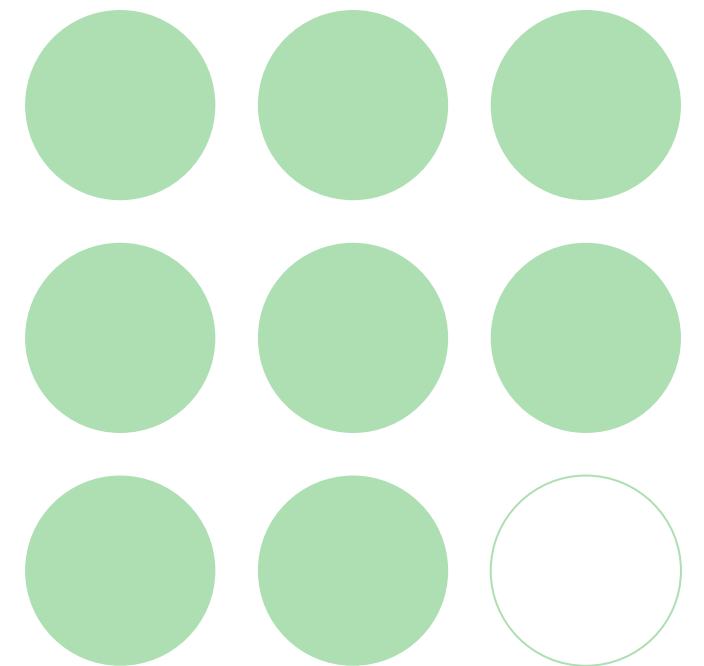




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ESG Report 2026



Expertise, built in.



CEO Introduction | “Building a safer, more sustainable future through responsible growth.”

“At andwis, we believe the way we do business matters just as much as the services we deliver. We remain focused on building a business that combines technical excellence with responsibility, integrity and long-term thinking.

Every day, our teams work in environments that are critical to the people and communities they serve; from hospitals, schools and data centres to defence, government and commercial facilities. The work we do helps keep buildings safe, efficient, compliant and future ready. With that comes a responsibility to deliver our services safely, ethically and sustainably.

During 2025, we continued to strengthen our ESG approach across the Group. We made further progress in reducing emissions intensity, expanding the use of renewable electricity, improving fleet efficiency and supporting the transition towards lower carbon operations. At the same time, we continued investing in our people through apprenticeships, wellbeing support, leadership development and initiatives that help create safer and more inclusive workplaces.

As a growing Group of specialist businesses, collaboration remains one of our greatest strengths. Our values of Integrity, Dynamism and Partnership continue to guide the way we work together, helping us build strong relationships with our people, customers, suppliers and communities.

We are proud of the progress made during 2025. As expectations continue to evolve across our industries, we remain committed to improving transparency, strengthening governance and continually raising our standards. By continuing to learn, innovate and work together, we will build on the foundations set out in this report and create enduring value for our people, our customers, our communities and the environment.”



Phil Greenwood
Chief Executive Officer
andwis



ESG Strategy | ESG isn't just a policy. It's how we do things. It's what guides our choices, our work and our relationships. It's part of us.

Growing responsibly to create lasting value

We know that technical excellence and sustainable business go hand in hand. As a rapidly expanding technical and compliance services group, our ESG strategy is built around one ambition: to grow responsibly while creating lasting value for our customers, our people, our communities and the environment.

ESG is embedded throughout our business; in our projects, our processes and the decisions we make every day. Guided by our values of Integrity, Dynamism and Partnership, we continually look for better ways to enhance building performance, reduce environmental impact, support our people and strengthen the resilience of our business

.Our strategy focuses on:



Protecting the environment

by reducing emissions, improving energy efficiency and supporting the transition to a lower-carbon future.



Putting people first

by creating safe, healthy and inclusive workplaces, investing in skills and developing future talent.



Growing responsibly

by operating ethically, strengthening governance, managing risk and building trusted partnerships with our customers, suppliers and communities.

As an expanding Group, we recognise there is always more to do. This report highlights progress made during 2025, sets out our priorities for 2026 and demonstrates how we will continue to strengthen our ESG performance in the years ahead through responsible growth, continuous improvement and collaboration.



