ESG SUPPORTING INFORMATION

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The material ESG topics mapped to our value chain

Over the last few years, we have used materiality assessments, stakeholder feedback and desktop research to identify the material ESG topics that are relevant to our value chain (upstream, downstream and within our own operations). The infographic below helps to demonstrate the extent of these topics. Further details can be found on pages 39 to 57.

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Packaging categories

- Packaging refers to packaging and other products within the foodservice, grocery and retail sectors which are facing legislation or consumer pressure.
- We have exercised our judgement to allocate sales to the packaging and non-packaging categories as explained in the table below.
- In future years packaging and products may move between categories and/or may be added or removed (for example, as legislation changes, recyclability improves or if a new line of products is launched).

CATEGORY DETAIL AND NAME APPLIED BY BUNZL		DESCRIPTION	EXAMPLE PRODUCTS IN CATEGORY
Category detail: Single use plastic products facing restriction **Bunzl name:** Consumable facing regulation	**1**	The single use plastic products most commonly facing restriction – i.e. outright bans or complete restriction on placing into the market within the majority of the countries in which we operate – this is the category where we expect to see some volume reduction and transition may not happen on a like-for-like basis. We have expanded these specific regulations to all business areas where such products are sold. This is to provide consistency, as it can be reasonably expected that legislation will follow to those areas where it does not currently apply.	Including but not limited to: • Plastic cutlery • Plastic plates, bowls, platters and lids
Category detail: Single use plastic products facing regulation (not outright restriction) **Bunzl name:** Consumable likely to transition	**2**	Single use plastic products that have existing measures in place (either legislative in countries we operate or voluntarily by some brands/businesses we sell to) to control their usage. As the use of these products across our Group is not completely restricted (i.e. there are no consistent bans as with category 1) and the products themselves serve a functional purpose, customers typically transition away from these products to alternatives on a like-for-like basis (including reusable options). We have expanded these specific regulations to all business areas where such products are sold to provide consistency.	Including but not limited to: • Single use plastic cups • Paper cups and soup containers with plastic lining • Lightweight plastic carrier bags • EPS food containers
Category detail: Single use plastic products where plastic is an appropriate material for the job, where alternatives are not commercially available or where substitution could cause unintended environmental consequences **Bunzl name:** Packaging and products with an important purpose	**3**	Single use plastic products where plastic is an appropriate material for the job from a functional perspective, where alternatives do not currently exist at scale or where unmitigated, careless substitution of plastic could lead to significant negative, unintended consequences such as higher carbon emissions, water use and food waste.	Including but not limited to: • Plastic food containers • Plastic pouches, packets, and wrappers • Baking paper and parchment
Category detail: Recyclable, reusable, compostable products, and those made from renewable resources **Bunzl name:** Packaging and products made from alternative materials	**4**	These represent the alternative solutions our customers typically transition their single use packaging and products to. These are products that are typically recyclable or compostable, made from a renewable resource, for example palm leaf or sugar cane, plastic products containing a proportion of recycled content (where these products are also recyclable) and reusable products such as 'bags for life' or refillable coffee cups that are products specifically designed to be used more than once. National guidance (where it exists) has been used to determine the recyclability of a product. Due to the huge variation in recycling provisions globally we have expanded these criteria to all business areas where such products are sold to provide consistency.	Including but not limited to: • PET and rPET food containers • Cardboard or paperboard containers • Compostable plastic cups • Reusable cups • Alternative materials cutlery • Alternative materials plates, bowls, platters and lids • Paper bags • Reusable carrier bags

Assessing climate change scenarios and their impact on our business

As climate risks become an increasingly significant factor in business operations and the global economy, regulations related to climate risk disclosure are emerging. Once voluntary under frameworks like the Taskforce on Climate-related Financial Disclosures ('TCFD'), climate risk assessments are now mandated by regulations, such as Companies (Strategic Report) (Climate- related Financial Disclosure) Regulations 2022, the European Union Corporate Sustainability Reporting Directive ('CSRD'), Australia's ASSB S1 and S2, and the California Climate Act.

The Board, Executive Committee and every business area and operating company in Bunzl identify and document risks in a consistent way within the categories of strategic, operational, and financial risks. Our process for identifying and assessing risks on an ongoing basis is detailed on pages 64 to 72. These include current and emerging climate-related risks and opportunities and by doing so, we are ensuring that climate change is integrated into the Group's overall risk management process.

In 2024 we engaged an expert consultant to review and enhance our climate risk assessment, covering our operations and supply chain. As part of this work, the consultant validated our approach to assessing the financial impacts of climate risks. In 2025 we considered the output of the comprehensive exercise completed in the prior year and concluded that there was no change to our risk assessment.

The assessment process consisted of five main stages:

1. Defining the scope of the risk assessment

We have carried out an assessment of the countries that have the greatest climate vulnerability and where we have significant business or supply chain presence. Based on this, we identified 17 countries as priorities for the climate risk assessment.

2. Evaluating and prioritising climate risks and opportunities

Desktop research was conducted to analyse the 17 prioritised countries based on predefined climate risks from frameworks such as the TCFD and the Carbon Disclosure Project ('CDP'). This was followed by an internal consultation process with Bunzl teams in regions where climate risk regulations are becoming more stringent. The outcome of this process was the identification of seven key transition risks and five physical risks. These risks were categorised into regulatory, market, technology and physical domains.

