



PPN *CARBON* Reduction Plan

AGM Group



PPN Carbon Reduction Plan

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AGM Group**Publication Date 24 December 2025****Commitment to achieving Net Zero**

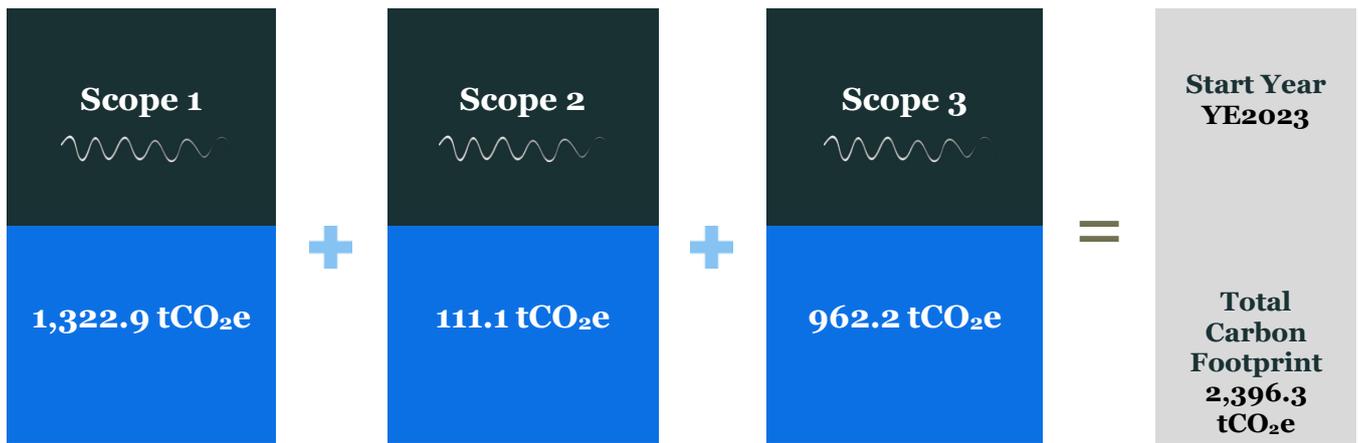
AGM Group is committed to achieving Net Zero emissions by 2040

AGM Group's Net Zero target date is set for 2040. The reduced carbon emissions will be a direct result of their move to renewable energy consumption, efficiencies in fleet emissions and the installation of LED lighting at various sites across the UK. They will continue working with their Scope 3 supply chain to ensure they meet their requirements in all their ESG and sustainability targets and reporting.

Baseline Emissions Footprint

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.

AGM Group reported its scope 1 and 2 emissions as well as the required subset of scope 3 emissions for the carbon reduction plan for the first time in YE2023.



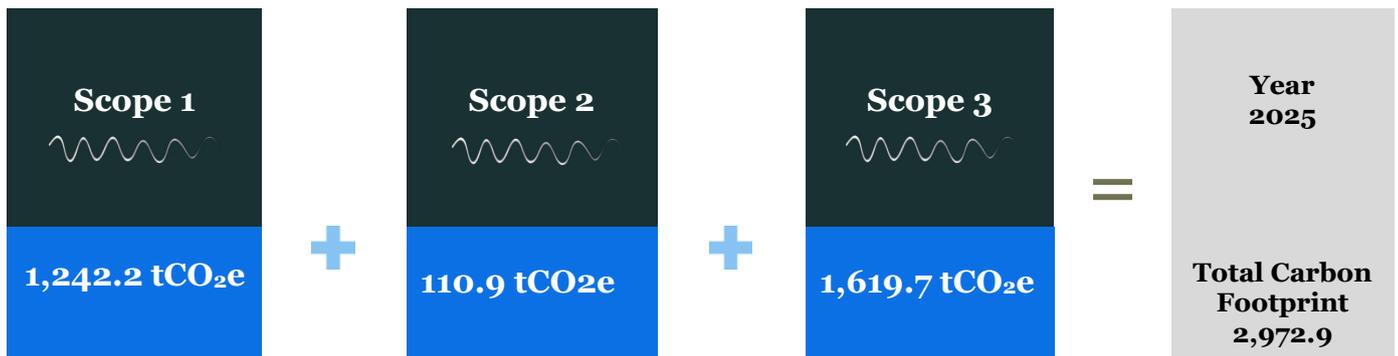
Additional details relating to the Baseline Emissions calculation

This is the first year in which AGM Group has measured the full scope of emissions required for PPN 06. As well as its Scope 1 and 2 emissions, AGM Group has measured its waste, business travel, upstream transport and distribution, and commuting. Emissions from downstream transportation and distribution were deemed not applicable.

Current Year Emissions Footprint

Current Year emissions are a record of the greenhouse gases that have been produced in the current year of reporting following the introduction of any strategies to reduce emissions. Current emissions are used to record the measurement of reduction in the reporting period.

AGM Group’s scope 1 and 2 emissions includes measurement for Stationary Fuels, Fugitive Emissions, Mobile Fuels, Electricity and Renewables



Additional details relating to the Current Emissions calculation

Current emissions calculations include the subset of scope 3 categories required for PPN 06. For AGM Group, this includes Fuel- and Energy-related Activities, waste, business travel, upstream transport and distribution, and commuting. Certain scope 3 categories were excluded as AGM Group don’t have the facilities to measure them at this time, these include Capital Goods and Purchased Goods and Services. The following scope 3 categories are not included in AGM Group’s measurement as they aren’t applicable to their business; Upstream Leased Assets, Downstream Transportation and Distribution, Processing of sold products, Use of Sold Products, End-of-Life Treatment of Sold Products, Downstream Leased Assets, Franchises and Investments

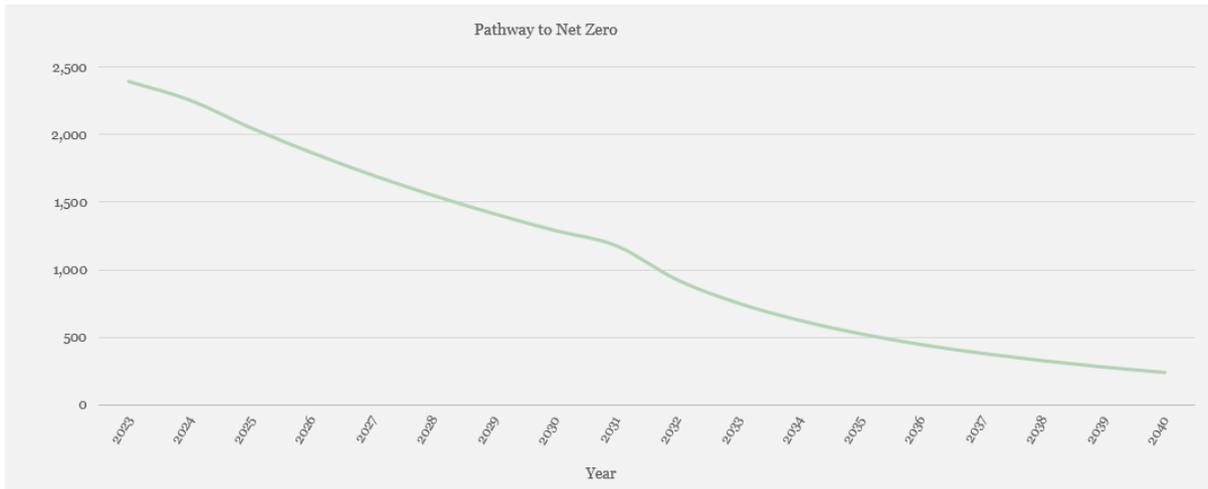
Current Year Emissions Breakdown

Scope	Emission Category	YE 2024 tCO ₂ e	YE 2025 tCO ₂ e	YE 2025 Proportion	YE 2025 tCO ₂ e normalised	YE 2025 Change normalised
Scope 1	Mobile Fuels	1,200.8	1,203.2	40.5%	1,203.2	0.2%
	Stationary Fuels	44.5	39.0	1.3%	39.0	-12.3%
Scope 2	Electricity (location-based)	114.4	101.7	-	99.4	-13.1%
	Electricity (market-based)	106.8	110.9	3.7%	108.6	1.8%
Scope 3	Category 3: Fuel & Energy-Related Activities	9.5	331.1	11.1%	9.9	3.6%
	Category 4: Upstream Transportation & Distribution	347.2	505.8	17.0%	320.8	-7.6%
	Category 5: Waste	157.8	202.7	6.8%	201.8	27.9%
	Category 6: Business Travel	57.7	45.6	1.5%	33.5	-42.0%
	Category 7: Employee Commuting	377.7	534.5	18.0%	423.2	12.0%
Total (market-based)		2,301.9	2,972.9		2,339.9	1.7%
No. employees		290	277		277	
Per employee		7.9	10.7		8.4	6.4%
Turnover £m		40.7	38.8		38.8	
Per £m turnover		56.6	76.6		60.3	6.5%
Total (location-based)		2,309.5	2,963.7		2,330.7	0.9%
No. employees		290	277		277	
Per employee		8.0	10.7		8.4	5.7%
Turnover £m		40.7	38.8		38.8	
Per £m turnover		56.8	76.4		60.1	5.8%

Emissions Reduction Targets

In order to continue our progress to achieving Net Zero, we have adopted the following carbon reduction targets.

We project that carbon emissions will decrease over the next 15 years to **239.63 tCO₂e** by **2040**. This is a reduction of **90%** from the baseline year.



Summary

<p>Start Year</p> <p>2023</p>	<p>Year to achieve Net Zero</p>	<p>Net Zero target Reduction per year</p>
<p>2,396.3</p>	<p>2040</p>	<p>13%</p>

Carbon Reduction Projects

Completed carbon reduction initiatives

The following environmental management measures and projects have been completed or implemented since the 2023 baseline to date. The carbon emission reduction achieved by these schemes equate to 65.59 tCO₂e, a 2.75% reduction against the 2023 baseline.

In this period, AGM Group continued their commitment to reducing their fleet-defined carbon footprint by switching out company vehicles with standard internal combustable engines, for electric or hybrid vehicles where such options were practical within the company. To AGM Groups fleet contains 1 electric van, 3 electric cars and 1 hybrid car. This means that 17.1% of the total fleet is now electric vehicles or hybrids. AGM Group also expanded the hydrogen cleaning of fleet assets across the whole AGM Group to further reduce their emissions by up to 70%.

During this reporting period the AGM Group board voted to implement a plastic free packaging solution as part of their commitment to reducing the impact of their business on the environment. This was implemented in December 2024 and Packers using paper blankets (4, 5 or 6 ply) for domestic and International use have adapted quickly following initial on-site training. The launch of their plastics free packaging materials initiative will also see all branding removed from their materials and the use of bleach free recycled card for their boxes. This is estimated to take their recycling waste percentage from 82% to 85+% by eliminating plastic packaging waste such as bubble wrap or Vinyl/Polypropylene tape. AGM Group is also focused on reducing the carbon footprint of its Head Office and have been working closely with TJames electrical to support the replacement of the lighting fixtures in their offices and corridors to LED lighting. to actively reduce their consumption of electricity. Actively reducing their consumption of electricity which will have a significant impact on their scope 2 carbon footprint emissions.

Completed carbon reduction initiatives

In the future we hope to implement further measures. The following environmental management measures and projects are planned from the current year onwards, to drive the carbon footprint towards our net zero carbon targets.

AGM Group aims to hit this target by completely electrifying their fleet, eliminating diesel and petrol vehicles, Introducing low carbon fleet & travel policy. Along with producing 100% renewable energy at all sites. AGM Group plans to embed robust, high-quality business travel data collection as part of expense recording for their business travel and to run an internal campaign to raise awareness of the benefits of walking/cycling to work to decrease commuting emissions.

Net Zero Action Plan

		Projects	Accountability	Timeline	Costs	Carbon Saving	Priority
	Energy Efficiency (Scopes 1 & 2)	<p>Introduce heating and cooling optimisation by introducing set points and out-of-hours.</p> <p>Conducts regular energy audits of all sites to ensure heating and cooling mechanisms are continuously optimised.</p> <p>Continue to investigate ways to reduce energy consumption at all sites.</p> <p>Develop an energy efficiency strategy for each premises.</p> <p>For Fleet, do consider telematics vehicle/driver tracking & analytics</p>	<i>Group COO</i>	Ongoing	Low	Low	<i>Short term</i>
	Decarbonise energy demand. Fuel Switching (Scopes 1 & 2)	<p>Completely electrify fleet, eliminating diesel and petrol vehicles.</p> <p>Introducing low carbon fleet & travel policy.</p> <p>To investigate alternative vehicles already on the market which may suit the required needs of the business.</p> <p>Explore the potential for Natural Gas elimination from the footprint via Heat Decarbonisation (where applicable) through Air/Ground/Water heat pumps or use of electricity.</p> <p>Investigate switching out high-emitting refrigerants for natural refrigerants where possible across all sites.</p>	Group COO	Ongoing	High cost to replace fleet with EV's	Group COO	Ongoing
	Decarbonise energy supply. Embedded Generation & Storage (Scope 2)	<p>Procure 100% renewable energy at all sites.</p> <p>Research and calculate return on investment for on-site green energy generation on owned buildings.</p>	<i>Group COO</i>	100% renewable from Q2-Q3 2026	Costs are highly dependent on the prevailing commercial tariff at the time.	Market-based emissions could be reduced to 0.	<i>Short term</i>

Net Zero Action Plan Scope 3 Subset

		Projects	Accountability	Timeline	Costs	Carbon Saving	Priority
	Business Travel	<p>Consider offering employee salary sacrifice schemes to incentivise those using personal vehicles for Company business to acquire EV's or other low-emission vehicles.</p> <p>Plan to embed robust, high-quality business travel data collection as part of expense recording. In this case, instead of assuming the average car, establish whether it is diesel/petrol/PHEV or Electric.</p> <p>Explore changing its business travel policy to include an essential travel decision hierarchy: public transport/lift sharing as priority modes.</p> <p>Explore the benefit of setting travel budgets or targets for each mode of transport to recognise and reward examples of best performance in achieving sustainable travel. This could prioritise the use of electric or hybrid vehicles for business travel or staying in hotels with strong sustainability credentials.</p> <p>Set annual business travel carbon footprint reduction targets.</p>	<i>Group COO</i>	<p>EV SSS already implemented.</p> <p>Extending scheme to hybrids</p> <p>In place. Business travel limited to Directors and senior managers</p> <p>For review early 2026</p>	Low/Medium	Low	<i>Immediate</i>
	Employee Commuting	<p>Create a low-carbon toolkit to promote best practice among colleagues.</p> <p>Run an internal campaign to raise awareness of the benefits of walking/cycling to work.</p> <p>Provide individual travel plans for employees with sustainable options.</p> <p>Refresh HR and travel policies to include lift-sharing/public transport options as well as introducing flexible working.</p> <p>Share details of the tools available to make virtual work effective.</p> <p>Departmental travel budgets could also be introduced along with EV charging point help and financial rewards for having an active commute.</p> <p>Embed robust, high quality commuting data collection as part of commuting recording. In this case instead of assuming the average car, establish is it diesel/ petrol/ PHEV or Electric.</p> <p>Promoting public transport and rewarding employees who give up commuting with their private vehicle.</p> <p>Promote Government-approved employee salary sacrifice scheme (e.g., Green commute initiative Bike2work, cyclescheme) and provide information on the types of bikes available for the different needs (city bike, cargo bike, electric bike, e-cargo bike).</p>	<i>Group COO</i>	<p>For review Q3 2026</p> <p>CTW scheme in place to encourage cycle to work. Flexible/Agile working in place for past 5 years. EV charging at 3 sites.</p> <p>Review Q1 2026.</p> <p>CTW and EV SSS operational</p>	Low	Low	<i>Medium term/ Operational now</i>
	Waste Generated in Operations	<p>Increase activity-based data collection to improve its footprint accuracy. This could include mandating waste data from their waste management company and measuring their waste footprint at all locations.</p> <p>Setting SMART waste reduction targets.</p> <p>Review composting waste and publish quarterly waste 'league tables'.</p> <p>Increase employee education, engagement, and knowledge around waste.</p> <p>Create waste reduction plans, promote waste toolkits, share challenges, and issue staff with reusable water bottles.</p> <p>Develop a zero waste-to-landfill policy and create supporting infrastructure. This policy could be embedded in site operating procedure, suppliers could be selected based on their disposal streams, composting bins could be introduced, and personal waste bins could be removed.</p> <p>Exploring opportunities to use only materials containing recycled content and that are recyclable at end-of-life in their supply chain, moving towards a circular economy model.</p>	<i>Group COO</i>	<p>Already in receipt of data</p> <p>Review in Q3 2026</p> <p>Packing materials are recycled and plastic free. All paper waste recycled.</p>	The vast majority of these measures could be able to be completed with either low or no direct costs.	Low	<i>Medium term</i>

Declaration

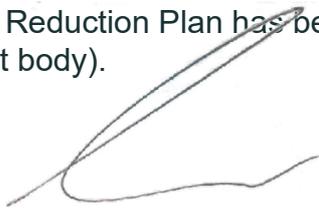
This Carbon Reduction Plan has been completed in accordance with PPN 006 and associated guidance and reporting standard for Carbon Reduction Plans.

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 (where required), 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).

Signed



Date 02.12.2025

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GROUP