Global Commitments | Informed by global sustainability principles while strengthening ESG reporting and accountability

At andwis, we recognise that our impact extends beyond our own operations. Our ESG approach is guided by internationally recognised principles and frameworks that promote ethical business practices, environmental stewardship and positive outcomes for our stakeholders.

United Nations Global Compact (UNGC)

andwis' approach is informed by the Ten Principles of the United Nations Global Compact, covering:

- ❖ Human rights
- ❖ Labour standards
- ❖ Environmental responsibility
- ❖ Anti-corruption and ethical business conduct

These principles help guide our approach to responsible business across every part of the organisation.

United Nations Sustainable Development Goals (SDGs)

andwis supports the Sustainable Development Goals, recognising that the services we deliver and the way we operate contribute to safer, more sustainable and resilient communities. Our activities particularly support those linked to:

- ❖ Clean energy and climate action
- ❖ Safe and sustainable infrastructure
- ❖ Health, wellbeing and education
- ❖ Equality, inclusion and decent work
- ❖ Responsible business and partnerships

These goals are closely linked to the sectors we support and the services we deliver across the UK.



Strengthening ESG Reporting Across the Group

As our ESG approach evolves, strengthening the quality, consistency and transparency of our environmental data remains a key priority. We continue to monitor emissions across our operations and increase visibility of indirect emissions throughout our value chain to better understand our overall environmental impact.

As andwis continues to acquire new businesses, we are integrating them into our ESG reporting framework and aligning governance, data collection and reporting practices across the Group. This helps maintain a consistent approach while identifying opportunities to reduce emissions and increase operational efficiency.



Environmental | Supporting the transition to a lower-carbon future through sustainable operations and technical expertise.



Driving sustainable progress...

Our work has a direct impact on the buildings, infrastructure and environments that people rely on every day.

From renewable energy and electrical efficiency to heating optimisation, environmental services and compliance, many of our businesses help customers reduce energy consumption, lower emissions and operate more sustainably.

At the same time, we are reducing the environmental impact of our own operations through fleet transition, renewable electricity, energy efficiency and stronger carbon reporting.



Environmental | Reducing our environmental impact while helping our customers reduce theirs.

Environmental Commitment

Our environmental priorities focus on reducing emissions, improving energy efficiency, increasing renewable energy and using resources more responsibly across our operations. Alongside this, we continue to help customers improve the environmental performance of their buildings through the specialist services delivered across the Group.

Net Zero Commitment

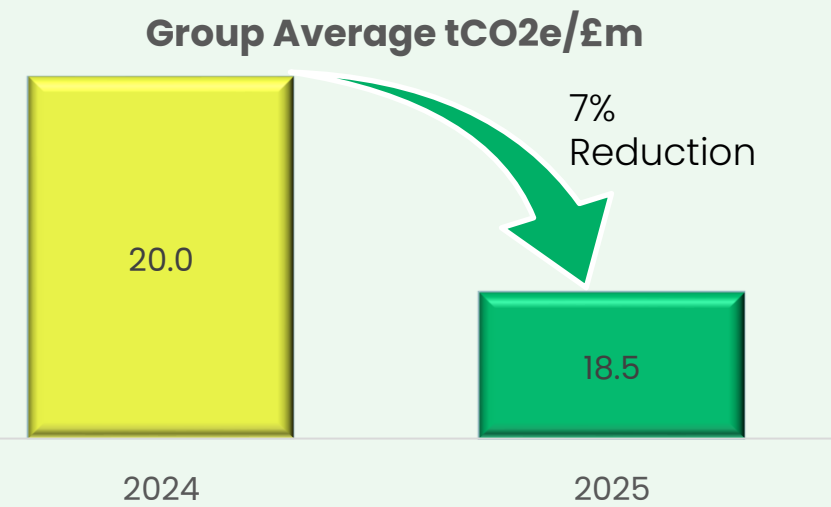
andwis is committed to achieving:

Scope 1 & Scope 2 Net Zero by 2035

Scope 3 Net Zero by 2050

To support this ambition, we are focused on:

- ❖ Reduce Scope 1 emissions intensity by 20% by 2028 against the 2025 baseline.
- ❖ Accelerating fleet transition
- ❖ Increasing renewable electricity usage
- ❖ Improving operational efficiency
- ❖ Expanding Scope 3 emissions reporting & data quality
- ❖ Setting Scope 3 interim targets following completion of our baseline



** Businesses operating within the andwis Group throughout the two-year period of analysis.*

Carbon Reduction Progress

During 2025, we reduced emissions intensity within the 2024/5 reporting perimeter from:

20.0 tCO2e per £m turnover to 18.5 tCO2e per £m turnover

This progress reflects continued focus on operational efficiency, fleet transition and renewable electricity purchasing.

Across the wider Group including 2025 acquisitions, total emissions intensity for 2025 was:

21.9 tCO2e per £m turnover

reflecting acquisitions of higher-emission businesses.

Strengthening Scope 3 Reporting

Improving the quality, consistency and coverage of environmental data remains a key priority. During the next phase of our ESG journey, we will expand Scope 3 emissions reporting across areas such as purchased goods and services, waste, business travel and employee commuting.

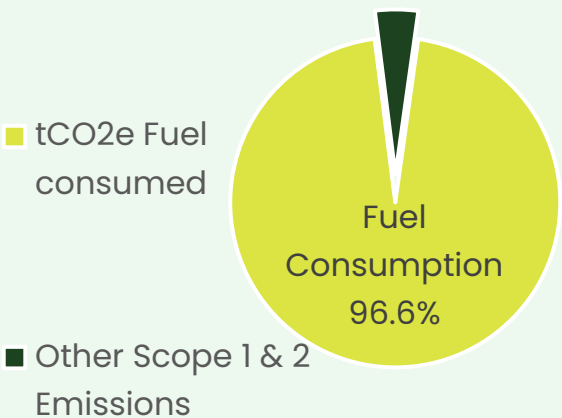
This will help us better understand our wider environmental impact, identify opportunities to reduce emissions and support informed decision making across the Group.



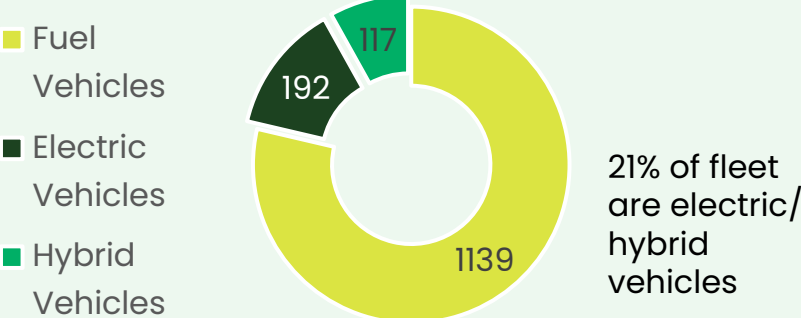
Carbon Impact | Central to our net-zero carbon emissions objectives is a focus on decarbonising our fleet

Most of our work takes place at customer sites across the UK, with engineers relying on a large operational fleet to deliver specialist services safely and efficiently. As a result, fleet fuel remains the largest source of our operational emissions and one of our biggest opportunities to reduce environmental impact.

Group Scope 1 & 2 Emissions



Current Fleet Composition



Fleet transition

In 2025:

- ❖ Fuel consumption accounted for 96.6% of total Scope 1 and Scope 2 emissions
- ❖ 21% of fleet vehicles were either electric or hybrid vehicles

Fleet transition is a key part of our Net Zero journey. Alongside transitioning to a zero-emission fleet, we are also focused on reducing overall mileage and improving fleet efficiency across the Group.

Fleet targets

By 2030 we aim to achieve:

- ❖ 100% of non-van fleet transitioned to zero-emission vehicles
- ❖ 50% of van fleet transitioned to zero-emission vehicles

Our strategy aligns with the UK Government's Zero Emission Vehicle (ZEV) Mandate, which requires manufacturers to increase the proportion of new zero-emission vehicles sold each year, reaching 80% of new cars and 70% of new vans by 2030, and 100% by 2035.

