September 2026

Carbon Reduction Plan

GXO Logistics UK Limited



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Commitment to achieving net zero

GXO Logistics UK Limited ("GXO Logistics UK", "we") is committed to achieving net-zero carbon emissions by 2045.

GXO Logistics, Inc, and its subsidiaries, including GXO Logistics UK, are committed to setting high standards of environmental responsibility throughout our operations by leading in the industry through technological advances that seek to minimise their impact on the surrounding environment.

GXO Logistics UK is already working towards achieving its interim emissions reduction targets set forth by the global parent company, GXO Logistics, Inc: a 30% reduction in scopes 1 & 2 by 2030 versus our 2022 baseline, and Carbon Neutrality (scopes 1 & 2) by 2040.

We are working to improve the efficiencies of our operations and choose sustainable alternatives in both our fleet and warehouse operations. Not only are we focusing on our own operations and our upstream value chain but also supporting and delivering results for our customers.

Emission reduction targets

We recognise the impact our operations have on our natural environment and climate change and are committed to doing the right thing as a responsible contributor to society. GXO Logistics, Inc was formed in 2021 and began reporting its annual emissions and environmental impact against its global targets. GXO Logistics, Inc's existing Scopes 1 and 2 reduction targets are science-based and were initially set according to SBTi criteria for a well-below 2-degree future and in line with the Paris Agreement.

We have developed specific environmental frameworks designed to reduce our carbon emissions, encourage sustainable behaviours both within the company and our wider supply chain and provide a roadmap to net zero by 2045.

GXO Logistics, Inc has adopted the following carbon reduction targets, which cascade down to GXO Logistics UK:



2030: Reduce our emissions by 30% within our own operations (Scope 1 and 2) against our **2022** baseline by 2030.



2040: Carbon Neutral within our own operations (Scope 1 and 2) by 2040.

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In addition to the above, GXO Logistics UK, in recognition of our advanced environmental impact strategy, has adopted an additional target:

- **2045**: Net zero across the value chain (inclusive of Scope 3) by 2045.

Additional environmental targets were set by GXO Logistics, Inc and apply to GXO Logistics UK, including:

- 80% global landfill diversion rate by 2025
- 80% global operations using LED lighting by 2025
- 50% renewable global electricity by 2030.

In 2026, GXO Logistics, Inc updated its baseline year for Scope 1 and 2 from 2019 to 2022, since 2022 was the first full calendar year operating independently as GXO. GXO Logistics, Inc is working to ensure the carbon accounting approach is consistent with relevant protocols, such as the GHG Protocol and GLEC Framework (developed by the Global Logistics Emissions Council), as well as with industry best practices. GXO Logistics, Inc and all its entities continue to use an operational control approach to carbon accounting.

Our sustainability goals and carbon reduction targets do not have rigid linear annual reduction values but deadline dates. Plans and progress are reviewed at global and regional levels and are monitored through regular progress reports. Any areas requiring additional support are discussed at the global leadership level.

Given our growth trajectory and extensive physical footprint, we cannot make accurate carbon emissions projections for the next five years in terms of a tCO_2e number. We consider emissions intensity by revenue is a critical metric that allows us to track environmental performance in proportion to our business expansion.

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At GXO Logistics UK, with 73% of our carbon footprint being diesel transport related (Figure 1.), we are dependent on development and advancements in technology and infrastructure of lower carbon fuels to ensure they become more commercially and economically viable later in the decade.

