Delivering value **through decarbonisation**

Carbon Reduction Plan | April 2026

Commitment to achieving **Net Zero**

XMA is committed to achieving Net Zero emissions on each Scope by:

Scope 1 - 2030
Scope 2 - 2030
Scope 3 - 2045

In accordance with the GHG Protocol's Corporate Standard[1], our carbon footprint methodology aligned to our operational boundary is:

Operational Control

The supplier reports on all sources of carbon emissions over which it has operational control. The supplier is deemed to have operational control over a service if it has full authority to introduce and implement its operating policies.

Baseline Emissions Footprint

XMA established its emissions baseline in 2019 to provide a representative view of a typical operational year, unaffected by COVID-19 restrictions. Emissions data has been re-baselined where necessary to reflect continued improvements in data accuracy and reporting.

Baseline Year: 2019			
EMISSIONS	**Baseline year emissions TOTAL (tCO_2e)**		
Scope 1			**274.00**
Scope 2 (Location-based)			**413.00**
Scope 3 (Included Sources)	4	Upstream Transportation and Distribution	**30.73**
	5	Waste Generated in Operations	**476.09**
	6	Business Travel	**398.00**
	7	Employee Commuting (not including teleworking)	**244.00**
	9	Downstream Transportation & Distribution	**7.42**
	Total		**1,156.24**
Total Emissions			**1,843.24**

Current Emissions Reporting

Reporting Year: 2025			
EMISSIONS	**Current year emissions: TOTAL (tCO_2e)**		
Scope 1			**207.58**
Scope 2 (Location-based)			**139.99**
Scope 3 (Included Sources)	4	Upstream Transportation and Distribution	**17.77**
	5	Waste Generated in Operations	**0.27**
	6	Business Travel	**157.72**
	7	Employee Commuting (not including teleworking)	**287.66**
	9	Downstream Transportation & Distribution	**136.23**
	Total		**599.65**
Total Emissions			**947.22**

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Emissions Reduction Targets

XMA has committed to an ambitious emissions reduction target of 81% by 2027, measured against our 2019 baseline. This goal will be delivered through the initiatives we have implemented, the programmes we continue to develop, and the ongoing improvements we make across our operations.

Progress against targets to date is shown in the following graphs:

Fig 1.