Key transition risks include increased costs due to higher and more strict carbon prices, the overall impact on the global economy due to economic damage from climate change, loss of revenue due to higher ESG customer requirements and higher costs due to the increased price of raw materials such as oil. Physical risks included acute risks, such as extreme temperatures, floods, cyclones, and wildfires, as well as chronic risks related to the gradual rise in mean temperatures.

Each risk was qualitatively assessed based on its magnitude and likelihood. The highest priority risks identified were ESG customer requirements, carbon pricing, the global economic impact of climate change, and extreme weather-related impacts. In addition to climate risks, two climate-related opportunities were identified: increased revenue through shifting customer preferences towards sustainability and the substitution of resources with more sustainable alternatives. The time horizons for the scenarios were updated to short term: 2030, medium term: 2040, and long term: 2050.

3. Selecting climate scenarios and timeframes

In a next step, we assessed the impact of various climate change scenarios. After analysing climate models from the Network for Greening the Financial System ('NGFS'), the International Energy Agency ('IEA') and the Intergovernmental Panel on Climate Change ('IPCC'), the NGFS model was again selected for its flexibility in assessing both transition and physical risks. The three scenarios, Orderly (Net Zero by 2050), Disorderly (delayed transition), and Hothouse World (current policies), were chosen to reflect various climate trajectories and their impact on Bunzl. The 'Orderly' and 'Disorderly' scenarios align with global warming trajectories of 1.5ºC and 2ºC by 2100, respectively, but differ in the speed and extent of decarbonisation over the next 30 years. Our final scenario ('Hothouse World') assessed the potential impacts of a world in which global warming exceeds 3ºC by 2100. Our scenarios broadly align with the environmental and economic conditions represented in the NGFS scenario framework (www.ngfs.net/ngfs-scenarios-portal/explore).

4. Evaluating the impact on our business

We have applied the three climate change scenarios to the four key risk areas (carbon pricing, ESG customer requirements, the global economic impact of climate change and extreme weather related impacts) to understand the impact each scenario could have on Bunzl's business. Each climate risk was quantified using three scenarios: best-case, mid-case, and worst-case. We have then worked to calculate the financial impacts associated with the various scenarios. Looking at the various timeframes and the Group's assessment of risk, principal risks are those which are material to the development, performance, position or future prospects of the Group.

Given our assessment of the likelihood and magnitude of impacts under the various scenarios and for the four key risk areas, we conclude that climate change remains a principal risk for Bunzl. We also conclude that while climate change is a principal risk that is likely to have an impact on the Group in the future, the financial impacts are sufficiently limited and uncertain and sufficient opportunities exist to mitigate them.

Our climate change response measures are outlined on pages 203 and 204 and include proactive scanning and responding to customer expectations, offering a broad range of alternative product solutions, setting science-based emission reduction targets, and effectively passing on increased product costs (for example, due to carbon pricing) to our customers.

5. Effectiveness of response measures

We will continue to evaluate (and when necessary accelerate) our existing response measures to ensure that our business continues to be resilient to the assessed risks and is able to capitalise on business opportunities that our response to climate change may offer.

Climate change scenarios

This section provides additional details around the scenarios used, the impacts that were evaluated, the key risks and opportunities and our response measures.

Our climate change scenarios align with the environmental and economic conditions represented in the Network for Greening the Financial System ('NGFS') scenario framework. This framework was used as the basis for the Bank of England's 2021 Biennial Exploratory Scenario on climate risks and is based on the following assumptions:

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Scenario 1 – 'Orderly'
This reflects net zero 2050 commitments from COP26. This scenario aims to limit global warming to 1.5°C by implementing stringent climate policies and fostering innovation, achieving net-zero CO_2 emissions around 2050. Ambitious climate policies are enacted immediately, resulting in relatively low physical risks but high transition risks.

Scenario 2 – 'Disorderly'
This scenario assumes a lack of coordinated response to climate change and therefore emissions reductions are limited until 2030. Climate policies are delayed or divergent across countries and since actions are taken relatively late emissions initially increase but decline sharply after 2030. While emissions decline, they still lead to approximately 2.6°C of warming, resulting in moderate to severe physical risks and relatively low transition risks.

Scenario 3 – 'Hothouse World'
The final scenario assumes that governments fail to introduce the policies needed to address climate change beyond those that are already in place. This scenario assumes that only policies currently in place are maintained. As a result, emissions continue to rise until 2080, leading to approximately 3°C of warming. Physical risks are severe under this trajectory, as no significant mitigation efforts are implemented.

Evaluating potential impacts of climate change on our business

The Group has considered three possible outcomes (best, medium, worst) across our key potential climate-related business impacts, under the three climate scenarios. We have assessed the impacts on a short term (to 2030), mid term (to 2040) and long term (to 2050) basis.

The key identified risks were grouped into four thematic areas: shifting customer expectations, carbon pricing, extreme weather-related impacts and the global economic impact of climate change.

Shifting customer expectations
Many customers have committed to dramatically reduce carbon emissions by 2050 (with some committing to net zero) and they expect suppliers such as Bunzl to contribute to achieving these targets. In our analysis we have assumed that ESG requirements would come from customers that have, or will set, SBTi targets, as this commitment reflects a stronger dedication to sustainability and a climate transition pathway. The number of customers setting such targets will vary significantly between the Orderly, Disorderly and Hothouse scenarios.