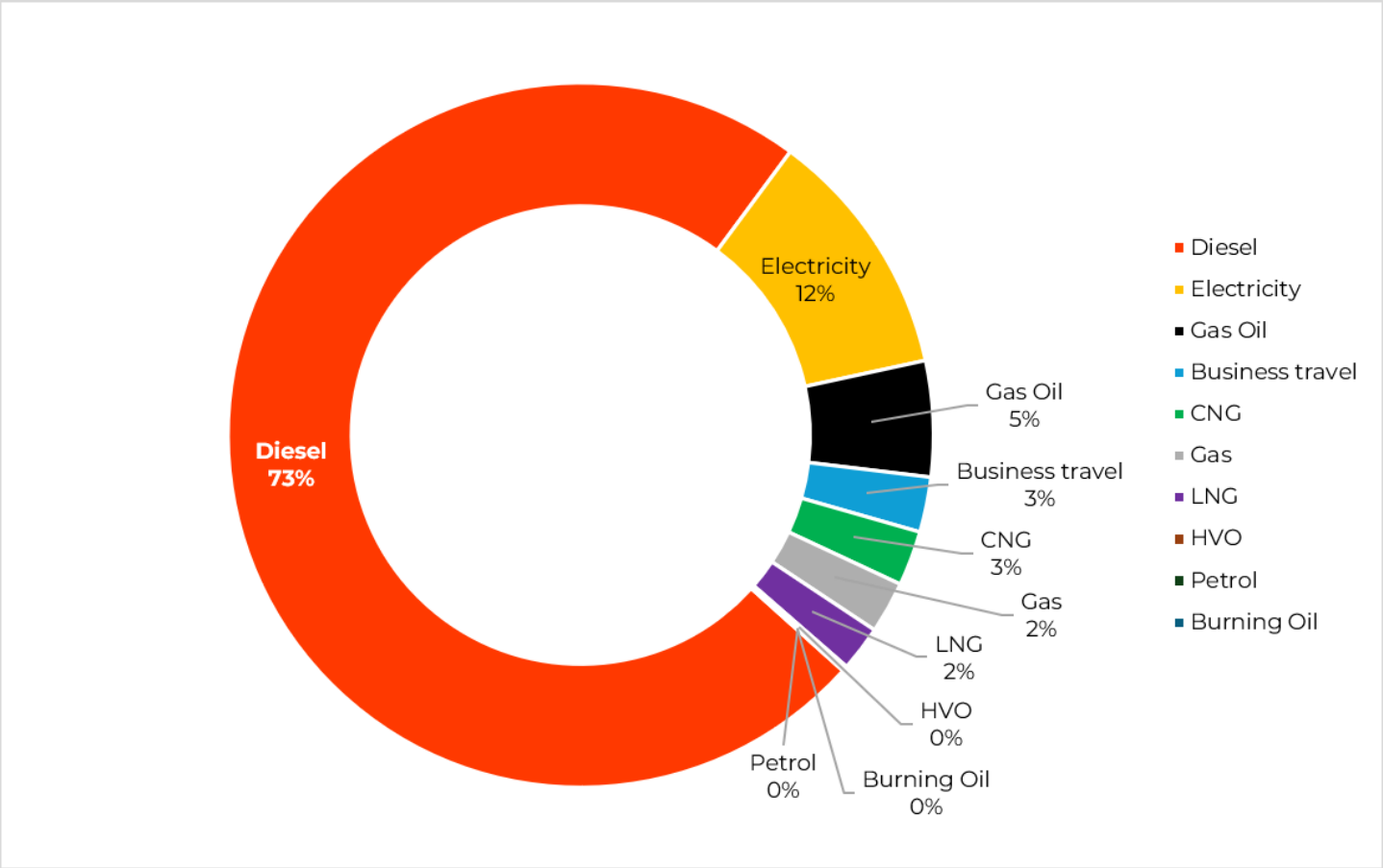


Figure 1. GHG emissions split

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Emissions scopes breakdown

We have analysed the emissions sources according to Scope 1-3 as follows:

Scope 1 emissions: include non-transport and transport emissions.

- Non-transport fuel sources include natural gas from the use of gas boilers and heating oil used within our site locations as well as refrigerant emissions from our locations. The volumes of natural gas and heating oil consumed at our facilities for heating have been taken from physical invoices.
- Transport emissions include direct consumption of fuels for our fleet.

To address emissions from scope 1, we plan to:

- Prevent fugitive refrigerant emissions
- Introduce lower carbon fuel alternatives
- Improve vehicle efficiencies

Scope 2 emissions include electricity utilised in kWh from purchased energy sources. The volumes of electricity consumed have been obtained directly from our utility providers. Scope 2 emissions have been reported using the location-based method.

To address emissions from scope 2, we plan to:

- Reduce electricity demand throughout our warehouses
- Generate on-site renewable electricity to reduce demand
- Switch to renewable electricity sources

Scope 3 emissions include:

- Waste generated in operations
- Employee commuting
- Business travel
- Water consumption
- Upstream transportation (upstream transportation and distribution are defined by transportation purchased by GXO Logistics UK)
- Downstream transportation and distribution (not relevant to GXO)

To address emissions from Scope 3, we plan to:

- Minimise waste where possible and introduce sustainable packaging
- Conduct colleague engagement surveys across the business and encourage sustainable commuting practices or online meetings where possible
- Water reduction and monitoring
- Working with our subcontractors to review Scope 3 categories

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- Encourage and implement sustainable travel policies and work with our travel providers

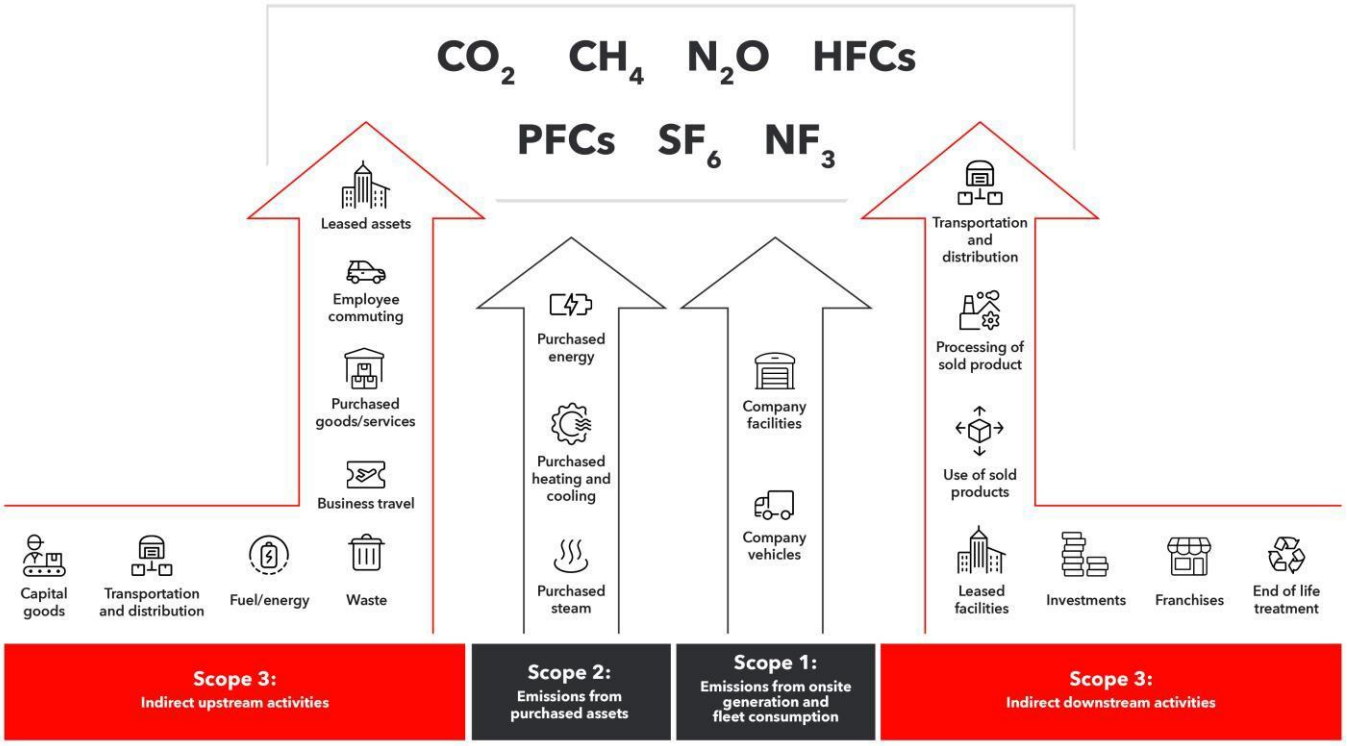


Figure 2. Emissions scopes breakdown

Emissions footprint

We have calculated our GHG emissions based on international standards including the Carbon Disclosure Standards Board (CDSB) Framework 1.1 and the GHG Protocol Corporate Standard for company reporting using “operational control.”

The GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and emission factors from the UK Government’s DEFRA GHG Conversion Factors for Company Reporting have been used calculate all emissions and allow us to monitor progress. This is for carbon emissions equivalent (CO_2e) which incorporates the seven greenhouse gases named by the Kyoto Protocol: Carbon Dioxide (CO_2), Hydrofluorocarbons (HFCs) Methane (CH_4) Nitrous Oxide (N_2O) Nitrogen Trifluoride (NF3) Perfluorocarbons (PCFs) Sulphur Hexafluoride (SF_6).

An ‘operational control’ approach has been used to define the GHG emissions boundary. This approach captures emissions associated with the operation of buildings owned and leased by GXO Logistics UK such as warehouses, cold stores, offices and manufacturing sites, plus fuels purchased by GXO Logistics UK to operate company-owned and leased transport. This is consistent with the approach of GXO Logistics, Inc.

We report electricity use of our business at UK grid average emissions for the purposes of this Carbon Reduction Plan (CRP) and the annual GXO Logistics Inc. Environmental, Social, Governance (ESG) reports.

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Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

The figures below are for GXO Logistics UK entity only.

Emissions (tCO_2e)	2022*	2023	2024	2025	% Change from previous year
Reporting period	Baseline	Historical	Historical	Current	-
Scope 1	95,223	113,618	77,540	98,421	27
Scope 2	16,862	14,522	12,914	13,134	2
Scope 3	2,575	1,753	1,916	2,893	51
Total emissions	114,660	129,893	92,370	114,448	
Intensity measures (tCO_2e per £m)	66.12	72.98	46.67	45.15	-3

**GXO Logistics Inc has reset its baseline to 2022*

We are committed to increasing the analysis and reporting of our Scope 3 activity and as such the information in the Scope 3 table will be expanded in subsequent years. We will update our CRP on a calendar year basis aligned with our global corporate and financial reporting moving forward.

For the current reporting year, the emissions included in the scope breakdown including.

- **Scope 1**: Natural gas and company-operated transport, fugitive emissions, static combustible fuels.
- **Scope 2**: Electricity
- **Scope 3**: Losses from electricity distribution and transmission and grey fleet transport.

GXO Logistics UK's greenhouse gas emissions were 24% higher in 2025 than in 2024. The increase in emissions is due to the rapid expansion and nature of our business. Our approach to reducing emissions even as our business expands is presented in this document.

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Emissions trajectory

GXO Logistics UK's emissions trajectory can be seen in the diagram below, with our reported emissions (in bold), and projected emissions (in dotted).

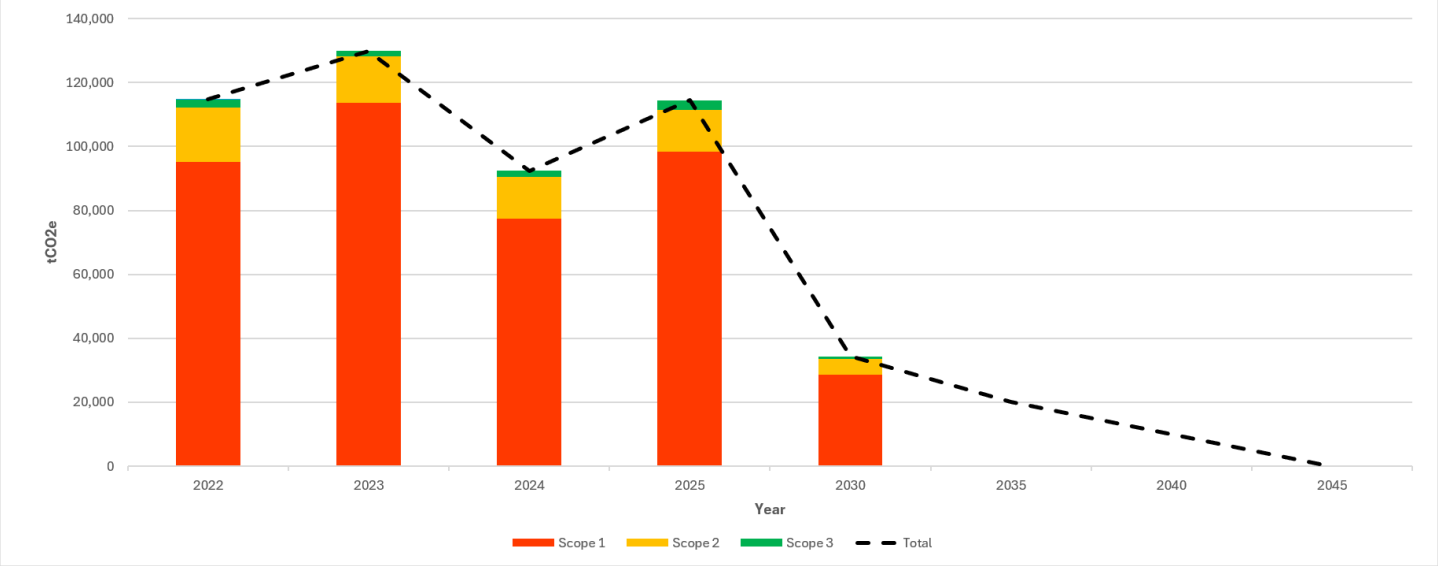


Figure 3. Emissions trajectory for GXO Logistics UK

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Our approach

Each year GXO produces a global ESG report collated from global reporting systems that collect data throughout the year to determine a range of CO2e related metrics relating to carbon reporting scopes. We collate global data relating to utilities, fuel consumption and generated waste volumes in addition to a range of social and governance indicators.

Our most recent report can be found here.

Environmental and sustainability risks and opportunities relating to buildings, waste and vehicles are addressed via technical committees with findings reported into a central sustainability and risk committee consisting of senior company representatives.

We deploy two methods for creating an enthusiastic workforce who act as leaders to assist in our sustainability efforts.

- Setting up a team of ESG Impact Ambassadors at each site as part of our wider ESG Impact Ambassador programme. These Ambassadors play a key role within GXO, feeding local knowledge into the sustainability planning process, identifying new initiatives, monitoring initiative delivery outputs and providing a bottom-up approach to developing and advancing ESG across our business. As of August 2025, there were over 400 Ambassadors across 80+ GXO Logistics, Inc sites within the UK (inclusive of GXO Logistics UK), with onboarding of sites planned until all sites are launched by end of 2027.
- Delivering comprehensive sustainability training to all our staff through our GXO University Platform, including modular training on topics including waste, sustainability and compliance. The ESG resource will also develop and deliver training programmes for staff and subcontractors to ensure an understanding of the sustainability goals and their role in achieving them. This will help build internal capacity and drive a culture of sustainability across the contract and value chain.

Carbon reduction projects

GXO Logistics, Inc continuously aims to implement initiatives where possible, share opportunities and address challenges across our own operations as well as across our value chain. The breadth of our customer portfolio means not all initiatives are appropriate but we understand the importance of collaborative working so continuously aim to support not only our own corporate goals but our customers' goals to build successful partnerships.

In order to achieve our interim target of 30% Scope 1 & 2 emissions reduction by 2030 we will apply the GHG management hierarchy.

- Monitoring, measuring and setting targets
- Avoid: GHG emissions where possible by changing processes or better care
- Reduce: emissions through improving efficiencies
- Substitute: uptake of new technologies and low carbon solutions
- Compensate: offsetting those emissions we have no other way of preventing

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Our strategy is split between two workstreams: Warehousing and Infrastructure; and Transport. The following environmental management measures and projects have been completed or implemented within each focus area since for the inception of GXO Logistics Inc within its UK and Ireland operations (inclusive of GXO Logistics UK). The below reporting and information covers all GXO Logistics, Inc operations in the U.K. & Ireland unless otherwise specified.

Warehousing and infrastructure

Certifications, reporting and verification

73

Sites with ISO 14001 certification

- GXO Logistics Inc's UK Environmental Management System has been certified to ISO 14001 and sets a standard across our business, creating a consistent approach to minimising our impact on the environment. This embeds sustainability across all levels of our business and throughout our operations.
- Across GXO Logistics, Inc's UK & Ireland operations we have 73 sites certified to ISO 14001
- GXO Logistics, Inc participates in EcoVadis sustainability assessments.
- GXO Logistics, Inc reports to the Carbon Disclosure Project (CDP).

5

Sites with BREEAM certification

BREEAM – New builds are assessed for BREEAM Excellent specification in building design to ensure optimal energy efficiencies can be achieved. This will include sensored LED lighting installed as standard and consideration given to feasibility of Solar PV, heat pumps and rainwater harvesting. Currently 5 sites are under BREEAM certification across GXO Logistics, Inc's UK & Ireland operations.

Energy

80%

LED lighting coverage

5

sites installed with solar PV

- Reviewing opportunities to generate on site renewable energy including air source and ground source heat pumps to replace need for gas heating systems.
- LED and sensor lighting: scoping and install projects continue across the estate to ensure we reach our global 80% LED coverage target by 2025. Installing LED lighting (inclusive of sensors) can typically reduce lighting energy by 30 and 50%. For ambient sites, lighting

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energy can be between 40-50% of overall building emissions. We have met our target, with coverage for GXO Logistics Inc's operations in the UK (including GXO Logistics UK operations) at 80%.

- Green tariff electricity has been investigated by procurement to analyse the costs and benefits. We have recently reviewed purchasing green energy for certain sites and currently procure 42% REGO certified green tariff electricity for GXO Logistics Inc's operations in the UK (including GXO Logistics UK operations)
- Solar PV: transition to on-site renewable energy sources such as solar PV. We have solar PV across multiple contracts within GXO Logistics, Inc's operations in the UK, with further scoping projects currently underway.
- Energy awareness and efficiency training is mandatory for all new starters and is delivered through GXO University, supplemented by site-specific training modules where relevant.
- Voltage optimisation at various sites reduces incoming excess voltage from the National Grid. This transformer means less energy is used by the site, offering energy and carbon savings.
- Ensure electric MHE are used across all sites and efficient charging is in place.

Packaging and waste

98%

Landfill diversion rate in the UK and Ireland (inclusive of GXO Logistics UK).

Waste

- Our waste minimisation and prevention projects contribute to reducing our Scope 3 emissions, including waste prevention projects, packaging reductions / alternatives, eliminating single use plastics and accurate waste segregation. Through our ESG Impact Ambassadors, we have increased engagement in waste segregation, recycling and consumption reduction initiatives at site level, helping deliver carbon reduction benefits for a number of customers. Automatic balers remove the need for manual labour to make cardboard bales, allowing much higher volumes of denser bales to be produced at a faster rate. This process increases the recycling rates by 400 tonnes per year, increasing revenue and saving 261 tonnes of CO_2e annually at one site in the UK.
- Processing waste on site: waste that was previously sent to recycling centres is now being processed on site. One site has been able to eliminate 20 vehicle movements, delivering a £38,000 cost saving while reducing associated transport emissions.

Packaging

- Increase recycled content within our packaging as we aim to continue to reduce our impact in a greater number of areas.
- Paperless manifests: removal of returns note within parcels for domestic customers by switching to returns facilitated online. 35 million orders no longer require a note to be printed,

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saving energy (2.83 tCO_2e) and paper at one site.

- Shrink wrap reduction through trialling and promoting thinner microfilm has resulted in a plastic saving across 25 sites of 144,615 kgs of plastic. One site tested various films to determine the optimum option to reduce waste and costings based on the UK Plastic Packaging Tax. The testing resulted in a 30% reduction of shrink wrap used, from 3 to 2 tonnes. This reduction has an embedded saving of £1,500 and 2.6 tCO_2e per year based on 24,500 pallets wrapped.
- Reusable sacks replacing pre-printed cardboard. This has resulted in a 275 tCO_2e saving a year and £140,000 savings at one site.

Transport

Our transport strategy is split into four pillars:

- → Alternative fuels
- → Planning excellence
- → Route execution
- → Vehicle design and technology

Within these pillars, the following initiatives have been introduced:

Alternative fuels

120+
CNG trucks in our fleet

220+
LNG vehicles in our fleet

- GXO Logistics' vehicles in the UK are reviewed for lower carbon alternatives, ultra-low and zero tailpipe emissions vehicles and are assessed based on relevance, market and operational requirements.
- Logistics UK 'Route to Net Zero'. We are signatories to the Logistics UK 'Route to Net Zero' campaign, an industry-wide pledge to work towards reducing emissions and adopt lower carbon sustainable technologies as and when they become viable.

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- Liquefied Natural Gas (LNG) trucks are commercially available now as a lower carbon alternative to diesel trucks. Although LNG is lower carbon it is still a fossil fuel and so will also be phased out eventually (likely from 2035). Emissions reductions estimated at 20% vs a Euro VI diesel or 33% if a blend of bio-LNG is used. GXO Logistics, Inc operates 100+ LNG vehicles in the UK.
- Compressed Natural Gas (CNG) trucks are a commercially viable lower carbon alternative to diesel trucks. GXO Logistics, Inc currently operates 100+ in the UK. Although CNG is lower carbon, it is still a fossil fuel and so will also be phased out eventually (likely to be from 2035). In response to this the CNG trucks now use Biomethane CNG, with 85% lower Well-to-Wheel (WTW) emissions.
- Electric vehicles are currently being trialled in partnership with vehicle manufacturers.
- Green Hydrotreated Vegetable Oil (HVO): trials conducted in partnership with a customer utilised waste oil from pubs, contributing to a circular economy within the operations. The results from the trials showed a reduction in carbon emission up to 90% compared to diesel. We are reviewing opportunities to source additional Green HVO from our designated suppliers to incorporate across more of our sites.

We understand our future fleet will be made up of a combination of fuels. In the short term we are looking to improve our vehicle and fuel efficiency on fleet within our portfolio as we improve load and route optimisation. Drop-in fuels and natural gas are viewed as a mid-term solution, before implementing hydrogen and electric in the long term. We are trialling alternatives across the business to understand the challenges and opportunities associated with each.

Planning excellence

>80%

Of sites use route optimisation

- Advanced routing capabilities: advanced, proprietary algorithms calculate the most efficient routes for vehicles, limiting miles and diesel usage whilst also reducing unnecessary wear-and-tear on vehicles.
- Carbon Minimiser Tool: the capabilities within this effectively decrease carbon emissions and fuel consumption within scheduled plans, resulting in a reduction of both environmental impact and transportation operating expenses.

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- Performance tracking: enables us to monitor performance of our operations by setting both industry standard and business-specific key performance indicators (KPIs) which are easily shared across the organisation.
- In partnership with our data science partners at 'Datasparq', GXO Logistics, Inc is now harnessing the capability of AI across a number our transport operations to seek further optimisation gains. Datasparq has delivered a 25,000-litre reduction in fuel per year equating to 720 tCO2e from operational efficiencies for one customer.
- Route optimisation is achieved using planning software such as Aptean (formerly Paragon) to plan routes more effectively, ensuring the most efficient routes are taken, avoiding heavy traffic and minimising distance between delivery points. To ensure optimal benefit, local knowledge can also be planned in and parameters reviewed regularly to override anything that the system does not pick up. GXO Logistics, Inc uses route optimisation at 80%+ of UK sites.
- Load optimisation: utilising technology and tools to monitor vehicle loads, we are optimising capacity to ensure we remove unnecessary vehicles from the road. Load optimisation is reviewed on all contracts across the business, using AI and our transport management systems, the number of miles and diesel used are reduced by eliminating unnecessary space and ensuring optimum loads.

Route execution

90%

of fleet is fitted with telematics

- Telematics can be used be used to monitor driving styles including acceleration, braking and idling. This data is then used to coach drivers on how to drive more efficiently, avoiding idling, harsh braking, hard acceleration, over revving / number of revs, speeding and 'green band driving'. Reports can be downloaded by management to educate drivers and increase awareness to increase fuel efficiency. 90% of GXO Logistics, Inc's fleet in the UK and Ireland is fitted with telematics. All new vehicles continue to be purchased with telematics unless customer specifies exclusion of telematics.
- Fuel efficiency training: drivers are assessed on commencement of employment using one-to-one coaching and telematics as described above. Driver Certificate of Professional Competence (CPC) training includes green band driving. Combining regular coaching with effective monitoring has helped enable fuel efficiencies of between 5 and 10%.
- Fuel efficiency competitions between drivers have further increased mpg and encourage continuous improvements.

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Vehicle design and efficiencies

100%

Of new vehicles purchased are EURO VI

- All new vehicles introduced into GXO Logistics, Inc's UK and Ireland fleet are now underpinned by best-in-class vehicle design and industry-leading safety features.
- Euro VI D: all new vehicle fleet purchases by GXO Logistics UK will be Euro VI as standard. Euro VI D are currently diesel vehicles with the lowest available tail pipe emissions in terms of nitrous oxides, carbon monoxide, hydrocarbons and particulate matter.
- Remove diesel-powered vehicle temperature control units through switch to direct drive or solar powered refrigeration, both are currently in trial phase within our business.

Sustainable commuting

83%

Of company cars are electric or hybrid

- Microsoft Teams is now widely used, avoiding business travel for meetings, allowing employees to work from a single location or from home.
- Lower carbon company car options are increasingly offered. There is currently a good selection of both EV and PHEVs in our company car fleet list. The percentage of diesel vehicles within GXO Logistics Inc's UK company car fleet reduced from 40% in 2022, to 9% in 2024, with the proportion of lower carbon alternatives increasing. 83% of company car vehicles are now electric or hybrid (as of January 2024).
- One site uses an electric taxi, transporting colleagues or customers to the site, aiming to reduce the site's reliance on local taxis and offering a carbon reduction option.
- EV charging station coverage across the business is increasing to support the increasing number of electric and hybrid company car fleet, as well as employee vehicles.
- Lift share schemes, cycle to work scheme and bus routes for certain sites/locations encourage sustainable commuting practices.

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Upcoming carbon reduction projects

- Specialist electricity reduction projects targeted at UK cold storage sites to reduce energy consumed by refrigeration equipment such as installation of a variable speed driver to divert incoming excess energy from the grid.
- Further LED lighting projects to cover >80% of operational warehouse space. The predicted roll out at GXO Logistics Inc's operations in the UK (inclusive of GXO Logistics UK) will allow us to achieve the global target ahead of schedule.
- Ever increasing number of lower carbon alternatives within our fleet with an increased focus on CNG as a stepping stone fuel to electrification of our fleet.
- Purchase of REGO certified green energy tariff, with 100% coverage of GXO Logistics UK by 2030.
- A project to review current systems and methodology for subcontractor transportation reporting (scope 3 emissions) underway.
- Determination of scope 3 boundaries and reporting methodology have been conducted by external consultants. The project will review reporting systems and current procurement policies and requirements.
- Roll out the ESG Impact Ambassador programme to have at least one representative per site within GXO Logistics' UK & Ireland operations by the end of 2026.
- GXO Logistics Inc Scope 3 footprint exercise and exploration of global Corporate Net Zero target through the Science Based Targets Initiative (SBTi).

Abbreviations

- CRP: Carbon Reduction Plan
- HVAC: Heating, ventilation and air conditioning
- ESG: Environmental, Social, Governance
- GHG: Greenhouse Gas
- EV: Electric Vehicle
- CNG: Compressed Natural Gas
- LNG: Liquified Natural Gas
- REGO: Renewable Energy Guarantee of Origin
- SECR: Streamlined energy and Carbon Reporting
- DEFRA: Department for Environment, Food and Rural Affairs
- LED: Light-Emitting Diode
- CDSB: Carbon Disclosure Standards Board

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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 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.

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

Approved on behalf of GXO Logistics UK Limited

Gavin Williams, CEO, UK and Ireland



Date: 7 October 2026

James Gill, Senior Vice President Finance, UK & Ireland



Date: 7 October 2026

GXO



Logistics at full potential