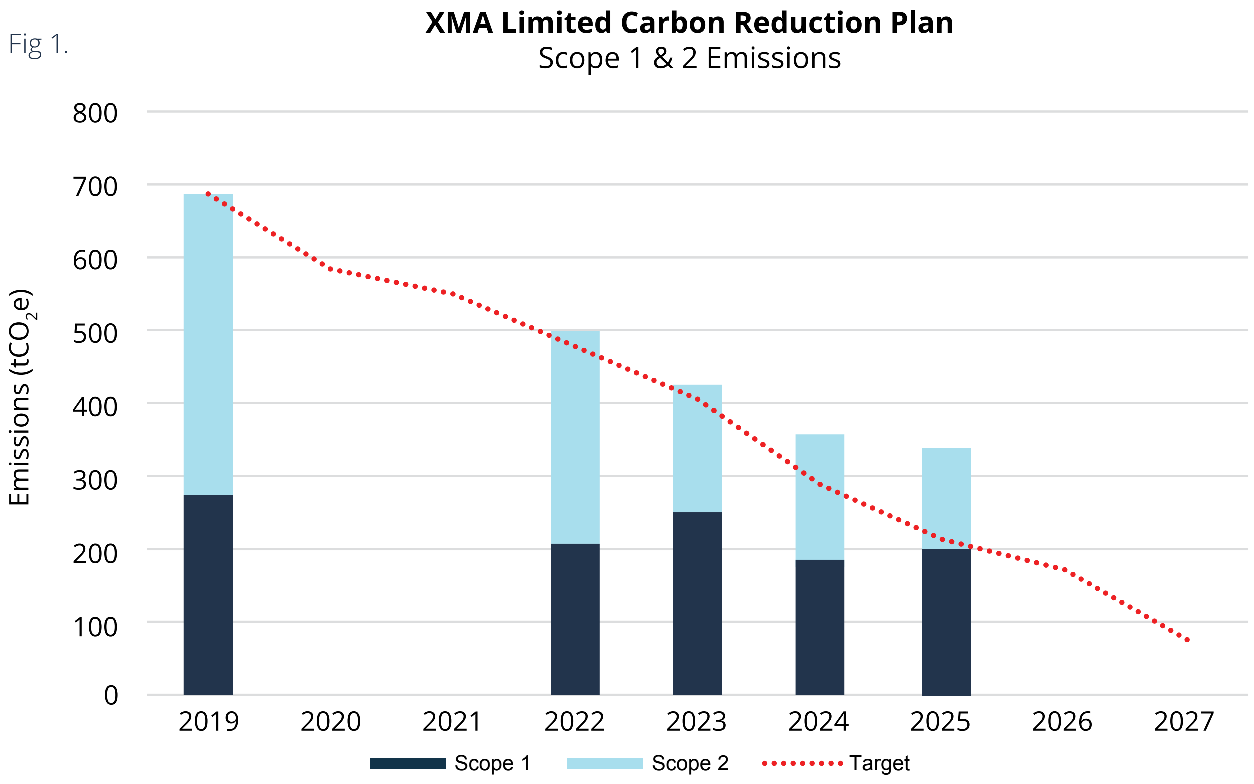
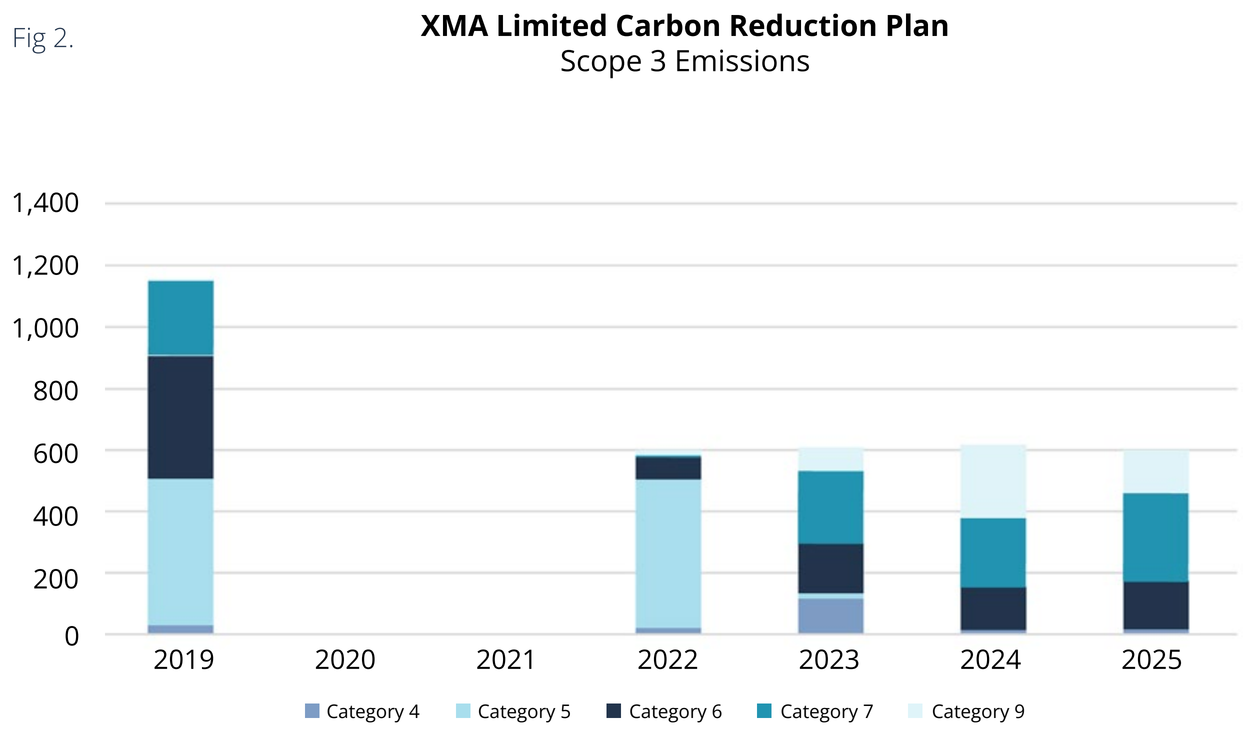


Fig 2.



Reducing our **Footprint**

XMA has continued to make meaningful progress in reducing its greenhouse gas emissions across Scopes 1, 2, and 3. Relative to the established baseline, Scope 1 and 2 emissions have fallen by 49%, while Scope 3 emissions have decreased by 48%. These reductions reflect the cumulative impact of ongoing efficiency measures and operational changes implemented over recent years.

Key contributors to this progress include the continued optimisation of energy use across XMA sites, the rollout of upgraded LED lighting systems, and the installation of improved temperature-control equipment.