Bunzl has already established a science-based reduction target in line with an Orderly scenario and will assess on an ongoing basis whether this emissions trajectory continues to meet customers' ambitions.

Carbon pricing
Carbon pricing is a cost levied by governments to encourage polluters to reduce the amount of greenhouse gases they emit. We have considered the cost of carbon pricing under the three scenarios for our own (scope 1 and 2) emissions as well as for the emissions of our suppliers, as suppliers will pass onto us increased costs due to carbon pricing.

Extreme weather-related impacts
The business impact of extreme weather is already included in our climate model to assess the financial impact of climate change, as it could be a driver of lower GDP growth. Bunzl monitors the current impact of extreme weather on our operations to ensure we remain well prepared for worsening conditions in the future. In recent years we have seen disruptions due to extreme weather in North America (hurricanes and wildfires) and Australasia (wildfires and flooding). These events were predominantly regional and in most cases we were able to serve customers from a different location.

In our analysis we have considered the costs of repair and adaptation, the cost of stock losses and increased costs due to temporarily closing operations.

Global impact of climate change
We have modelled the business impact of changing market conditions, by considering the potential for climate change to lead to lower GDP growth as Bunzl's revenue is to some extent correlated with the health and progress of the economy, particularly in regions of the world in which Bunzl has significant operations. Economic damage from climate change could be caused by a number of outcomes, including shocks from extreme weather events, losses in agricultural productivity, temperature effects on labour productivity and human health, energy demands, and flows of tourism. All impacts are incorporated within the NGFS scenarios on which we have based our financial assessment.

THEMATIC AREA	RISK & OPPORTUNITIES	RESPONSE MEASURES
Shifting customer expectations Bunzl's customers are setting more stringent environmental targets. Bunzl is increasingly expected to help customers achieve their ambitions and goals.	**Risks** Failing to align with our customers' ambitions could lead to reputational damage and loss of sales. **Opportunities** Aligning with customers' ambitions could strengthen customer relationships, build resilience to new environmental legislation and policy, and create brand differentiation. The risks and opportunities are applicable for all time horizons and are most significant in the short and medium term.	Proactive scanning of customer trends and expectations. Our customers demand a wide range of solutions from Bunzl. We will build on our role as a material-agnostic distributor to provide customers with: • information on less carbon intensive products; • expert advice on the sustainability impact of products sourced; • a broad range of product solutions suited to the application they need; • options to reduce the impact of our deliveries (see page 50); and • setting emissions reduction targets to decarbonise our operations and supply chain in line with climate science (see page 51).

ESG SUPPORTING INFORMATION continued

THEMATIC AREA	RISK & OPPORTUNITIES	RESPONSE MEASURES
Carbon pricing A key potential impact could come from carbon pricing, leading to an increase in costs of carbon intensive products. It may create a stronger demand for low carbon products.	**Risks** Bunzl may face the risk of some increases in indirect costs from carbon intensive products. **Opportunities** Our material agnostic business model and flexible supply chain allows us to benefit from opportunities to source and supply specialist low carbon products. The risks and opportunities are applicable for all time horizons and are most significant in the short and medium term.	Bunzl is agnostic to the type of products it sources and supplies. Bunzl has the ability to effectively pass through any increased costs of products in our supply chain (for example due to carbon pricing mechanisms) to our customers.
Extreme weather-related impacts Bunzl's suppliers and operations have already experienced the impacts of extreme weather. For example, hurricanes in North America have disrupted Bunzl's distribution activities and wildfires have threatened Bunzl's Australian operations. In both cases, we have been able to mitigate the risks to ensure supply.	**Risks** The severity and frequency of extreme weather events could increase in the future. While the flexibility of Bunzl's supply chain has provided good operational resilience to the physical impacts of climate change, there could be an impact if several key customers in a high risk region were impacted simultaneously. **Opportunities** Our supply chain flexibility and lack of fixed manufacturing assets provide an opportunity to quickly respond to changing operating conditions such as flooding and erosion caused by changed weather patterns. The risks and opportunities are applicable for all time horizons and are most significant in the medium and long term.	Proven business continuity plans have ensured continued service to customers. Resilience through supply chain flexibility and lack of fixed manufacturing assets.

THEMATIC AREA	RISK & OPPORTUNITIES	RESPONSE MEASURES
Global impact of climate change The direct (physical) and indirect (transitional) risk may change the dynamics of the markets in which Bunzl operates. A key potential impact could come from carbon pricing, leading to some increase in costs of carbon intensive products. Climate change may create a demand for low carbon products or the supply of products which help mitigate the physical impacts of climate change. Certain markets may also be increasingly affected by extreme weather.	**Risks** Bunzl may face the risk of some increases in indirect costs from carbon intensive products. Certain markets may be increasingly affected by extreme weather (i.e. disruption to the hospitality industry in areas impacted by wildfires and flooding) which could impact our commercial strategy. **Opportunities** Our material agnostic business model and flexible supply chain allows us to benefit from opportunities to source and supply specialist low carbon products, or to acquire business and/or supply products which help mitigate the physical impacts of climate change. The risks and opportunities are applicable for all time horizons and are most significant in the medium and long term.	Bunzl is agnostic to the type of products it sources and supplies. This allows us to follow broader environmental, social and economic trends, entering new markets and seeking new customers where there is a business case for doing so. Bunzl has the ability to effectively pass through any increased costs of products in our supply chain.

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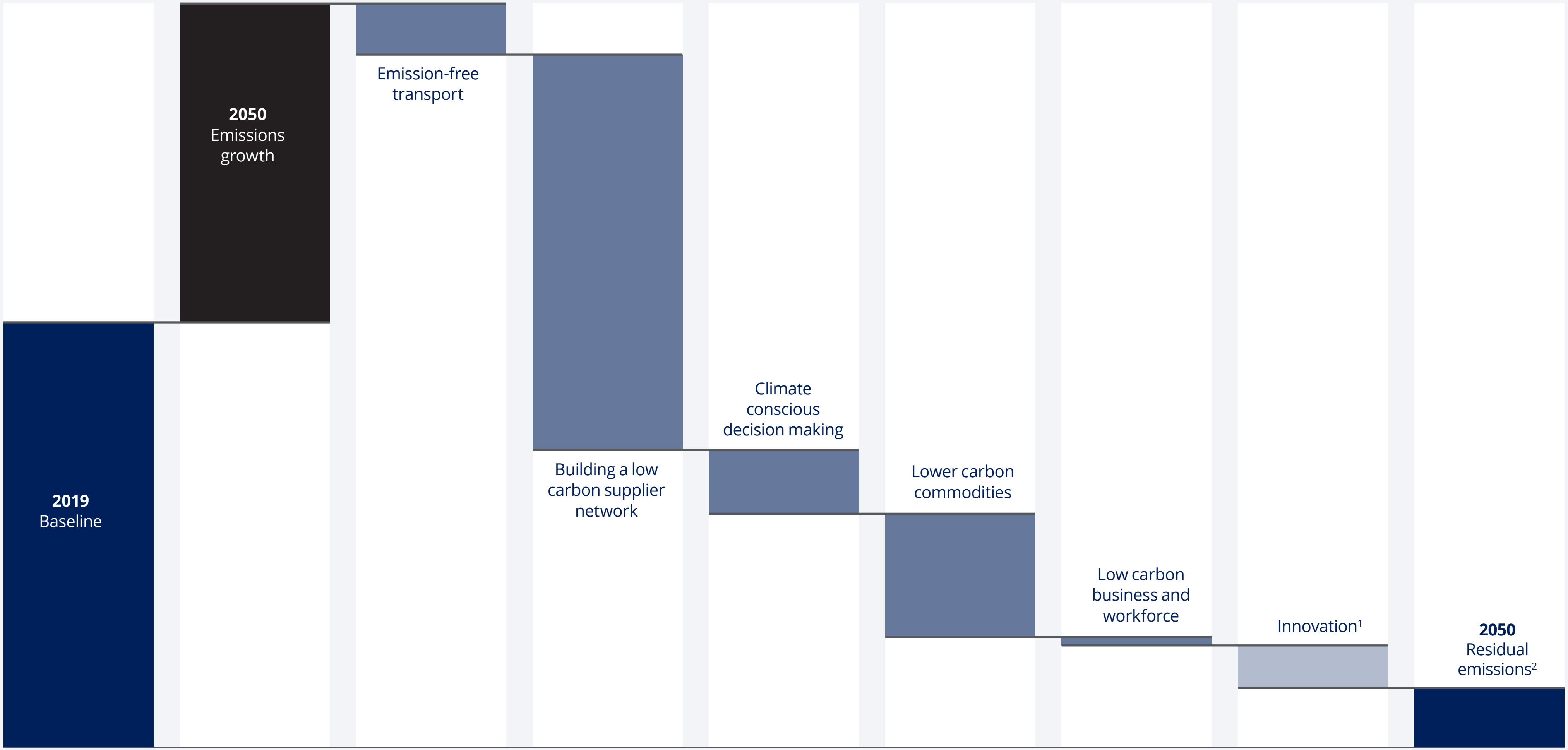
Our Net Zero transition plan

Decarbonisation impact by lever (2050)



100%	**75%**	**(12)%**	**(93)%**	**(15)%**	**(29)%**	**(2)%**	**(14)%**	**10%**
2019 baseline	Business as usual emissions growth	Low and zero carbon transport	Suppliers setting and achieving carbon reduction targets	Lower carbon solutions for customers	Raw material carbon reduction	More efficient operations	Innovation and technology	2050 residual emissions

1. We anticipate that beyond the reductions associated with the five key decarbonisation levers, further innovation and technology improvements, particularly related to product design and technology, transportation solutions and waste treatment will result in additional emissions reduction.
2. Residual emissions are those emissions that remain at the point of net zero, despite abatement efforts. We are committed to neutralising any residual emissions at the net zero target year.

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Decarbonisation levers

We have identified five decarbonisation levers that we will use to reduce both near and long term emissions in line with climate science to achieve net zero. Activities and projects relating to many of these levers are already in progress. Our immediate focus is to deliver our near term carbon reduction targets and continue to take action where we can now.

In the short term, to remain aligned to our net zero transition plan, we will focus our efforts on two key decarbonisation levers; building a low carbon supplier network and efficient operations.

DECARBONISATION LEVER	EMISSION SOURCES ADDRESSED	HOW REDUCTION WILL BE ACHIEVED	OVERALL IMPACT ON EMISSIONS[1]
Emission-free transport: Low and zero carbon logistics	• Commercial vehicles • Company cars • Upstream transportation and distribution • Downstream transportation and distribution	Transition to electric and other zero emission vehicles, prioritising logistics partners who have implemented similar levers	**High**
		Route optimisation, fuel efficiency monitoring software	**Low**
		Prioritising logistics partners who use a higher proportion of low emission fuels	**Low**
Building a low carbon supplier network: Suppliers setting carbon reduction targets	• Purchased goods and services	80% of suppliers by emissions to set and deliver short term reduction targets between 2027 and 2037	**Very High**
		Additional engagement after 2037 with a proportion of suppliers to set net zero targets	**Very High**
Climate conscious decision making: Providing lower carbon solutions for customers	• Purchased goods and services • End of life treatment of sold products	Customer engagement, education, data and knowledge sharing on the carbon impacts of various products can lead to an increased demand for lower emission solutions	**Medium**
		Customers setting net zero targets will cause a shift in the emissions associated with a product's end-of-life treatment due to increased recycling and reuse rates	**High**
		Expected improvements in country level waste management and increased recycling rates	**Low**
Lower carbon commodities: Raw material carbon reduction	• Purchased goods and services	Long term decarbonisation of the plastics industry through actions, such as reuse schemes, mechanically and chemically recycled plastics, plastics from biomass and Carbon Capture & Utilisation ('CCU') plastics	**Very High**
		Long term decarbonisation of the paper industry through actions such as heat pumps to reuse heat, increased pulp from recycled sources, low emission fuels, renewable energy	**High**
		Long term decarbonisation of the textiles industry through actions, such as improved materials mix (e.g. recycled and organic fibres), renewable energy, reduced fertiliser use, improved manufacturing efficiency	**Low**
Low carbon business and workforce: More efficient operations	• Electricity • Travel and commuting	Onsite electricity generation from solar panel installation and renewable energy procurement	**Low**
		LED lighting and other energy efficiency measures	**Low**
		Review of business travel practices and reduction in non-essential trips, employees to transition towards electric and other zero emission vehicles over time, decarbonisation of public transport	**Low**

1. Very High (>10% of total reduction), High (>5%), Medium (>2.5%), Low <2.5%.

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Key initiatives and results in 2025

The table below contains a summary of our performance and emission reduction initiatives for our key emission sources.

SCOPE 1 AND 2 EMISSIONS SOURCE	KPI % OF EMISSIONS IN 2025	% CHANGE SINCE 2019	KEY INITIATIVES AND RESULTS IN 2025	PROGRESS
Commercial vehicles	51%	-9%	In 2025, we increased the usage of Hydrotreated Vegetable Oil ('HVO') in our commercial vehicles and this initiative is currently in progress with 18 sites across the Group using this type of fuel. The HVO consumption by our commercial vehicle fleet increased to approximately 6% of the Group diesel consumption by commercial vehicles.	**On track**
Company cars	11%	-29%	We continue to replace Internal Combustion Engine (ICE) company cars with electric and hybrid vehicles. In 2025, we made significant progress across the Group. In North America, more than 25% of company cars converted to hybrid vehicles. In the UK and Ireland, 83% of company cars are electric (55%) or hybrid (28%). In Continental Europe, 25% of company cars are electric (10%) or hybrid (15%).	**On track**
Electricity	21%	-33%	We continue to install energy efficient lighting in our buildings. In addition, we increased the percentage of renewable electricity that we purchased to 31% in 2025. Our businesses continued to install electricity generating solar panels on rooftops. The electricity generated by these installations nearly doubled in 2025 and now represents almost 2% of our total energy consumption.	**On track**
Heating	17%	-8%	We actively trial and implement new technologies across the Group to support our long term carbon reduction targets.	**On track**
Total	100%	-18%	We remain on track to meet our near term science-based targets.	**On track**

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Emissions reporting and environmental performance

Greenhouse gas emissions scope 1 and scope 2 data (Group)

Data for the period 1 October to 30 September	2019	2020	2021	2022	2023	2024	2025
Scope 1							
Total emissions (tonnes of CO_2e)	99,193	90,568	87,125	93,405	89,806◊	89,199	**91,130◊**
Emission intensity (tonnes of CO_2e/£m revenue)	10.7	9.5	8.5	8.1	7.6	7.9	**7.8◊**
Natural gas usage (m^3)	8,912,413	8,082,813	8,272,123	9,650,228	8,658,861	9,011,198	**9,215,608**
Fuel usage (ltr)	31,523,097	29,306,537	28,060,702	29,099,858	29,216,415	28,721,022	**30,621,713**
Fuel intensity (ltr/£m revenue)	3.4	3.1	2.7	2.5	2.4	2.5	**2.6**
Scope 2							
Emissions location-based (tonnes of CO_2e)	29,594	27,421	25,043	27,895	28,011	28,590	**28,255◊**
Emission intensity location-based (tonnes of CO_2e/£m revenue)	3.2	2.9	2.4	2.4	2.3	2.5	**2.4◊**
Emissions market-based (tonnes of CO_2e)	29,835	26,183	25,025	27,337	25,576	26,461	**25,272◊**
Emission intensity market-based (tonnes of CO_2e/£m revenue)	3.2	2.7	2.4	2.4	2.1	2.3	**2.1◊**
Electricity purchased (MWh)	83,062	80,276	79,057	93,224	90,221	93,709	**100,523**
% renewable electricity purchased	NA	15	14	17	25	28	**31◊**
Electricity generated (not scope 2) (MWh)					779	1,010	**1,926**
% Renewable electricity used including self-generated					26	29	**32**
Total scope 1 and 2 emissions							
Emissions location-based (tonnes of CO_2e)	128,787	117,989	112,168	121,300	117,817	117,789	**119,385◊**
Emission intensity location-based (tonnes of CO_2e/£m revenue)	13.9	12.4	10.9	10.5	9.9	10.3	**10.2◊**
Emissions market-based (tonnes of CO_2e)	129,028	116,751	112,150	120,742	115,382	115,660	**116,402◊**
Emission intensity market-based (tonnes of CO_2e/£m revenue)	13.9	12.2	10.9	10.5	9.7	10.2	**9.9◊**
Total energy (MWh) (including self-generated)	516,775	480,711	470,941	510,524	493,505	498,311	**525,563**

◊ Subject to limited assurance performed by our independent auditor. See the data assurance statement, which is available on our website, www.bunzl.com. The data for previous years was also assured as detailed in the respective Annual Reports.

Scope 1 and 2 emissions data requires significant time to collect and categorise and as a result there is a three month time lag between our financial data and scope 1 and 2 emissions data. The relevant data in each year covers the 12 months ended 30 September.

Our absolute carbon emissions (market based) increased by 0.6% in 2025, mainly due to the impact of recent acquisitions reporting emissions for the first time. Excluding the impact of acquisitions, our emissions decreased by 3.1%.

Fuel used for transportation remains our highest source of operational emissions, contributing c.62% of our scope 1 and scope 2 emissions. Of those emissions relating to transportation, c.82% are generated by our fleet of commercial vehicles.

In 2025, we significantly expanded the use of Hydrotreated Vegetable Oil (HVO), a renewable, low-carbon biofuel that provides a sustainable alternative to fossil diesel. The HVO consumption now represents 6% of the diesel consumption of our commercial vehicle fleet.

Our global electricity related market-based emissions decreased by 6%. This was driven by efficiency improvements, a further increase in the procurement of renewable electricity across the Group (from 28% to 31%) and a favourable impact related to updated emission factors. We continued to equip our sites with solar panels. In 2025, the amount of electricity generated by rooftop solar installations nearly doubled. Self-generated electricity accounted for 1.9% of our total electricity consumption.

In 2025, approximately 2.5% of our electricity consumption was used for charging electric vehicles.

Performance against carbon reduction targets

Data for the period 1 October to 30 September	2019	2025	2025 % reduction (vs 2019)	2030 reduction target (vs 2019)
Total scope 1 and scope 2 emissions market-based (tonnes of CO_2e)	141,320*	**116,402◊**	18	27.5%
Emission intensity market-based (tonnes of CO_2e/£m revenue)	13.8	**9.9◊**	28	50%

* Emissions and emissions intensity in our baseline year have been recalculated to reflect the impact of acquisitions.

◊ Subject to limited assurance performed by our independent auditor. See the data assurance statement on the Company's website, www.bunzl.com.

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UK Greenhouse gas emissions data*

Data for the period 1 October to 30 September	2019	2020	2021	2022	2023	2024	**2025**
Scope 1 emissions (tonnes of CO_2e)	17,211	15,261	14,845	15,479	14,165	12,793	**13,218**
Scope 2 emissions (tonnes of CO_2e) (location-based)	2,660	2,847	2,511	2,215	2,161	2,162	**2,877**
Total scope 1 and 2 emissions (tonnes of CO_2e)	19,871	18,108	17,356	17,694	16,325	14,955	**16,095**
Emission intensity (tonnes of CO_2e/£m revenue)	17.0	14.9	14.6	13.4	12.9	12.4	**9.9**
Natural gas usage (m^3)	469,573	486,661	419,138	425,053	339,787	334,447	**415,200**
Fuel usage (ltr)	6,271,182	5,606,760	5,572,556	5,716,256	5,326,859	4,856,259	**5,042,792**
Electricity usage (MWh)	10,405	11,140	9,823	11,292	10,340	10,208	**14,427**
Total energy consumption (MWh)	82,084	75,812	73,815	76,744	71,064	65,464	**71,271**

* Energy usage and carbon emissions disclosed separately to adopt to the requirements of the UK Streamlined Energy and Carbon Reporting ('SECR') policy.

Our reported environmental data includes all businesses that are subsidiaries of the Group for financial reporting purposes, except for recent acquisitions where there has been insufficient opportunity for the businesses to adopt our reporting guidelines. The revenue from these businesses is not included when calculating the indexed emissions. The reported data covers 99.8% of the Group by revenue.

Bunzl has a Group wide approach to recording, measuring and reporting energy and climate change data. Business areas are responsible for data input and monitoring progress against targets and providing commentary on significant variances and on the implementation of projects aimed at improving EHS performance. All data is reported in the Group's central EHS reporting and consolidation system. More details can be found in the Group reporting guidelines on our website, www.bunzl.com/sustainability/sustainability-reporting.

Scope 3:

Our Scope 3 emissions are summarised in the table below. Emissions from purchased goods and services – our most significant Scope 3 category – are calculated using supplier spend data. In 2025, we enhanced our calculation methodology to improve accuracy and alignment with best practice. This update involved the adoption of emissions factors by product or material category and country of origin from the publicly available EXIOBASE database. As a result of this methodological refinement and the increased precision of the underlying data, our reported Scope 3 emissions have decreased.

We are reporting on all material scope 3 categories of emissions. Our scope 3 carbon emissions are reported based on the previous financial year ended 31 December 2023. The scope 3 emissions calculation is complex and requires data from a large number of supply chain partners and service providers, such as third party carriers and other logistics services providers. As a result, there is a one year time-lag between our financial data and the scope 3 emissions data in our Annual Report. We are working to develop our access to high quality scope 3 data and to reduce the time required to calculate our scope 3 emissions. Once complete, this will allow us to report our scope 3 emissions in better alignment with our financial reporting year.

More information on the scope 3 data methodology can be found in our EHS reporting guidelines which are available in the sustainability section of our website.

Greenhouse gas emissions scope 3 data (Group)

Scope 3 category	2019 (kt CO_2e)	2021 (kt CO_2e)	2022 (kt CO_2e)	2023 (kt CO_2e)	**2024 (kt CO_2e)**
Purchased goods and services*	5,337	6,348	6,826	6,510	**6,192**
Capital goods	18	18	24	29	**14**
Fuel and energy-related activities not included in scope 1 or scope 2	29	30	31	30	**27**
Upstream transportation and distribution	299	346	456	415	**377**
Waste generation in operations	5	5	5	5	**4**
Business travel	20	11	23	26	**10**
Employee commuting	21	20	23	24	**28**
Downstream transportation and distribution	92	81	112	110	**97**
Use of sold products	20	13	55	124	**80**
End-of-life treatment of sold products	468	483	696	774	**415**
Total scope 3 emissions	**6,309**	**7,355**	**8,251**	**8,047**	**7,244**
Rebase	557				
Total scope rebased emissions	**6,866**	**7,355**	**8,251**	**8,047**	**7,244**

* Includes FLAG emissions.

Waste

The amount of waste generated in our facilities in 2025 was estimated to be 24.2 ktonnes. We have continued to increase completeness and accuracy of reporting, particularly by moving to centralised waste management services in certain areas. The recycling rates strongly depend on the locally available waste recycling options. In 2025, the recycling rate increased slightly to approximately 54% of the generated waste. This excludes any post-disposal waste treatment and recycling carried out by waste handlers

Water

Direct water usage is not a significant environmental impact for our business as it is principally confined to staff hygiene and workplace cleaning, with the exception of a very small number of sites where we process gel or ice packs which contain water. Water discharges, apart from internal sanitation, are limited to rainwater run-off from the yards of our locations. Our estimated water usage is 225,000 m^3 of water per year.

Environmental management system certification

We have developed an internal EHS management system standard that is based on ISO 14001 and ISO 45001. Some parts of the business, mainly in UK & Ireland, Asia Pacific and Continental Europe, have elected to become formally certified.

ESG SUPPORTING INFORMATION continued

Health & safety

Health & safety indicators Data for the period 1 October to 30 September	2019	2020	2021	2022	2023	2024	2025
Average number of incidents per month per 100,000 employees	96	85	86	80	88	96	**93◊**
Average number of days lost per month per 100,000 employees	3,110	3,040	2,615	2,441	2,338	1,963	**2,475◊**
Fatalities	0	0	0	0	0	0	**0**

◊ Subject to limited assurance performed by our independent auditor. See the data assurance statement on the Company's website, www.bunzl.com. The data for previous years was also assured as detailed in the respective Annual Reports.

The 2025 Group accident incidence rate of 93 represents a 3% decrease versus 2024. We have achieved our target to reduce the Group accident incidence rate by 3% from 2024.

The 2025 Group accident severity rate of 2,475 represents a 26% increase versus 2024. We have not achieved our target to reduce the Group accident severity rate by 3% from 2024, due to a slight increase in the average severity across all incidents.

Injuries relating to the operation of our warehouses and vehicles, such as manual handling, falling, slipping and tripping and impact with equipment remain the highest causes of accidents. In addition to the number of accidents, we use a variety of leading indicators, such as near misses, the number of safety meetings and the number of inspections to measure our performance. In 2025 we have seen a 36% increase of near miss reports across the Group, while the number of safety meeting and safety inspections also increased.

We have developed a group-wide training matrix and a programme to monitor training compliance on Group level. This will strengthen our oversight of Health and Safety training performance, a key component of our accident-reduction programme.

In 2025 we conducted a safety culture survey across a selection of sites. The pilot survey examined various elements of safety culture, such as employees' ability to raise safety concerns, the role of supervisors and management, incident investigation procedures, and the effectiveness of training. The survey has provided valuable insights into the diverse safety cultures within our businesses, offering meaningful opportunities for further improvement.

Target for 2026:
- Reduce the Group accident incidence rate by 3% from 2025.

External assurance

We engaged PwC to undertake a limited assurance engagement, reporting to Bunzl plc only, using International Standard on Assurance Engagements 'ISAE' 3000 (Revised): 'Assurance Engagements Other Than Audits or Reviews of Historical Financial Information' and ISAE 3410: 'Assurance Engagements on Greenhouse Gas Statements' over the two non-financial KPIs highlighted on page 38 and the selected data in the ESG appendix (highlighted with the symbol '◊'). In each case the audited data has been highlighted with the symbol '◊'.

PwC has provided an unqualified opinion in relation to the relevant KPIs and data and their full assurance opinion is available in the sustainability section of our Group website, www.bunzl.com.

Non-financial performance information, including greenhouse gas quantification in particular, is subject to more inherent limitations than financial information. It is important to read the selected information contained in this Annual Report in the context of PwC's full limited assurance opinion and the Company's EHS Reporting Guidelines which are also available in the sustainability section of our website.

Code of conduct

The Group's business code of conduct is a guide for every employee explaining how they are expected to conduct themselves both from a corporate and individual perspective.

	2023	2024	2025	Comment
Material breaches of code of conduct	4	0	**0**	No material breaches of our code of conduct were recorded in 2025.
Speak Up	141	135	**157**	In 2025, we received 157 reports through our confidential whistleblowing process, 'Speak Up', none of which relate to any issues of material concern. More than 40% of the cases came from the Latin America region. In the North America region in particular, a number of the reports were from the same site or related to the same issue and were treated as separate reports.

ESG SUPPORTING INFORMATION continued

Employees

Engaging with our employees with clear communications and the provision of learning and development opportunities.

	2023	2024	2025	What we said we would do in 2025	What we did	What we plan to do in 2026
Employee turnover: Voluntary	15.3%	14.8%	**13.9%**	Gather targeted feedback from new joiners to understand early views on employee experience. Execute an action plan following our employer brand review, including refreshing our corporate website and developing Group-wide collateral using the concept of 'Unlimited Potential' to ensure that we have a compelling brand.	Group-wide roll out of our 'Unlimited Potential' employer brand and refresh of People & Culture section of our website. Use of Great Place to Work results to gain deeper insight into early employee engagement levels and put action plans in place to drive continuous improvement.	Continue to embed 'Unlimited Potential' across the Group. Continue monitoring of Great Place to Work action plans and outputs from our employee listening sessions to gain deeper insight into employee engagement
Gender diversity: Women at senior management level	22%	25%	**25%**	Report on percentage of females at senior leadership level to ensure we maintain or increase current levels. Continue to expand networks and female-focused development programmes.	Maintained percentage of females at senior leadership level. Continued investment in female-focused development.	Continue to report on percentage of females at senior leadership level to ensure we maintain or increase current levels. Continue to review and expand on female-focused development.
Employee engagement index score	69%*	71%	**71%**	Undertake a full global Great Place to Work survey in 2025 and continue to make improvements through the monitoring of action plans and the analysis of trend data.	Undertook a full global Great Place to Work survey, including the Nisbets population for the first time. Local and regional action plans were put into place following the survey results to drive continuous improvement.	Undertake a full global Great Place to Work survey in 2026 and continue to make improvements through the monitoring of action plans and the analysis of trend data.

* This was the overall Trust Index score from the Great Place to Work 2023 pilot survey (covering approximately 45% of our employees).

Senior management (%) and employees

Males	75%	408
Females	25%*	134

* 38.5% of the Executive Committee's direct reports are female (10 employees).

Source:
HR from October 2025 (senior management group defined as the individuals who receive share awards as part of their remuneration)

Total workforce (%) and employees

Males	60%	16,481
Females	40%	10,781

Source: HR from EHS360

Average number of employees (%)

North America	31%
Continental Europe	26%
UK & Ireland	22%
Rest of the World	21%

Source: Note 26 on page 175

Total workforce age profile (%)

Under 30	19%
30–39	25%
40–54	36%
Over 55	20%

Source: HR from EHS360

ESG SUPPORTING INFORMATION continued

Charitable contributions

Bunzl's operations are international, but our strength lies in the local nature of our businesses. We support the communities where our employees live and work and encourage fundraising activities championed by our businesses and their employees locally. In 2019, we realigned our corporate charity programme to focus on environmental projects related to reuse, recycling, litter prevention and disadvantaged communities impacted by waste pollution and poor management infrastructure.

During 2025 we continued to support activities in three key areas and are pleased with the long-standing relationships we have with our chosen charity partners:

1. charitable projects that encourage packaging reuse and recycling, and work to educate consumers;
2. litter clean-up and prevention initiatives operating in our markets, giving our employees the opportunity to get involved; and
3. projects that build new waste management infrastructure and develop recycling skills in some of the world's poorest places, often in areas where plastic leakage to the natural environment is highest.

Example initiatives

CHARITY NAME	PROJECT
WasteAid	WasteAid is working with Bunzl in Uganda to tackle growing waste challenges, particularly plastic and textile pollution. In Kampala, where only 40% of waste is safely managed, WasteAid is developing new value chains by repurposing secondhand clothing through its Uganda Circular Textiles project, training tailors and students to turn discarded textiles into new products. It is also launching a 'wastepreneur' programme to support women and youth entrepreneurs to turn waste into income and reduce landfill.
Hubbub	Hubbub's Borrow Cup project, launched in Glasgow in January 2025, lets customers borrow reusable cups for a £1 deposit and return them to any participating outlet. Backed by major brands and Bunzl, it aimed to cut disposable cup waste by making reuse simple, convenient and widely accessible.

Group wide, Bunzl donated a total of c.£1.3m to charitable causes during 2025. This does not include amounts donated by Bunzl in matching funds raised by employees for local charities.