Improving Fleet Efficiency

Alongside vehicle transition, we are reducing fuel consumption through:

- ❖ Route optimisation and scheduling software
- ❖ Driver training and telematics to support fuel-efficient driving
- ❖ Regular vehicle maintenance and fleet upgrades

Through careful planning and investment, we are balancing sustainability, operational practicality and future resilience. Together, these initiatives help reduce emissions while maintaining reliable service delivery across the UK.



Carbon Impact | Supporting the transition to lower carbon operations through renewable electricity and energy efficiency

In 2025:

- ❖ 56% of Group electricity was purchased from renewable sources
- ❖ 50,112 kWh of renewable electricity was generated across the Group through on site solar installations

We continue to explore opportunities to increase building efficiency, reduce energy consumption and expand renewable energy generation across our sites.



Renewable Electricity Target

By 2030 we aim to transition all electricity supplies to existing andwis controlled buildings to:

- ❖ 100% renewable electricity sources

50,112 kWh

renewable electricity generated in 2025.

This represents approximately

4.6%

of Group total electricity demand being produced through on-site renewable generation.

8.87 tCO₂e

emissions avoided



equivalent to removing approximately 2 petrol cars from the road for a year.



Case Studies | andwis businesses working to help their clients towards their sustainability goals.

Synecore: Supporting lower carbon hotels through renewable hot water solutions.

Synecore is helping easyHotel reduce carbon emissions across its UK estate through the installation of highly efficient, low-carbon hot water systems.

easyHotel Cardiff became the fifth site to receive a carbon-neutral hot water solution, delivering significant environmental and energy benefits, including:

- ✓ 76% lower CO₂ emissions compared with a traditional gas boiler

Similar installations have already been completed at easyHotel sites in Liverpool, Milton Keynes, Sheffield and London, with further installations planned as part of easyHotel's wider sustainability programme.



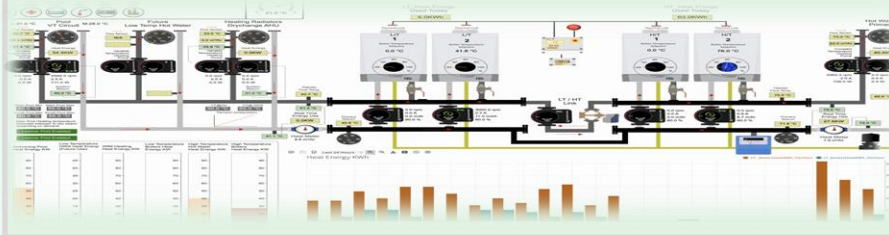
Wessex ME: Delivering long term energy efficiency improvements at Leisure Complex

Wessex ME supported the upgrade of heating infrastructure at Two Riversmeet Leisure Complex with the objective of delivering a more energy efficient, reliable and future ready solution.

The project focused on replacing ageing plant equipment with a robust long term solution to optimise system performance while significantly reducing energy consumption and operational costs.

The environmental results were significant. In the first three months alone:

- ✓ 81 tonnes of CO₂ emissions saved
- ✓ 429% reduction in kWh consumption vs Q1 of the previous year



Meesons: Energy efficient access solutions at Cambridge University

Meesons delivered secure, sustainable access control at the Ray Dolby Centre, part of the University of Cambridge's Cavendish Laboratory redevelopment.

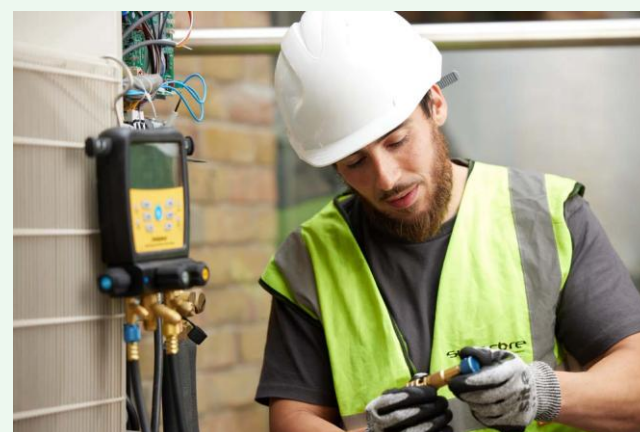
The multi million pound project achieved a BREEAM Excellent rating and won Best New Building (over £3m) at the Greater Cambridge Design and Construction Awards 2026 reflecting the University's strong sustainability ambitions and commitment to high quality design.

To support the building's sustainability objectives, Meesons supplied and installed 18 EasyGate Superb Speed Gates across multiple levels, chosen for their low power consumption and energy efficient operation.





Social | Putting people first through safety, wellbeing, inclusion and development



Putting people first...

Our people are at the heart of our business.

Whether working on customer sites, supporting operations behind the scenes or developing future talent through apprenticeships, the success of andwis depends on the knowledge, commitment and professionalism of our teams.

Creating safe, supportive and inclusive workplaces remains a core priority across the Group.



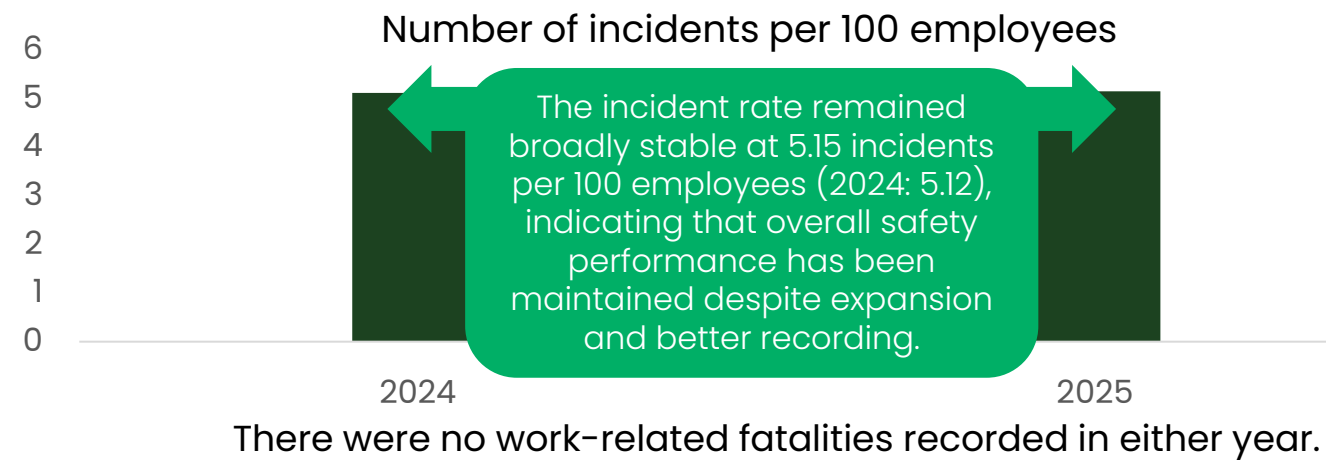
Health, Safety & Wellbeing | Maintaining a positive safety culture through leadership, accountability and everyday actions

Safety is fundamental to the way we work. Our commitment to health, safety and wellbeing is underpinned by our duty of care to protect our people, our customers and everyone affected by our work. Guided by our value of Integrity, we believe only the highest standards are acceptable when delivering critical services.

As a technical & compliance services group operating across complex and high-risk environments, we are committed to promoting safe behaviours and consistent standards across every part of the business. Our Group Health & Safety Committee supports this by sharing best practice, driving continuous improvement and strengthening collaboration across the Group.

To further reinforce our safety culture, we have an annual ‘Safety Built-in’ Week to engage colleagues, reinforce key safety messages and encourage reflection on how we can better keep our people safe. Safety is not a one-off initiative; it is a core value that shapes the way we operate every day.

Safety Performance



Employee Wellbeing

Supporting wellbeing is an important part of creating a healthy and sustainable workplace culture.

During 2025, employees across the Group continued to have access to:

- ❖ Employee Assistance Programme (EAP) support
- ❖ Wellbeing resources
- ❖ Health & safety engagement initiatives

We recognise that supporting wellbeing helps create safer, healthier and more positive working environments for our people across the Group.