The company has also strengthened its approach to sustainable travel, with increased reliance on rail travel for business journeys and a growing number of employees transitioning to electric vehicles. Improvements in IT asset disposition processes have further supported reductions in indirect emissions.

Compared with the previous reporting year, Scope 1 and 2 emissions have decreased by a further 2%, supported by continued energy efficiency improvements across operational sites. This reduction has been achieved despite the opening of new locations and the wider growth of the business, demonstrating the effectiveness of ongoing efficiency measures.

Scope 3 emissions have also fallen by an additional 3% year-on-year. This reflects small reductions in waste-related emissions and a decrease in downstream transportation and distribution emissions. The Company's strengthened approach to sustainable travel over the past year has further contributed to the overall downward trend in indirect emissions.

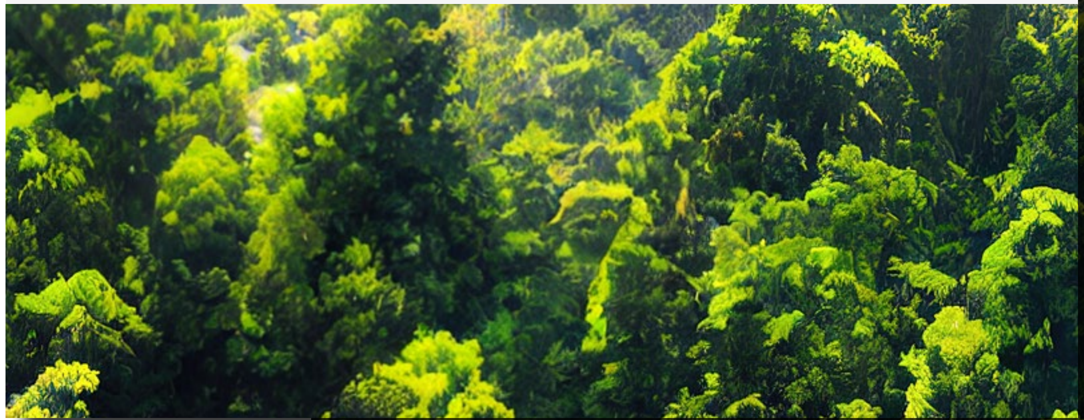
These initiatives reflect XMA's ongoing commitment to environmental stewardship and responsible business practices. As the organisation continues to expand and evolve, it remains focused on ensuring that growth is achieved in a sustainable and responsible way. Looking ahead, XMA will continue to pursue low-carbon solutions that support both its operational ambitions and its long-term environmental goals.

2025 Actual – 947.22 tCO_2e
49% reduction against 2019 baseline

Future Emissions Reduction Targets

2026 = **75%** reduction against 2019 baseline

2027 = **81%** reduction against 2019 baseline



Carbon Reduction **Projects**

Completed Carbon Reduction Initiatives

XMA has delivered a range of carbon reduction initiative to date, forming part of its ‘fast start’ approach to achieving Net Zero by 2030 and 2045 respectively.

Some of the projects completed to date include:

- Enhanced WEEE disposal processes to improve responsible end-of-life management
- Adoption of more sustainable shipping practices, including aggregated deliveries
- Increased use of direct-to-customer delivery routes where feasible
- Strengthened IT Asset Disposition (ITAD) solutions with under 1% going to landfill
- Salary sacrifice electric car scheme for XMA staff
- Flexible working arrangements to reduce commuting related emissions
- Virtual meetings where possible
- Established internal environmental working groups to discuss opportunities for carbon reduction
- In Nottingham,100% of waste is diverted from landfill
- Procured REGO-backed Tariffs to reduce market-based Scope 2 emissions

In the future we hope to implement further measures such as:

- Ongoing consolidation and optimisation of the operational estate
- Carbon Net Zero Warehouse
- Self-Generating Energy Production
- Continued installation of electric vehicle charging infrastructure
- Publication of full carbon footprints for product and services supplied to customers
- Electrification of distribution and logistics for all product delivery and collections
- Reduction of waste and packaging from upstream supply chain
- Improvement of recycling for packaging
- Circular economy strategy for end-of-life products
- Engage supply chain to collaborate on sustainability initiatives
- Comprehensive assessment and reporting of full Scope 3 emissions
- Transition of XMA-owned vehicles to hybrid and electric models

Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard[2] and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard[3].

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

Darren Howe
ESG Director
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[1] https://ghgprotocol.org/corporate-standard
[2] https://ghgprotocol.org/standards/scope-3-standard
[3] https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting