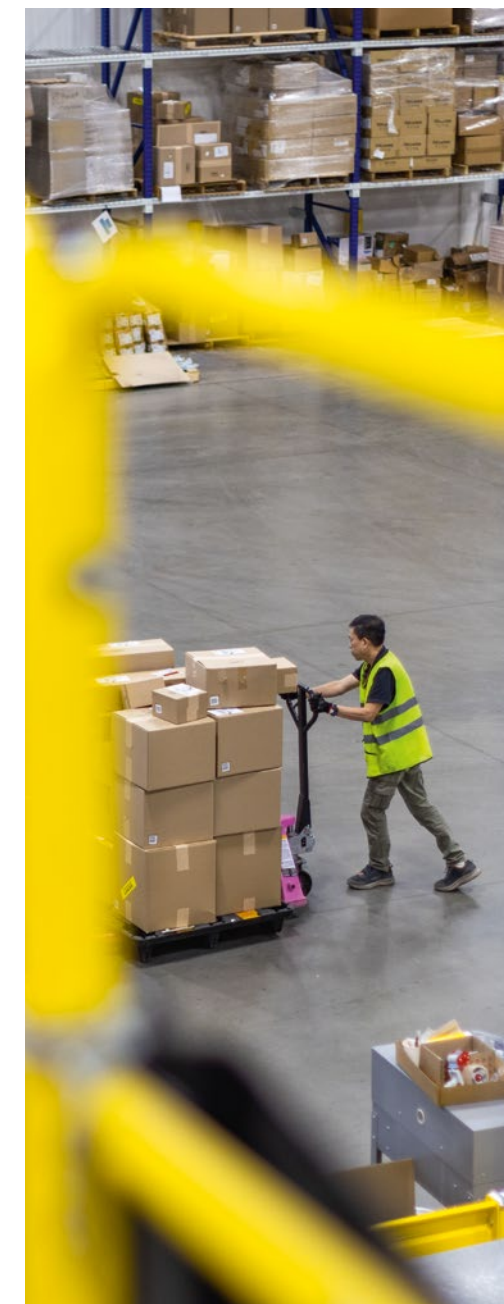
For additional H&S data, including how we are supporting mental health and wellbeing, please visit our ESG data centre:

rsgroup.com/sustainability

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 34% of our sites. We conduct H&S audits, assessments, inductions, and awareness training to any new acquisitions, aligning our new sites and colleagues to Group standards.

Health and safety performance

| | Change from 2025 | 2026 | 2025 | 2024 |
|---|------------------|---------------|--------|--------|
| All accidents | (22)% | 29 | 37 | 32 |
| All accident frequency rate (per 200,000 hours) | (20)% | 0.35 | 0.44 | 0.37 |
| Lost time accidents | (19)% | 21 | 26 | 17 |
| Lost time accident frequency rate (per 200,000 hours) | (16)% | 0.26 | 0.31 | 0.19 |
| Total calendar days lost | (60)% | 193 | 481 | 302 |
| Near misses reported | – | 22,000 | 22,000 | 20,000 |
| Near misses per head | +5% | 2.64 | 2.51 | 2.25 |



Social continued

CASE STUDY: AMERICAS

BUILDING CONNECTIONS THROUGH BLOOMERS

WE ARE ONE TEAM

Bloomers, one of our five ERGs, plays a key role in supporting the development and confidence of early-career colleagues while fostering connections across the organisation.

As part of the RS Americas summer intern programme, Bloomers Buddies pairs each intern with a Bloomers member who acts as a dedicated point of contact throughout the programme. These mentors provide practical guidance, share insights on navigating the workplace, and offer a relatable peer perspective on building a career at RS. By drawing on their own experiences, Bloomers Buddies help interns quickly establish networks, build confidence, and gain a deeper understanding of the business.

The initiative reflects Bloomers' broader purpose: creating opportunities for growth, connection, and skill development. It also supports a culture of knowledge-sharing, where early-career colleagues are empowered to contribute to the success of others.

Through Bloomers Buddies, RS is enhancing the intern experience, strengthening our early talent pipeline, and helping the next generation to thrive.



The willingness of the Bloomers Buddies to share knowledge, experiences, and advice created a welcoming and supportive environment for interns. It gave me the opportunity to connect with an amazing team and build valuable professional skills. They helped me feel more comfortable, connected, and confident throughout the programme."

Summer intern, 2025



WHAT'S NEXT?

Employee engagement

- Implement clear frameworks and practical education to improve ways of working

Belonging

- Continue to focus on wellbeing and mental health, including psychological safety, for all our people globally to ensure everyone can come to work, develop, and thrive
- Grow our ERGs globally to create space for allyship, community, and learning

Talent, capability, reward

- Launch targeted development programmes aligned to the Amazing Manager framework to build consistent leadership capability across the business
- Enhance skills development through Skills@RS to support mobility, succession planning, and future capability needs

Health and safety

- Broaden the tools used to promote near miss reporting
- Standardise global data collection to inform ongoing Protect What Matters campaign
- Implement new health and safety compliance tool to monitor site network

SOCIAL



CHAMPIONING YOUTH & COMMUNITIES

Empowering the next generation of engineers and innovators is essential to building future skills for our industry. Through educational products, learning content, and hands-on skills development, we help young people develop the capabilities needed to strengthen the industry talent pipeline, while building early brand loyalty.

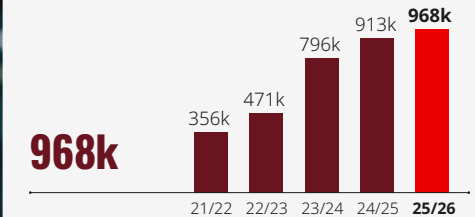
We also support our communities by empowering our people to make a positive difference both locally and globally. We help improve lives through our Local Community Fund, volunteering initiatives, and our partnership with SolarAid.

UN SDGS

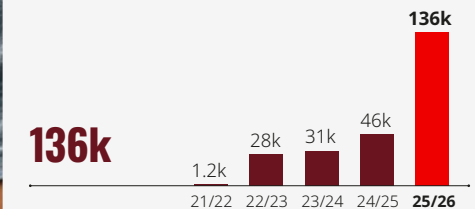


PERFORMANCE SNAPSHOT

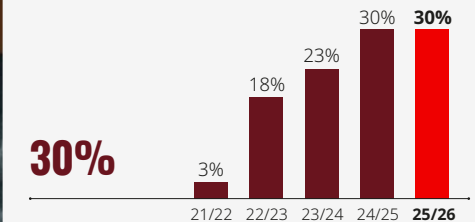
Young engineers and students supported since 2020/21



Lives improved since 2020/21



Employee volunteering (% of employees volunteered in the last two years)