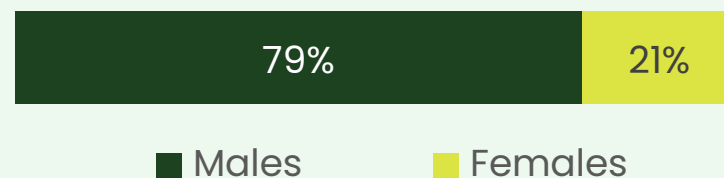


andwis people | Building a more inclusive workforce through opportunity, development and representation

Diversity, Inclusion & Gender Equality

We believe diverse teams create stronger businesses, better decision making and more inclusive workplaces. Building a culture where people feel respected, supported and able to succeed remains an important focus across the Group. Engineering is still a heavily male-dominated industry, but we are moving in the right direction.

andwis Group Gender Distribution 2025



Across the andwis Group, women make up 21% of our workforce, a proportion that has remained stable despite continued acquisitions across the business. This remains above the current UK engineering and technology industry average of 17% reported by EngineeringUK.

We are committed to continuing that progress by attracting, supporting and developing talented women across the Group. We know that more diverse teams bring different perspectives, stronger collaboration and better outcomes for our people, customers and the industries we support.

We know achieving greater gender balance across engineering will take time, but every step forward matters. Through Women in Leadership programmes, non-bias training and inclusive recruitment approaches, we are helping more women develop successful careers in the engineering industry.

We remain committed to improving representation, supporting career progression opportunities and strengthening inclusive leadership across the Group.

Apprenticeships & Skills Development

For andwis investing in future talent remains a key priority.

Apprenticeships help us strengthen technical skills across the Group while supporting future careers within our industries.



In 2025:

Apprentices
represented

6.5%

of the Group workforce.

Apprenticeship Targets:

2026 target: **7.0%**

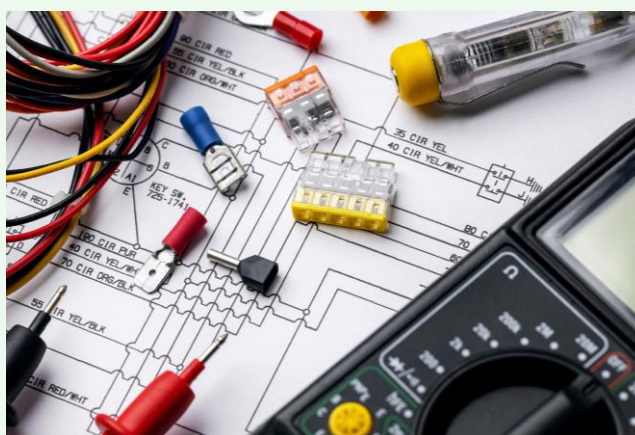
2027 target: **7.5%**



Developing future talent reflects both our partnership and dynamism values. By investing in apprenticeships and long term career development, we are helping build the next generation of skilled professionals across the industries we support.



Governance | Building trust through responsible, ethical and transparent business practices



Doing business the right way...

Good governance underpins the way we do business.

As a group of specialist businesses, we are committed to operating with integrity, transparency and accountability. Good governance helps us manage risk, protect our people and stakeholders, uphold high ethical standards and support the resilience of the Group.

Through robust policies, effective oversight and a culture that encourages openness, we promote ethical decision making across every part of our business.



Governance | Operating responsibly, ethically and transparently across the Group

Strong governance helps create accountability, consistency and trust. At andwis, integrity is fundamental to the way we operate and supports the long term resilience of the Group.

Ethical Business

We are committed to acting responsibly, ethically and transparently in all areas of our business. We believe commercial success should never come at the expense of doing the right thing.

Across the Group, we maintain a zero tolerance approach to:

- ❖ Bribery and corruption
- ❖ Fraud and financial misconduct
- ❖ Tax evasion
- ❖ Unethical or unfair business practices
- ❖ Modern slavery, forced labour and human trafficking

Through our Modern Slavery Statement, Supplier Code of Conduct and procurement processes, we promote ethical labour practices and expect the highest standards of conduct throughout our operations and supply chain.

Collaboration & Partnership

Partnership is central to how we operate.

Our businesses work closely with customers, suppliers and communities to deliver safe, efficient and reliable services across the UK.

By bringing together specialist local expertise within a national group structure, we aim to combine agility, technical knowledge and collaborative working to deliver long term value.

Governance & Risk Management

The senior leadership team oversees the Group ESG programme and is responsible for setting direction, monitoring progress and supporting transparent reporting across the business.

This includes oversight of:

- ❖ ESG priorities and targets
- ❖ Risk management and mitigation
- ❖ Governance and compliance
- ❖ Health, safety and wellbeing
- ❖ Environmental performance and reporting
- ❖ Stakeholder engagement and accountability

To support this approach, andwis maintains a dynamic Group Risk Register used by senior leadership to identify, assess and manage risks, including fraud, financial and operational risk, while also helping identify opportunities to strengthen business performance and resilience.

We recognise that strong governance depends on accountability and clear expectations across the Group. Our employees, contractors and anyone representing andwis are expected to comply with our Code of Conduct & Ethical Standards Policy, which sets out the standards for how we work, how we treat people and how we operate responsibly within the environments and communities we support.



Trust, transparency & resilience | Supporting secure, ethical and accountable ways of working across the Group

Speaking Up, Feedback & Whistleblowing

We are committed to creating a culture where people feel able to share feedback, raise concerns and contribute ideas openly and safely.

The andwis Feedback Hub provides employees with a direct way to communicate with the senior leadership team, encouraging openness, collaboration and honest feedback across the Group. We want people to feel empowered to share ideas, recognise good work and speak openly about areas where we can get better.

The Feedback Hub can be used to:

Compliment – Recognise colleagues for great work, positive behaviours or strong teamwork. We believe recognition matters and supports our value of partnership across the Group.

Recommend – Share ideas that could improve the way we work, support our customers or strengthen our operations. Innovation is an important part of our culture, and we encourage people to put forward new ideas and different ways of thinking.

Speak Up – Raise concerns where something does not feel right through our confidential independent whistleblowing platform provided by Trusty AG. This gives employees and stakeholders a safe and private way to report concerns anonymously, knowing issues will be taken seriously and handled appropriately. Creating an environment where people feel able to raise ideas, concerns and feedback openly is an important part of maintaining a culture of integrity, openness and accountability.

Together, these channels support transparency, accountability and integrity across the Group, while helping ensure every voice has the opportunity to be heard.

Cyber Security & Data Protection

As a business supporting critical infrastructure and highly regulated sectors, cyber security remains an important focus area.

All businesses joining the Group are required to achieve a minimum of Cyber Essentials certification within 100 days of acquisition, helping strengthen cyber resilience and support consistent standards across the business.

Our wider target remains for all current operating companies across the Group to achieve:

- ❖ Cyber Essentials by 31 December 2026



Looking Ahead | Shaping a safer, sustainable and more responsible business for the future

2025 has been a year of continued progress and development for andwis. As the Group evolves, we remain focused on building a business that combines technical excellence with environmental stewardship, strong governance and a genuine commitment to our people.

Our ESG strategy is integral to our business strategy. It shapes how we operate, how we serve our customers and how we create lasting value. As expectations continue to develop, we will strengthen our performance, increase transparency and make better informed decisions across every part of the Group.

Over the coming years, our priorities will remain clear::

- Work collaboratively with customers, suppliers and communities to create positive outcomes
- Progress towards our Net Zero by 2035 commitment
- Reduce operational emissions and accelerate fleet transition
- Increase renewable electricity usage and improving energy efficiency across our operations
- Expand Scope 3 emissions reporting and improve ESG data quality
- Maintain strong health, safety and wellbeing standards across the Group
- Invest in our people through health, wellbeing, apprenticeships and skills development
- Foster an inclusive workplace where everyone has the opportunity to succeed
- Maintain strong governance, cyber resilience and ethical business practices

But our ambition extends beyond achieving targets.

We want to be recognised as the UK's leading technical & compliance services group, known not only for the quality of our work, but for the positive impact we create. By helping customers build high-performing, low-carbon buildings, investing in our people and operating with integrity, we are creating a stronger, more resilient business for the future.

Every project we deliver, every decision we make and every relationship we build is an opportunity to create enduring value. Guided by our values of Integrity, Dynamism and Partnership, we will continue to move forward with purpose, helping shape a safer, more sustainable future for the people, places and communities we serve.



Methodology Statement | Greenhouse Gas reporting FY25

Reporting Period

This report covers the period from 1 January 2025 to 31 December 2025, aligned to the andwis financial reporting year.

Reporting Standards

The calculation and reporting of greenhouse gas emissions has been undertaken in accordance with Environmental Reporting Guidelines: Including streamlined energy and carbon reporting guidance March 2019 using UK Government GHG Conversion Factors for Company Reporting.

Reporting Boundary

andwis reports emissions using an operational control approach. Emissions are reported for activities and assets over which the Group has operational control, including acquired businesses from the date they join the Group.

Where only annual consumption data was available, figures have been prorated to reflect the period of ownership. Employee numbers reported within this report are based on the workforce as at 31 December 2025.

All emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e), incorporating the six greenhouse gases covered by the Kyoto Protocol.

Scope of Emissions

Scope 1 – Direct Emissions include:

- Natural gas and heating oil used within buildings
- Fuel purchased for company-owned and controlled vehicles
- Refrigerant leakage from air-conditioning systems

Scope 2 – Indirect Emissions include:

- Purchased electricity used across buildings and operational facilities
- Electricity purchased directly by andwis for electric vehicle charging

Scope 2 emissions are reported using both market-based and location-based methods in line with the GHG Protocol Scope 2 Guidance.

Data Collection and Calculation

For the majority of material emissions sources, andwis uses primary data obtained from:

- Utility bills and meter readings

- Service charge information

- Fuel card provider reports

- Employee expense claims

Emissions data is collected centrally each year. Where complete annual consumption data is unavailable, estimates are calculated using available billing information and average daily consumption rates. All emissions calculations are reviewed by the ESG Manager, including checks against previous reporting periods and comparable Group businesses to identify significant anomalies.

Emissions Intensity

As an acquisitive organisation, andwis uses tCO₂e per £m turnover as its emissions intensity metric. This provides a meaningful measure of environmental performance by normalising emissions against business activity.

Exclusions and Limitations

andwis does not currently report energy consumption or refrigerant leakage from certain leased properties where energy use or HVAC systems are controlled by landlords and data is unavailable centrally. We continue to work with landlords and property managers to improve data availability and expand reporting coverage.

Future Reporting Development

During 2025, reporting focused primarily on Scope 1 and Scope 2 emissions. As part of our Net Zero commitment, andwis is continuing to expand Scope 3 reporting, with initial focus areas including:

Category 1: Purchased Goods and Services

Category 5: Waste Generated in Operations

Category 6: Business Travel

Category 7: Employee Commuting

Improving emissions data quality and reporting coverage remains an important part of our ongoing ESG programme.

	2024	2025
Total Electricity consumed kWh	460,676	1,088,378
Total Renewable Electricity consumed	Not measured	610,860
Total Renewable energy produced kWh	28,839	19,629
Total Gas consumed kWh	253,293	327,604
Total Oil consumed litres	150	1,961
Total Refrigerant Usage		26
Total Unleaded fuel consumption litres	125,988	297,655
Total Diesel fuel consumption litres	910,338	2,072,090
Total Electric Vehicle Energy Usage kWh	45,693	245,516
Total Electric Vehicle Energy Usage Miles (if kWhs not available)		59,574

CO2e Tons consumed	2024	2025
Market Based Electricity	101	110
Location Based Electricity	101	218
Gas	46	60
Refrigerant Usage		34
Oil	0	6
Unleaded	263	616
Diesel	2,287	5,327
Total (Location Based)	2,698	6,262
Total (Market Based)	2,698	6,153

Emissions output (CO2e Tons)		
Scope 1 emissions	2,597	6,043
Scope 2 emissions	101	110
Scope 3 emissions		
Total	2,698	6,153

Turnover £000's	156,861	280,586
Tonnes CO2e per £m turnover	17.20	21.93

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