Social continued

COMMITMENTS AND PROGRESS

| 2030 ambitions | Metrics | Actions | Status | Read more |
|--|--|--|--------------------|---|
| CHAMPIONING YOUTH AND EDUCATION | | | | |
| Inspiring future engineers and innovators: Support one million young people with educational technologies, learning content and skills development opportunities | 968k young engineers and students supported since 2020/21 | <ul style="list-style-type: none"> – RS Formula Student Build Fund provided £1,000 in RS products to 50 teams – RS Student Project Fund received the highest number of applications to date, with c. 3,000 students receiving c. £45,000 worth of RS products – 700+ students supported through employability sessions and professional networking – 7,000+ products donated to c. 26,000 students across 138 universities in 26 markets since 2020/21 | | + See pages 41 to 42 rsgroup.com/sustainability |
| SUPPORTING OUR COMMUNITIES | | | | |
| Social impact partnerships: Support our social impact partners to use engineering and technology to improve lives – including supporting SolarAid to help 150,000 people in need | 136k lives improved since 2020/21 | <ul style="list-style-type: none"> – Raised over £166k for SolarAid in the first six months of our partnership, improving 33,000 lives through fundraising, matched giving, RS PRO product contributions, and corporate donations – Concluded four-year social impact partnership with The Washing Machine Project, improving the lives of 103,000 people through £965,000 in fundraising, matched giving and corporate donations | Lives improved | + See page 43 |
| | £166k raised within first six months of SolarAid partnership | | Amount raised | |
| 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 | <ul style="list-style-type: none"> – 34 colleagues supported SolarAid by updating a repair app to meet software requirements, providing business expertise, and delivering a user experience website review – 3,075 regional team volunteer days; activities included restoring a nature reserve, cleaning a residential care centre, promoting biodiversity by planting trees, and donating books, electronics, food, and more for local charities | | + See page 44 |

Status key:

Each of our actions are broken down into annual ambitions that need to be met to remain on track to achieve our 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 supported¹

968,000

increase of 55,000 young people from 2024/25

Status

● On track or ahead

Investing in industrial talent

RS invests in every stage of the engineering education and employment journey to help build the skills, capability, and confidence needed for the future of industrial innovation. Supported by engagement with 1,600 educational institutions globally, we are helping young people develop both technical and employability skills, while widening access to science, technology, engineering, and maths (STEM) pathways for underrepresented groups.

This responds directly to the evolving needs of industry. As digital infrastructure expands, many organisations struggle to translate data into action. MRO now sits at the intersection of cost, risk, and operational continuity, with engineers under increasing pressure to improve efficiency, resilience, and uptime. The engineers of tomorrow must therefore combine strong technical foundations with digital fluency and human skills, including the confidence to challenge established processes and adapt to rapid change.

Demand for engineers is rising quickly, particularly in clean energy, digital, and AI-enabled roles. At the same time, access remains uneven, with women and ethnic minority talent still significantly underrepresented across STEM careers. By broadening participation and providing hands-on learning opportunities, RS is helping to build a more diverse and prepared talent pool.

CASE STUDY: AMERICAS

EMPOWERING THE NEXT GENERATION OF WOMEN ENGINEERS

✓ WE DO THE RIGHT THING

To celebrate Engineering Week 2026, RS Americas welcomed 11 eighth grade students from the Young Women's Leadership Academy to its Fort Worth headquarters for a day of hands-on STEM learning. Through a high-tech warehouse tour, engineering demonstrations, and a careers panel with female RS leaders, students explored real-world robotics, automation, and electronics. Delivered in partnership with the Bloomers and Elevate ERGs, the event demonstrated RS's commitment to education, gender equity, and empowering the next generation of innovators.

Classroom-to-careers support

We recognise that building future-ready capabilities cannot start at a single point in time – it requires long-term engagement with young people throughout their education and employment journey. Support including product donations, applied engineering challenges, and early career pathways help bridge the gap between learning and employment. Our approach is differentiated by global scale and a practical, application-focused model that helps students develop engineering skills through real-world builds and competitions that foster teamwork, communication, and adaptability.

This is complemented by a broader ecosystem of support, including industry connections to extend impact into the workforce. By connecting students with industry professionals and exposing them to real engineering environments, we enable more confident career choices, better prepared graduates, and a stronger pipeline of talent entering the industrial sector. This work

supports our vision to be first choice for all our stakeholders. By strengthening the engineering pipeline for RS, our customers, and our suppliers, we ensure the industry has the skills needed to innovate, deliver, and grow sustainably.



Running DurHack has been an invaluable experience and has helped me build so many skills from communication to leadership. The funding and product donations from RS helped us to engage many more students in the challenge."

Student, aged 18-24, competing in the 2025 DurHack hackathon in the UK with support from an RS hardware library offering £2,200 worth of components for software testing, alongside an additional £2,700 to help run the event.



1. Since 2020/21.

Read more at rsgroup.com/sustainability

Social continued

Key actions delivered in 2025/26 across the three pillars of our youth education programme

STEM ENGAGEMENT
AND INCLUSION

What we do

We support young people – particularly those from underrepresented backgrounds – to pursue engineering and technology careers by working with universities, student societies, and youth organisations. Through access to real STEM experiences and practical skill-building to turn ideas into reality, we help make the industry more inclusive and show young innovators that these pathways are possible.

66

student teams sponsored by RS globally to progress inclusive engineering projects

Key actions in 2025/26

- Partnered with the Association for Black & Minority Ethnic Engineers (AFBE) to support 150+ ethnic minority engineers through career-focused events in the UK
- Engaged 60 future engineers through Mentorship in Motion event series, showcasing role models for underrepresented groups in STEM
- Expanded collaboration with FemEng at the University of Glasgow to deliver engineering workshops to 2,000+ girls aged five to 11 in Botswana
- Shortlisted for The Engineer's 2025 Collaborate to Innovate Awards for our RS STEM Inclusion Programme, recognising our support for female-led engineering groups

TECHNICAL SKILLS
AND EXPERIENCE

What we do

To enable young people to get the hands-on technical experience that the industry demands, we provide them with RS products and expertise to support their design and build projects or participation in student engineering competitions. Supported by RS funding, training, and our youth network, students learn by designing, testing, and solving real-world problems to gain technical, leadership, and employability skills that prepare them for future careers.

7,000+

products for c. 26,000 students across 138 universities in 26 markets since 2020/21

Key actions in 2025/26

- Formula Student Build Fund provided £1,000 in RS products to 50 teams
- Student Project Fund supported c. 3,000 students with c. £45,000 worth of RS products
- Supported projects across EMEA, such as the Delft Mercurians Robotics team in the Netherlands with £2,500 in RS products
- Sponsored 125 students at an American Society of Mechanical Engineers (ASME) competition in Texas, US and c. 100 students designing practical accessibility solutions at the UK Hacksessible event
- Continued to provide access to design resources and innovation tools through our global DesignSpark community of 1.5 million students, educators, and innovators, growing the number of under-25 users by 5% to 540,000 (2024/25: 516,000)

EMPLOYABILITY SKILLS
AND OPPORTUNITIES

What we do

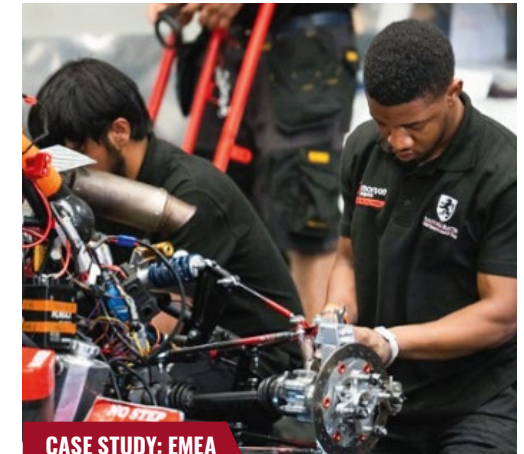
We are investing in the talent pipeline by helping young people build the career-ready skills needed for modern, technology-driven workplaces that rely on digital awareness, communication, collaboration, and problem-solving. By fostering long-term engagement from education into employment, we are preparing young adults to make meaningful contributions to the industry and building lifelong partnerships for RS, our customers, and our suppliers.

700+

students supported through employability sessions, training, and networking

Key actions in 2025/26

- Continued internship programme with Texas A&M University in the US, and helped 220 additional students practice real-world industry networking
- Sponsored 68,000 students since 2021/22 to develop technical and job-ready skills through the Engineers Without Borders People Design Challenge in the UK, US, Ireland, South Africa, and Cameroon
- Delivered 14 free SuperSkills sessions to c. 450 young people across three markets to boost workplace preparation on topics such as pitching and presentations
- Upskilled 12 students through vocational work placement with an RS customer in South Africa
- Partnered with ASME to engage 125 students in networking and career exploration in the US



CASE STUDY: EMEA

SUPPORT FROM
CLASSROOM TO
CIRCUIT

WE DO THE RIGHT THING

The 2025/26 RS Formula Student Build Fund saw record engagement, with the highest number of applications yet from teams across 33 countries. The quality and ambition of submissions made judging highly competitive, and RS awarded funding to 50 teams – the largest cohort to date.

Each team received £1,000 in RS products to support the design, build, and testing of their vehicles, with an additional supply of RS PRO products for five teams. Formula Student continues to be a powerful platform for real-world learning, helping students develop essential engineering and technical skills for their future careers, complemented by RS's ongoing partnership with Formula Student UK, run by the Institution of Mechanical Engineers.

Read more at rsgroup.com/sustainability

Social continued

SUPPORTING OUR COMMUNITIES

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

SOCIAL IMPACT PARTNERSHIPS

By 2029/30, we want to support our social impact partners to develop innovative engineering solutions that improve lives, including supporting SolarAid to help 150,000 people in need.¹

Number of lives improved through our social impact partnerships since 2020/21

136,000

increase of 90,000 lives from 2024/25

Status

● Slightly behind target – monitor closely

Amount raised for SolarAid

£166,000

within first six months of our partnership

Status

● On track or ahead



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

By combining the expertise of our people with the innovation of our customers and suppliers, we can enable communities to thrive where support is needed most.

Our new global social impact partner, **SolarAid**, was selected by our employees in 2025/26 through a global employee vote. SolarAid provides safe, affordable, clean solar light and power to communities in Sub-Saharan Africa. They extend their impact by training local repair technicians, supporting entrepreneurs to start their own solar businesses, and bringing affordable energy access to households with innovative solutions that can scale.

Over the next three years, we aim to raise £1 million to enable SolarAid to reach 150,000 people in rural, off-grid communities. Since launching the partnership in September 2025, we have applied our technical expertise through skills-based volunteering and raised £166,000 through fundraising, matched giving, RS PRO product contributions, and corporate donations. We are mobilising our supply chain partners to get involved and support SolarAid.

In 2025/26, we concluded our four-year social impact partnership with **The Washing Machine Project**, which provides displaced and low-income communities with an accessible, off-grid washing machine solution. From 2020/21 to 2025/26, we improved the lives of 103,000 people by raising £965,000 via fundraising, corporate and product donations, and matched giving, and by 1,000+ RS people volunteering.

1. Target extended in 2025/26 (previously 100,000 people in need).



CASE STUDY: GLOBAL

MAKING AMAZING HAPPEN FOR A BRIGHTER WORLD

✓ WE DO THE RIGHT THING

In 2025/26, we launched our new global social impact partnership with SolarAid. Their mission is to light up every home, school, and clinic in Sub-Saharan Africa, where 600 million people rely on unsafe lighting alternatives. Over three years, we will provide £1 million in support through product and corporate donations, matched giving, gifts in kind, fundraising and volunteering, to help 150,000 people access solar power.

SolarAid focuses on delivering affordable, reliable, clean energy to the lowest income households, reducing e-waste by training local technicians to repair solar units, and creating a local sustainable market by working with women entrepreneurs.

Their impact was brought to life for our US employees at their annual Giving Fair, where SolarAid led a powerful hands-on demonstration. Employees attempted simple tasks by candlelight before switching to a solar light, and the transformative power of clean light was immediately clear.

For RS and our partners, this collaboration creates meaningful opportunities: sharing technical expertise, supporting maintenance and repair capability, cause-related marketing campaigns, and showcasing leadership in sustainable innovation. These activities not only expand community access to clean energy but also strengthen the skills, repair ecosystems, and technological foundations needed for a resilient, low-carbon MRO future.

Read more at rsgroup.com/sustainability

Social continued

SUPPORTING LOCAL COMMUNITIES

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%

unchanged from 2024/25

Status

● Slightly behind target – monitor closely

In 2025/26, we donated

£409,000

to c. 280 local charity and community initiatives worldwide, supported by our employees

We know the importance of making a positive impact in the communities where we live and work. That's why we empower our people to champion the causes that matter most to them so they can make a meaningful difference locally, through both financial support and volunteering. This investment also supports high-value customer bids and tenders, where social impact is an increasing criterion. For more on how we support our global social impact partners and our local communities, go to: rsgroup.com/sustainability

In 2025/26, we continued to encourage our people to use their two annual paid volunteering days to support community initiatives. The number of employees using their volunteering days is unchanged at 30%, with employees volunteering 3,075 days to support local causes.

Key actions in 2025/26:

- Through skills-based volunteering, 34 colleagues supported SolarAid by updating a repair app to meet software requirements, providing business expertise, and delivering a user experience website review
- Over 3,000 employees supported their communities by restoring a nature reserve, cleaning a residential care centre, promoting biodiversity by planting trees, and donating books, electronics, food, and more for local charities

While overall volunteering participation is the same as in 2024/25, engagement continues to vary across markets. We remain committed to promoting volunteering as a key driver of employee engagement, skills development, and positive community impact. To support this, we are strengthening leadership advocacy and reinforcing expectations to create a more consistent approach. We will continue to develop accessible opportunities aligned to our regions and ESG priorities, supported by clear structures and guidance to help more colleagues use their volunteering days effectively.

In 2025/26, we significantly increased our investment in local causes. Through our Local Community Fund, dedicated community champions help coordinate local volunteering activities, review donation applications from employees, and ensure funding supports the causes that resonate most with our people. This year, we focused on strengthening guidance and sharing best practice to ensure all markets can build strong relationships with local organisations, such as a donation to Swaragano in South Africa, which provides meals to underprivileged children and parents.

c. 280

local organisations supported in 2025/26

55%

increase in Local Community Fund investment in 2025/26



CASE STUDY: ASIA PACIFIC

COMMUNITY IMPACT ACROSS ASIA PACIFIC

✓ WE DO THE RIGHT THING

In 2025, c. 150 colleagues demonstrated strong commitment to community engagement across the Asia Pacific region:

- Spent time with elderly residents and cleaned shared spaces at St. Luke's ElderCare in Singapore
- Delivered food, utensils and other in-kind donations to Angat Buhay in the Philippines
- Cleaned trails and picnic areas at Foshan Sanshan Forest Park in China
- Donated pre-loved books and sorted bookshelves for Books For A Better World in Malaysia
- Repurposed retired office equipment in partnership with local foundations in Thailand, supporting digital access in remote schools and advancing circularity of used items

Together, these volunteers reflect RS's commitment to strengthening communities and advancing positive social and environmental impact in our local communities.

WHAT'S NEXT?

Inspiring future engineers and innovators

- Continue to expand global support for engineering students through products, enhanced in-market relationships, and technical skills development across engineering-focused programmes

Social impact partnerships

- Continue to drive awareness, engagement, and fundraising for employees and business partners to maximise positive impact
- Improve efficiency and effectiveness of our Local Community Fund, ensuring meaningful and consistent support for our local communities

Volunteering

- Drive increased employee participation in our volunteering programme by strengthening senior sponsorship and enhancing support across Local Community Fund and SolarAid partnership

GOVERNANCE



DOING BUSINESS RESPONSIBLY

Our commitment to doing the right thing underpins how we operate and ensures we remain a trusted, transparent partner across the industrial value chain.

We apply a rigorous approach to governance, ethics, and compliance across our business and work closely with our >2,500 product suppliers to ensure our >875,000 strong range of stocked products is sourced from businesses that meet our high ethical and environmental standards. This creates clearer differentiation and a stronger go-to-market proposition for our trusted Better World product range – enhancing supplier alignment with customer expectations and reinforcing RS’s position as a reliable, sustainable channel partner.

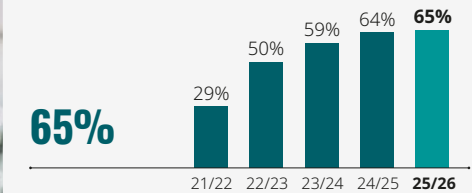
UN SDGs



PERFORMANCE SNAPSHOT

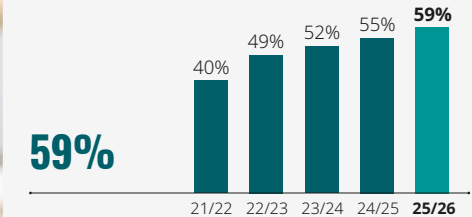
Ethical Trading Declaration

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



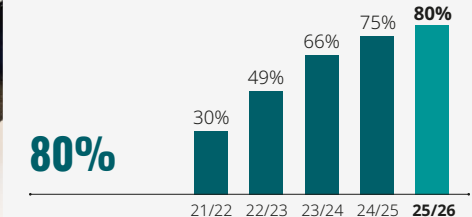
EcoVadis membership

(% of suppliers by spend with an EcoVadis rating)



Sedex membership

(% of RS PRO suppliers by spend that 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 2025/26 | <ul style="list-style-type: none"> 48% of employees were incentivised to achieve Scope 1 and 2 emissions reduction goals in 2025/26, with a carbon metric accounting for 10% of the Group's annual incentive | | + See page 48 rsgroup.com/sustainability |
| Responsible supply chain: Evaluate our suppliers against our high ethical and environmental standards and set ESG objectives for strategic suppliers | 65% of suppliers by spend with signed Ethical Trading Declaration | <ul style="list-style-type: none"> Focused our action on strategic suppliers, where we have the greatest opportunity for influence (c. 160 suppliers, representing 43% of total spend) Introduced the EcoVadis Vitals tool to offer a free, streamlined initial risk rating for suppliers early in their ESG journeys (61 suppliers invited to complete the assessment with 31% doing so) ESG remained embedded in strategic supplier approach and annual programme of supplier events, including the EMEA strategic supplier conference and RS Connect industry events Added 35 new suppliers to the Better World product range | Ethical Trading Declaration | + See page 51 |
| | 59% of suppliers by spend with an EcoVadis rating | | EcoVadis rating | |
| | 80% of RS PRO suppliers by spend with a Sedex membership | | Sedex membership | |

Status key:

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

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

Governance continued

ESG GOVERNANCE

The ExCo, led by our CEO, holds overall accountability for the development, delivery, and ongoing progress of our 2030 ESG action plan. The ExCo oversees the strategy, implementation, and performance management of all ESG-related policies, goals, initiatives, investments, and disclosures.

To support this, the ExCo receives quarterly updates on ESG performance and participates in two dedicated ESG sessions each year. Focused on strategy, performance, and value-creation, these sessions reflect how closely ESG is embedded within our business strategy and operational management. This includes updates on our CTP and associated actions to ensure we are addressing the Group's key climate-related risks and opportunities.

Our biannual ESG ExCo engagement is supplemented by ad-hoc briefings on material developments, including emerging regulations and updates on ESG priorities. In 2025/26, this included a focused session on sustainability to develop and approve our CTP, covering updates to our Scope 3 emissions footprint and our SBTs before validation with the SBTi. The ExCo also reviewed our social impact strategy, approving an increase in investment to support future engineers and communities across our global markets and aligning the programme more closely with our strategic people, customer, and supplier priorities. Read more on pages 44, 45, and 55 to 57 of the 2026 Annual Report and Accounts.

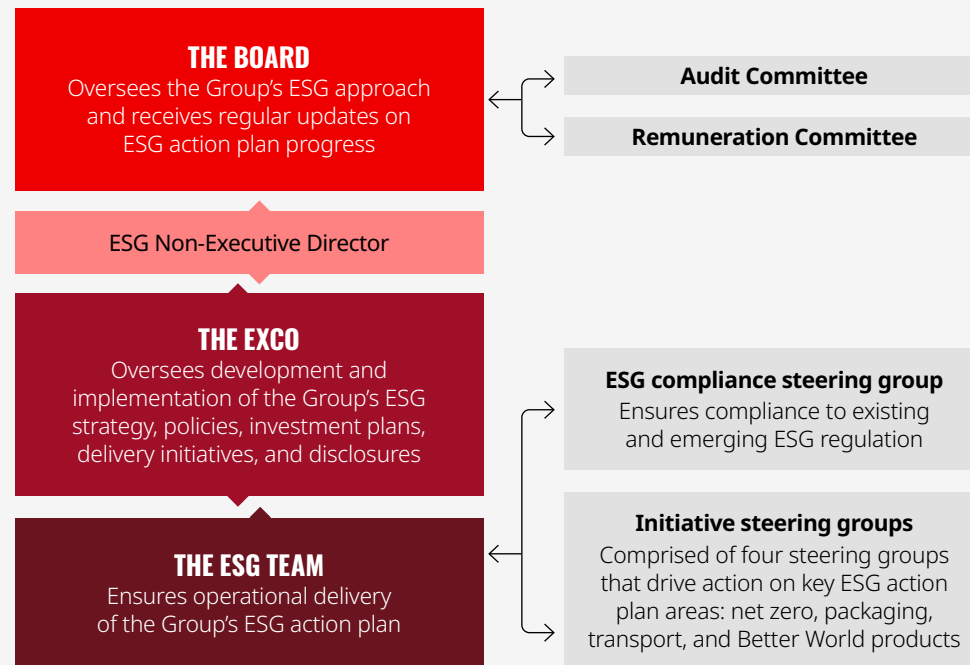
The Board maintains close oversight of our ESG action plan, including our five climate-related risks and opportunities and approves key ESG policies, targets, initiatives, and investments. Progress updates are provided ahead of each Board meeting through the CEO Board report, and the Chief Sustainability Officer (CSO) provides a regular verbal briefing to our Non-Executive Director ESG Lead, Bessie Lee. As part of its annual strategy review, the Board undertakes a dedicated deep dive into ESG strategy, investment plans, and performance, reinforcing ESG as a core priority.

Two Board committees further support ESG governance; the Audit Committee oversees alignment with existing and emerging ESG-related compliance requirements, while

the Remuneration Committee makes decisions on ESG metrics and targets to be included in executive remuneration and employee rewards.

Led by our CSO, the Group ESG team is responsible for the day-to-day delivery of our ESG action plan. Strong governance policies and practices underpin their work, ensuring robust execution of our strategy and enabling us to create long-term value for stakeholders. The team is supported by cross-organisational steering groups focused on the core workstreams of net zero, packaging and transport, and Better World products. These groups meet regularly to shape strategic and investment plans, drive initiatives forward, and monitor ongoing performance.

ESG governance structure



CASE STUDY: GLOBAL

BRINGING ESG TO LIFE FOR RS LEADERS

WE ARE ONE TEAM

We hosted our Senior Leadership Conference in the Netherlands in September 2025/26, bringing together 200+ senior leaders from across the business. ESG was embedded throughout the programme, reflecting its strategic importance.

Led by our CSO, the ESG team hosted a dedicated breakout zone space for delegates to explore how our sustainability initiatives and social impact are creating lasting value and a deeper relationship with our customers and suppliers across every stage of their journey with RS.

The session featured a live demonstration by the TU Delft Mercurians robotic football team and showcased our new global social impact partner, SolarAid. The conference left leaders energised, empowered, and optimistic about our sustainability and social impact strategy and a clear plan to execute initiatives in their areas.

Governance continued

INCENTIVISING ESG, REPORTING AND DISCLOSURE

INCENTIVISING ESG PROGRESS

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

% of employees with carbon reduction metric in annual incentive

48%

unchanged from 2024/25

Status

● On track or ahead

ESG metrics in Group performance scorecard

8

unchanged from 2024/25



We achieved our Scope 1 and 2 emission reduction target for 2025/26 as a result of our net zero initiatives, delivering planned carbon reductions as expected, supported by further energy and operational efficiencies.”



To drive progress towards our 2030 ESG action plan, we have integrated ESG targets into our employee rewards programme. As of 2025/26, 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 10% of the annual incentive. In 2025/26, we exceeded the maximum performance level for this metric. We achieved our Scope 1 and 2 emissions reduction target for 2025/26 as a result of our net zero initiatives, delivering planned carbon reductions as expected, supported by further energy and operational efficiencies (see pages 20 and 22).

In addition to these incentives, ESG forms a core part of our performance management at both a Group and individual level. The ExCo receives ESG performance updates quarterly. We also have eight non-financial KPIs in our Group performance scorecard which the ExCo uses to manage ESG performance via QBRs with the regions and functions (see pages 22 and 23 in the 2026 Annual Report and Accounts). To drive further progress, ESG targets are incorporated into annual objectives and incentive structures for specific individuals.

REPORTING AND DISCLOSURE

To meet the evolving expectations of our stakeholders, we continued to align our ESG disclosures with leading frameworks, standards, and ratings methodologies. The Group ESG team actively monitors the fast-changing regulatory landscape to ensure our policies, processes, and reporting reflect best practice and we are prepared for emerging UK and EU requirements.

Our 2025/26 ESG disclosures are aligned to the following frameworks and standards:

TCFD

In 2025/26, we strengthened our climate-related risk controls by updating our scenario analysis to reflect the latest five-year plan and embedded stronger first-line ownership of climate risks across regions and functions. We also secured ExCo approval and Audit Committee endorsement of our extended Scope 3 targets to manage our product and logistics-related emissions in our value chain, while strengthening value-creation drivers with customers and suppliers (see pages 62 to 67 of the 2026 Annual Report and Accounts).

GRI and SASB

Our ESG reporting aligns to the sector-specific recommendations of the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). Read more at rsgroup.com/sustainability

UN Sustainable Development Goals (SDGs)

Our ESG action plan is aligned to six of the UN SDGs where we can make the biggest impact. Read more at rsgroup.com/sustainability

UN Global Compact (UNGC)

We are members of the UNGC, and our latest Communication on Progress can be found on our website. To strengthen our approach and gain insight into priority ESG topics, in 2025/26 colleagues from our ESG and Belonging teams participated in the UNGC UK Working Groups on Sustainability Reporting, Circular Economy, Climate Peer Learning, and Diversity, Equity and Inclusion.

Data is the foundation of our ESG approach and we are committed to transparency, accessibility, and accountability. Our ESG data centre includes up to six years of ESG data back to our baseline year and the reporting methodology for key ESG KPIs can be found in our separate ESG basis of reporting document. These documents, alongside our ESG limited assurance statement from Grant Thornton, can be found at rsgroup.com/sustainability

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 here and in the 2026 Annual Report and Accounts. For a full list of Group codes, policies and standards, go to: rsgroup.com/sustainability/codes-policies-and-standards

Code of Conduct

The Group 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.

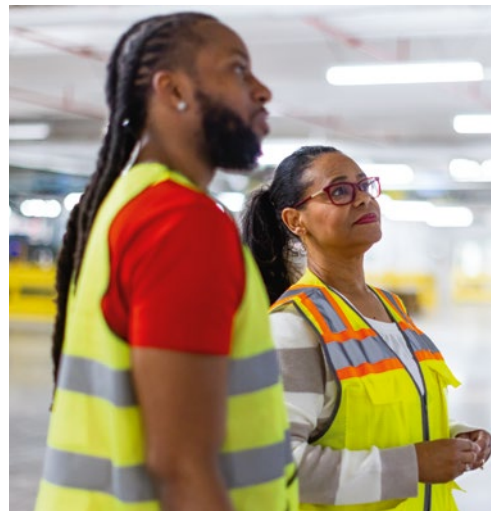
Compliance with the Code of Conduct is required for all employees and contractors. The Code of Conduct is periodically refreshed to ensure it continues to reflect best practice and reinforce our commitment to achieving the highest ethical and compliance standards across the Group. In addition to mandatory training at onboarding, 99% of employees completed a refresher Code of Conduct training in 2025/26, which included specific sections covering modern slavery and anti-bribery and corruption.

Ethical trading

We continue to promote ethical standards for our people through the Code of Conduct and for our suppliers through our Group Procurement Policy and Group Ethical Trading Policy. We are committed to partnering with suppliers with strong ESG standards. We ask all our product and service suppliers to sign our Ethical Trading Declaration (ETD), or provide their own equivalent ethical policy that aligns to our standards. As of 2025/26, 65% of suppliers by spend had signed our ETD 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 Group 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 and are available in 12 languages on our intranet sites and via our Legal and Compliance chatbot.



Fraud prevention

We uphold strong fraud prevention controls, requiring all suspected cases to be reported within 48 hours and centrally reviewed. This year, we refreshed our Group Fraud Policy, completed a Group-wide risk assessment, and delivered mandatory Fraud Prevention training to reinforce our zero tolerance approach, completed by 100% of employees and contractors.

Whistleblowing

Speak Up, our dedicated whistleblowing process, is a way for employees, customers, and suppliers to raise 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 2025/26, we received 86 Speak Up reports, all of which were investigated and acted upon, where necessary. The Group continued its awareness campaign throughout the year, using a variety of channels including reminders embedded within the Code of Conduct, fraud, and data protection training modules released during the year, as well as an internal communications approach.

Modern slavery

Our Modern Slavery Transparency Statement outlines our zero-tolerance stance towards any form of slavery, human trafficking, child or forced labour within any part of our business or supply chain. This position is reinforced in our Group Anti-Slavery and Human Trafficking Policy and Ethical Trading Policy. We comply fully with the International Labour Organization's Forced Labour Convention, Abolition of Forced Labour Convention, and Minimum Age Convention. In 2025/26, 99% of employees completed a module on modern slavery as part of the refresher Code of Conduct training.



CASE STUDY: EMEA

ECOVADIS PLATINUM FOR HUMAN RIGHTS EXCELLENCE

✓ WE DO THE RIGHT THING

In 2025/26, RS France achieved a noticeable rise in its EcoVadis score for labour and human rights, reflecting the organisation's social maturity. The increase is due to RS France's dedicated work to strengthen working conditions, health and safety practices, human rights protections, and social dialogue. Enhanced belonging initiatives, robust training programmes, and reinforced supplier oversight further supported this improvement, helping to secure Platinum certification for RS France. Read more about our approach to empowering our people on pages 29 to 38.

Governance continued

Data and information security

Under a new Chief Information Security Officer (CISO), RS continues to operate an integrated information security programme. Our Group-wide approach ensures growing standardisation for information security through the use of common tools and harnessing talent and best practice from across all markets. Responding to a year of high-profile security incidents, we put in place a programme of incident preparation and rehearsal and a new training campaign to educate employees on acceptable use. Regular phishing simulations and bite-sized mandatory training videos are used to maintain employee awareness and confidence in identifying and reporting concerns.

RS is an active member of the appropriate National Cyber Security Centre group that exists to information share across and safeguard UK Companies. In 2025/26, the CISO created a dedicated risk team so that all information security activity happens in a risk-informed context overseen by a Technology Risk Management Committee. This Committee guides the selection and continual refresh of protective technologies to deter, detect, and respond to cyber threats.

Privacy

We respect the privacy of our colleagues, customers, and suppliers by closely protecting the confidentiality, integrity, and availability of personal data entrusted to us. Our data protection framework is built on clear policies, mandatory training, and ongoing monitoring to ensure compliance with applicable privacy laws including GDPR.

We conduct regular risk-based assessments to identify and prioritise key areas to focus on and we maintain a comprehensive compliance toolkit available to all employees. This includes guidance on handling personal data, responding to data subject requests, and managing third-party relationships involving personal information.

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 supported our Data Protection Officer reviewing the effectiveness of our data protection processes and monitoring compliance across the organisation.

In 2025/26, data protection training was rolled out to 100% of our employees in higher risk areas.

AI governance

In response to the rapid development of AI technologies, RS has agreed a Group-wide AI strategy aligned to responsible, value-driven adoption, supported by an in-depth Board session on AI during the year to assess emerging risks, controls, and strategic impacts. We strengthened our AI governance in 2025/26 through the introduction of a comprehensive Group AI Policy supported by tailored training and implementation of protective technologies to enable safe and compliant use. With oversight by an ExCo-level steering group, we consider all aspects of AI use, including security, ethics, people, and sustainability, and we are exploring alignment with the emerging ISO 42001 AI management standard.



CASE STUDY: GLOBAL

SCALING LEGAL SUPPORT THROUGH INNOVATION

WE ARE ONE TEAM

This year, we further enhanced Latona, our self-service chatbot designed to streamline requests for the Group Legal & Compliance team. Latona provides colleagues with 24/7 access to a comprehensive library of legal and compliance resources in over 80 languages, offering quick insights, responding to routine questions, and guiding employees through basic processes so that our lawyers can focus on more complex matters.

Latona has now been upgraded with generative AI capabilities, enabling colleagues to browse through Group Legal & Compliance materials more efficiently, obtain clear summaries, and locate relevant policies and guidance much faster. These enhancements have improved response times, reduced administrative effort, and further increased the capacity of the Legal & Compliance team.

Product compliance and quality

Our commitment to product compliance and quality sets out our approach to keeping the products we sell free from conflict minerals and restricted hazardous substances. To achieve this, we have due diligence processes to identify the source of the minerals contained in our products and we work with suppliers to address challenges.

We support the Responsible Minerals Initiative and comply with the Dodd-Frank Act and, as a result, request Conflict Minerals Reporting Templates (CMRTs) from all applicable suppliers. Of 1.1 million articles, we have collected CMRTs for c. 80% of applicable product suppliers (2024/25: 75%). In addition, we have a rigorous process for requesting Extended Minerals Reporting Templates (EMRTs) and we have collected EMRTs for 55% of applicable suppliers, an increase of 15 percentage points this year (2024/25: 40%).

We have a robust conflict minerals agenda that takes into account 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.

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

Governance continued

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 by spend with signed Ethical Trading Declaration

65%

1% pts increase from 2024/25

Status

● Not on track – further action required

Suppliers by spend with EcoVadis rating

59%

4% pts increase from 2024/25

Status

● Slightly behind target – monitor closely

Strategic suppliers by spend with SBTs

74%

3% pts increase from 2024/25¹, with 41% of all suppliers by spend with SBTs

Status

● On track or ahead

RS PRO suppliers by spend that are Sedex members

80%

5% pts increase from 2024/25

Status

● On track or ahead

Supplier ESG action plan

As a critical link in the industrial value chain, we work closely with our >2,500 suppliers to strengthen ESG performance in ways that directly support customers' sustainability goals and enhance our shared market competitiveness. By strengthening go-to-market pathways and clarifying differentiation for credible sustainable products, we are expanding our Better World product framework and accelerating progress across four priority ESG areas to reduce risk, build trust, and unlock value for suppliers, customers, and RS.

ESG is embedded in our strategic supplier approach, including in QBRs, our annual EMEA strategic supplier conference, and RS Connect industry events. We offer opportunities to collaborate through our Better World product range, sustainable distribution, and youth and community programmes, driving open, commercially-focused dialogue that aligns suppliers with RS and our customers' strategic ESG priorities. These events strengthen collaboration, help suppliers enhance the sustainable procurement experience we deliver to customers, and create clearer go-to-market opportunities that drive value across our shared supply chain.

Our supplier management approach centres on rigorous screening, active collaboration, and consistent engagement. Supplier-facing teams are equipped to integrate our supplier ESG action plan into their ongoing engagement, supporting strategic supplier partners to prioritise sustainability and overcome barriers to progress. We define clear priority actions through practical resources, including our ESG Supplier Handbook and Better World Product Guidelines, and we promote shared learning through webinars, industry forums, and regular one-to-one discussions. ESG is the eighth pillar of the RS EMEA strategic supplier approach, ensuring that suppliers are evaluated and incentivised against our robust ESG standards.

We give our suppliers a clear ESG roadmap supported by tailored guidance and commercially-driven opportunities shaped by customer demand. By 2030, we aim for full engagement across four ESG priorities outlined in our ESG Supplier Handbook. This year, we focused our action on strategic suppliers, where we have the greatest opportunity to influence action. This is c. 160 suppliers, representing 43% of total spend, with 2025/26 progress below:

- 1 Sign and return the Ethical Trading Declaration (ETD): 65% of all suppliers and 97% of strategic suppliers by spend with a signed ETD in place (2024/25: 64% all, 94% strategic), as part of robust due diligence processes
- 2 Develop and offer more sustainable products: 35 new suppliers and c. 4,000 new products were added to the Better World product range in 2025/26, totalling c. 33,000 products from 167 suppliers (2024/25: c. 30,000 products from 132 suppliers)
- 3 Set science-based carbon reduction targets: This year we set a new 2030 ambition focused on our strategic suppliers. 74% of strategic suppliers and 41% of all suppliers have set SBTs with the SBTi (see page 27)
- 4 Become EcoVadis-rated or Sedex members to benchmark and drive ESG progress: 59% of all suppliers and 88% of strategic suppliers by spend are rated by EcoVadis (2024/25: 55% all, 95% strategic) and 300+ are committed to improving their rating. This year we engaged over 60 additional suppliers through the EcoVadis Vitals solution. 80% of RS PRO suppliers are members with Sedex (2024/25: 75%)

167

suppliers contribute to our Better World product range (2024/25: 132)

Achieving an EcoVadis rating is a key part of our supplier ESG action plan, giving us clearer visibility across our value chain and ensuring alignment with our ESG priorities. Recognising that time and cost can be barriers to completing the full assessment, we introduced the EcoVadis Vitals tool in 2025/26 to offer a free, streamlined version that generates an initial risk rating. Paired with our education toolkits, this helps suppliers start their ESG journey with a focused plan for priority improvements, and any suppliers who receive an overall high-risk rating will be asked to complete the full assessment. So far, we have asked 61 of our suppliers without an EcoVadis rating to complete the EcoVadis Vitals assessment, with 31% of those suppliers doing so in 2025/26.

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

- Risk screening all new and existing suppliers against global government lists and conducting more in-depth ethics and compliance checks on our higher-risk RS PRO suppliers. In 2025/26, we conducted 37 site audits of these suppliers.
- In addition to the mandatory pre-qualification questionnaire as part of our supplier onboarding process, we run re-qualification questionnaires 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

1. Target reset in 2025/26. Previously top 67% of suppliers by spend to have set SBTs by 2025.

Governance continued

CASE STUDY: GLOBAL

REMOVING BARRIERS TO ESG PROGRESS

WE MAKE EVERY DAY BETTER

RS is supporting suppliers at every stage of their ESG journey through practical, accessible tools. With >2,500 suppliers globally, assessing suppliers through EcoVadis forms a core part of RS's supplier due diligence, improving visibility and promoting meaningful action across the value chain. Recognising that time and cost can be barriers – particularly for small and medium enterprises – RS started offering access to the EcoVadis Vitals tool in 2025/26.

This free, streamlined assessment takes significantly less time and requires minimal documentation to provide an initial ESG risk rating for suppliers early in their ESG journey. With tailored education toolkits and direct engagement from RS, EcoVadis Vitals helps suppliers identify priority improvements, while higher-risk suppliers are asked to complete the full assessment. This approach strengthens supplier risk management while encouraging collaboration to drive ESG progress.



WHAT'S NEXT?

Governance, ethics, and compliance

- Maintain a robust ESG governance framework at ExCo and Board level, embedding ESG across strategy, business planning, investment decisions, execution, and disclosures
- Monitor evolving ESG disclosure requirements and support readiness for compliance with emerging legislation

Data, information security, and privacy

- Continue to build and develop data protection understanding throughout the business by expanding the availability of training
- Prepare for evolving accountability requirements by reviewing and updating relevant processes

Responsible supply chain

- Strengthen collaboration with our strategic suppliers through continuous engagement, supported by our expertise, training resources, and performance dashboards
- Expand the Better World product range by introducing new suppliers and broadening product availability and choice with existing suppliers
- Use tools such as EcoVadis to enhance ESG performance for suppliers at all stages of their ESG journey

REPORTING AND RESULTS

Navigating emerging ESG regulations

The ESG regulatory landscape continues to evolve, and we are closely monitoring emerging requirements to ensure RS aligns with applicable requirements or legislation. We continue to mature our ESG data, policies, and reporting practices so that they are not only compliant, but decision-useful for our stakeholders. This enables us to be well prepared for mandatory, high-quality disclosures that drive strategic insight, evidence progress against our 2030 ESG action plan, and provide value to our stakeholders.

Our annual award-winning ESG Report and ESG data centre are informed by our most material topics, determined by our robust double materiality assessment process aligned to CSRD. Read more at rsgroup.com/sustainability

We have a Group-wide ESG management platform in place to collect c. 2,500 assurance-ready ESG data points across 90+ global sites. We continue to take significant steps to mature our ESG data and reporting, and in 2025/26 we expanded our ESG assurance programme to enhance our readiness for future compliance requirements. In the near term, this focus enables us to respond to increasing ESG data demands while maintaining a value-driven approach that strengthens trust, supports informed decision-making, and reinforces the role of ESG as a strategic business driver.

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 55).

| Regulation | Actions | Timeline |
|---|-----------|---|
| International Sustainability Standards Board (ISSB) Formed by the International Financial Reporting Standards Foundation (IFRS) to provide a global baseline for investor-focused sustainability reporting. The UK Department for Business and Trade endorsed the ISSB standards S1 and S2 as the UK Sustainability Reporting Standards (UK SRS). S2 incorporates the climate transition plan framework agreed by the UK Transition Plan Taskforce. | 1-11 | RS Group is expected to be in scope for UK SRS S2 (climate-related) in 2027/28 and S1 (general sustainability) in 2028/29. |
| EU Corporate Sustainability Reporting Directive (CSRD) EU legislation which extends the scope of the existing Non-Financial Reporting Directive and requires use of the European Sustainability Reporting Standards (ESRS), including reporting on ESG impacts, risks, and opportunities to drive data comparability. | 1-3, 5-11 | Following the Omnibus decision, RS Group is expected to be in scope for CSRD in 2028/29 as a non-EU parent group. |
| EU Corporate Sustainability Due Diligence Directive (CSDDD) EU legislation which requires due diligence actions to ensure responsible business conduct in own operations and value chain. Requires human rights and environmental due diligence in own operations and value chain to drive collective action. | 5-9 | Following the Omnibus decision, RS Group is expected to be in scope for CSDDD in 2030/31 as a non-EU parent group. |
| Sustainable Finance Taxonomies A classification system that defines which economic activities qualify as sustainable to help scale up investments in the low-carbon economy. Analysis conducted in 2024/25 found no material activities for EU Taxonomy disclosure. In July 2025, HM Treasury decided not to proceed with the development of a UK Green Taxonomy. | 7-10 | RS Group does not currently have material activities for EU Taxonomy and is not in scope to report – we will re-evaluate activities ahead of 2028/29 (first year in scope); UK Green Taxonomy not proceeding. |
| 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. The TNFD's framework was finalised in September 2023, but TNFD has paused further technical guidance while the ISSB develops a nature-related standard. | 10-11 | Nature and biodiversity are not material topics for RS; watching brief on mandatory adoption of TNFD development of ISSB nature-related standard. |

Navigating emerging ESG regulations continued



With increased clarity on the timelines for both CSRD and the UK SRS, we are well positioned to adapt our already mature and robust ESG disclosures over the coming years. While we prepare for compliance, our focus remains on delivering ESG reporting that is practical, decision-useful, and commercially relevant. ESG is not a compliance exercise for RS; it is a core driver of long-term value creation.

Our sustainability strategy remains informed by our most material topics to drive focus and strong execution in delivering against our 2030 ESG action plan, while supporting the evolving needs of customers and suppliers. As expectations for transparency, compliance, and low-carbon manufacturing grow, so does the need to deliver sustainable, efficient, and ethical solutions.

To move towards our first mandatory disclosures, this year we strengthened our Scope 3 methodology and enhanced our assurance approach with Grant Thornton. We will continue to evolve our ESG data, reporting, and assurance in line with regulatory and stakeholder expectations.”

Andrea Barrett

Chief Sustainability
Officer



Key actions completed in 2025/26

| | | Pages |
|-----|---|-------|
| 1. | Continued to progress our four carbon targets covering Scope 1, 2 and 3 carbon emissions related to the Group's most material emissions sources, including our direct operations, logistics, suppliers, and products. | 20–22 |
| 2. | Two validated SBTs: 75% reduction in Scope 1 and 2 emissions from 2019/20, and a 51.6% reduction in Scope 3 emissions per £m value added by 2029/30. | 20–21 |
| 3. | Continued to advance our net zero plan as outlined in our new Climate Transition Plan, supported by regular updates to our ExCo and Board on our net zero strategy, initiatives, investments, and performance. | 19 |
| 4. | Published our first Climate Transition Plan following engagement with the ExCo and Board, utilising the TPT framework released in 2023 to guide value-add disclosures while maintaining focus on stakeholder expectations. | 19 |
| 5. | Continued to enhance our Scope 3 emissions reporting, assurance, and reduction actions, delivering more granular product-level insights. | 21 |
| 6. | Reviewed and validated quantitative climate scenario analysis as part of our TCFD compliance, overlaying climate-related risks and opportunities onto our revised five-year financial plan and projected out to 2050 with close oversight from the Finance team. | 48 |
| 7. | Expanded Better World product range, with c. 33,000 products from 167 suppliers, available in 30 countries. Claims-based framework continued to provide clear and robust categorisation of product sustainability claims, aligned to green claims legislation. | 25–26 |
| 8. | Continued to drive our ESG supplier action plan, supported by our ESG Supplier Handbook and ESG supplier questionnaire. ESG is the eighth pillar of our EMEA strategic supplier approach and is embedded in annual programme of supplier events, including the EMEA strategic supplier conference and RS Connect industry events. | 51 |
| 9. | Commissioned independent external assurance from Grant Thornton for core ESG KPIs as outlined in the 2026 Annual Report and Accounts, expanding ESG metrics assured in preparation for assurance requirements. | 14 |
| 10. | Continued to ensure strong ESG governance with ExCo, Board, and senior leaders, including embedding ESG objectives and key results across all region and functions and the annual incentive plan. | 47 |
| 11. | Continued to publish Non-Financial and Sustainability Information Statement in our 2026 Annual Report and Accounts, encompassing key categories related to environment, people, social, human rights, and anti-bribery and corruption. | 58 |

+ See how these actions align to key ESG frameworks and regulations on page 54

Our ESG performance

PERFORMANCE SCORECARD

| Pillar | 2030 ambitions ¹ | Metrics | Status | Baseline (2019/20) | Progress since baseline | Current progress (2025/26) | 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 ₂ e) ^{2*} | ● | 17,900 | (67)% | 5,850 | 4,475 |
| | Packaging | Reduce packaging intensity by 45% by 2030 | Tonnes packaging/£m revenue ^{3*} | ● | 2.49 | (33)% | 1.67 | 1.38 |
| | | Our packaging is made with 50% recycled content by 2030 | % of packaging by weight | ● | 57% (2020/21) | +33% pts | 90% | 100% |
| | | 100% of packaging widely reusable or recyclable by 2030 | % of packaging by weight* | ● | 80% | +15% pts | 95% | 100% |
| | Waste | Reduce waste intensity by 50% by 2030 | Tonnes waste/£m revenue ^{3*} | ● | 1.55 | +1% | 1.56 | 0.78 |
| | | Recycle >95% of our waste by 2030 | % waste recycled* | ● | 79% | +9% pts | 88% | >95% |
| | | Achieve zero waste to landfill in our direct operations by 2030 | % waste to landfill* | ● | 6% | (1)% | 5% | 0% |
| | Transport | Reduce our Scope 3 transport emissions by 40% per tonne sold by 2030 ⁴ | Tonnes of CO ₂ e from Scope 3 transport emissions/tonne of product sold ^{5*} | ● | 1.66 | (34)% | 1.09 | 1.00 |
| | 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 | ● | c. 20k (2022/23) | +13k | c. 33k | 100k |
| | | | Tonnes CO ₂ e from RS PRO products in-use per tonne of product sold ^{6*} | ● | 151 | (37)% | 95 | 121 |
| Supplier carbon | Engage 100% of our strategic suppliers by spend to set science-based targets (SBTs) ⁷ | % of strategic suppliers by spend with SBTs | ● | 71% (2024/25) | +3% pts | 74% | 100% | |

2025/26 metrics marked (*) have been independently assured by Grant Thornton.

1. All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.

2. Progress includes data from acquisitions within all reporting years from 2019/20 to 2025/26, excluding BPX Group which will be added to current and historic years in 2026/27.

3. KPIs are on a constant exchange rate basis.

4. Target reset in 2025/26. Original target: 35% reduction in packaging intensity; updated to 40% in 2024/25 and again to 45% in 2025/26.

5. Includes only inbound, outbound, and inter-site deliveries controlled by RS Group.

6. Scope 3 Category 11 figures have been updated to include in-use emissions from all products, not just RS PRO.

7. Target reset in 2025/26. Previously top 67% of suppliers by spend to have set SBTs by 2025.

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

Our ESG performance continued

PERFORMANCE SCORECARD CONTINUED

| Pillar | 2030 ambitions ¹ | Metrics | Status | Baseline (2019/20) | Progress since baseline | Current progress (2025/26) | 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* | ● | 72 | +3 pts | 75 | 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* | ● | N/A | N/A | 38% | N/A |
| | | % of ethnically diverse leaders ^{2*} | ● | N/A | N/A | 13% | N/A |
| Health and safety Aim for zero accidents involving our people | All accident frequency rate (per 200,000 hrs)* | ● | 0.69 | (49)% | 0.35 | 0 | |
| CHAMPIONING YOUTH & COMMUNITIES | Education Support one million young people with educational technologies, learning content, and skills development opportunities | Number of young people supported | ● | 255k (2020/21) | +279% | 968k | 1 million |
| | Social impact partnerships Support our social impact partners to develop solutions that improve lives – including supporting SolarAid to help 150,000 people in need ³ | Total number of lives improved through our social impact partnerships | ● | 1,260 (2021/22) | +10,694% | 136k | 150k |
| | | Amount raised for SolarAid | ● | – | – | £166k | £1 million |
| Volunteering Inspire 50% of our colleagues to volunteer to support their communities and build new skills | % of employees volunteering within the last two years | ● | 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 | ● | N/A | N/A | 10% | 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 | ● | 29% (2021/22) | +36% pts | 65% | 100% |
| | | % of suppliers by spend with EcoVadis rating | ● | 40% (2021/22) | +19% pts | 59% | 80% |
| | % of RS PRO suppliers by spend with a Sedex membership | ● | 30% (2021/22) | +50% pts | 80% | 90% | |

2025/26 metrics marked (*) have been independently assured by Grant Thornton.

1. All ambitions are from a 2019/20 baseline to 2029/30 unless otherwise stated.

2. 108 of 136 senior leaders self-reported ethnicity via the employee database (including not specified/prefer not to say) and 14 identified as non-white.

3. Target extended in 2025/26 (previously 100,000 people in need).

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

ESG achievements, ratings, and standards

ESG ACHIEVEMENTS, RATINGS, AND STANDARDS ALIGNMENT

External frameworks we align with:



TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



United Nations Global Compact



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

2025/26 ESG ratings

| Framework | Our achievement |
|--|---|
| CDP A List 2025 | INCLUDED in the A List 2025 |
| PLATINUM Top 1% ecovadis Sustainability Rating JAN 2026 | PLATINUM EcoVadis rating 2026 |
| 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 |

2025/26 ESG awards and recognition

- CDP Supplier Engagement Leader 2025
- 2026 Newspad award for Best All-Employee Share Plan
- Institute of Internal Communication award for Best Global Communications Campaign
- HRoot Award for Best Practice of Human Resource Management 2025
- EcoVadis Platinum (RS France)
- 86th in the Sunday Times Top 100 Apprenticeship Employers 2025
- Best Places to Work by HRC Equidad MX
- 2025 North American Inspiring Workplaces Award (#67)
- Platinum membership in the 5% Club for UK apprenticeships

Additional resources

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



2026 Annual Report and Accounts (includes TCFD statement)



2025/26 ESG basis of reporting



2025/26 ESG assurance statement



2025/26 ESG data centre



ESG Supplier Handbook



2025/26 GRI/SASB context index

