



IRELAND & UK
LOGISTICS · SALES & MARKETING · DISTRIBUTION · WAREHOUSING
REPORTING PERIOD FY 2024 / 2025

■ ENVIRONMENTAL, SOCIAL & GOVERNANCE DISCLOSURE

ESG & Sustainability Report

— FY 2025 · ANNUAL ESG REPORT

Forward Thinking. / Delivered.

REPORTING PERIOD · 1 JULY 2024 TO 30 JUNE 2025



-34.9 %

TOTAL EMISSIONS
VS. FY21/22

99.6 %

RENEWABLE
ELECTRICITY

857,799 L

HVO BIOFUEL
CONSUMED

73/100

ECOVADIS ·
SILVER

SECTION 01 — YEAR IN REVIEW FY 24/25

2025 *at a glance.*16 

Sixteen highlights from a year of measured delivery across environmental performance, certifications, people and governance.

PREPARED BY PRIMELINEGROUP ESG TEAM.

Nº 01 ENVIRONMENTAL  -34.9% Total emissions reduction since FY 2021/22 baseline. 23,313 → 15,181 tCO₂e across Scope 1, 2 and 3.	Nº 02 ENVIRONMENTAL  -57% Scope 1 emissions reduced year-on-year. Driven by the transition of the heavy fleet to HVO biofuel.	Nº 03 ENVIRONMENTAL  99.6% Renewable electricity across all operating sites. Supplied via certified green tariffs and on-site solar PV.	Nº 04 ENVIRONMENTAL  857,799 HVO bio fuel consumed across the fleet. Representing 54% of total fleet fuel mix this period.
Nº 05 ENVIRONMENTAL  579 MWh Solar generated on-site this period. From 1,100+ kWp of installed PV capacity across distribution centres.	Nº 06 ENVIRONMENTAL  ≈2,075 tCO₂e Avoided through HVO substitution. Equivalent to taking ~940 cars off Irish roads for a year.	Nº 07 ENVIRONMENTAL  -34% Own fleet CO₂ intensity per kilometre. 987 → 650 g CO₂/km · fuel efficiency improved 11% YoY.	Nº 08 SOCIAL  1,048 Direct colleagues across 54 nationalities. Free English lessons are offered to colleagues at our Ashbourne campus.
Nº 09 SOCIAL  2,443 Training courses completed. Across L&D, Leadership, Compliance and Operations	Nº 10 SOCIAL  0 NCs SMETA 4-Pillar audit. Zero non-conformities. Independent ethical-trade audit, all four pillars passed.	Nº 11 SOCIAL  #LIMITLESS Primeline Group Women's Network launched. Internal community for mentorship & advocacy.	Nº 12 GOVERNANCE  73 /100 EcoVadis Silver Medal awarded. 89th percentile globally, +30 points across two assessment cycles.
Nº 13 GOVERNANCE  9001, 14001 & 45001 renewed by NQA UKAS. Certificates valid through April 2028.	Nº 14 GOVERNANCE  LEED Gold (Unit12F) and Silver (Unit 12E). USGBC-certified buildings at the Ashbourne campus.	Nº 15 GOVERNANCE  WIN Green Awards 2026, Green Logistics & Transport Company. National recognition for fleet decarbonisation programme FY25.	Nº 16 GOVERNANCE  WIN ILTA 2026, Green Transformation Award. Recognising the speed and scope of the FY25 transition.

Inside this *Report*.

This document is organised into eleven themed sections. Use this index to navigate by topic, by ESRS pillar, or by metric.

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Pamela Quinn

CHIEF EXECUTIVE OFFICER
PRIMELINE GROUP

-34.9%

TOTAL EMISSIONS VS FY 21/22

EcoVadis Silver

73/100 · TOP 15% GLOBALLY

1,048

COLLEAGUES · 54 NATIONALITIES

SECTION 02 — LEADERSHIP ·
A WORD FROM OUR CEO

Forward & Delivered.

Pamela Quinn Chief Executive Officer · Primeline Group

Over the past year, Primeline Group has demonstrated what purposeful progress truly looks like. FY 2024/25 was not simply a year of delivery; it was a year that proved the strength of our platform, the calibre of our people, and the momentum of a business that is ready to scale with conviction.

Our carbon reduction achievements speak for themselves. We closed the year 34.9% below our FY 2021/22 baseline, a result powered by disciplined execution across every part of the Group. As our carbon report sets out, "Total emissions down 34.9% versus baseline, down 8.8% year-on-year". This progress was driven most visibly by our fleet transition, where 857,799 litres of HVO replaced diesel and delivered a 57% reduction in Scope 1 emissions. These are not abstract commitments, they are measurable outcomes that strengthen our customers' supply chains and reinforce our leadership position in Irish and UK logistics. Our governance and operational standards advanced at the same pace. We moved from EcoVadis Bronze to EcoVadis Silver (73/100, 89th percentile globally) in a single cycle, completed the SMETA 4-Pillar audit with zero non-conformities, and renewed ISO 9001, 14001 and 45001 through to 2028.

These results are powered by the 1,048 colleagues across 54 nationalities, the leaders who built the processes and platform and every colleague who delivered with conviction, thank you. This report is a testament to your work.

Looking ahead, our priorities are clear. We will strengthen our climate leadership through science-aligned planning and independent verification; extend HVO adoption across subcontracted fleets because our customers' Scope 3 must be matched by our own; protect and build on our EcoVadis Silver rating; and fully integrate Avon Freight Group, Global Cargo Solutions and ILS into a unified ESG framework that scales with the Group's ambition.

Primeline has never treated sustainability as an accessory. It is part of how we operate, how we compete, and how we grow. The foundation is secure. The direction is clear. And together, colleagues, customers, suppliers and partners - we will continue to deliver progress that is measurable, credible and built to last.

The foundation is secure. The direction is clear. The work continues with purpose.



Jonatan Krieser

ESG MANAGER
PRIMELINE GROUP

Green Awards 2026

GREEN LOGISTICS & TRANSPORT

ILTA Awards 2026

GREEN TRANSFORMATION

ISO x3

9001 · 14001 · 45001 TO 2028

SECTION 02 — LEADERSHIP · A WORD FROM OUR ESG MANAGER

Operating on the foundation.

Jonatan Krieser ESG Manager, Primeline Group

In FY 2023/24 I wrote that our ESG journey was just beginning. One year on, the picture has evolved. We are no longer building the foundation. We are operating on it.

This year brought four developments that reset what is possible for Primeline. We moved from EcoVadis Bronze (59/100) to Silver (73/100, 89th percentile globally) in a single assessment cycle. We completed the SMETA 4-Pillar audit with zero non-conformities and zero observations. We renewed all three ISO certifications (9001, 14001, 45001) to April 2028 with NQA UKAS. And we won two of the most significant awards in our sector this year: Green Awards 2026 for Green Logistics & Transport, and ILTA 2026 for Green Transformation.

Behind every one of those outcomes is operational discipline that does not appear in awards ceremonies: 857,799 litres of HVO consumed, 579 MWh of solar generated on-site, over 2,400 training completions across operational and L&D programmes, 1,048 direct colleagues across 54 nationalities, 124 suppliers tracked under our Supplier Code of Conduct programme, gender pay gap reduced to an 8.4% mean, and turnover stabilising in our mature sites despite the growth challenges typical of a year in which we brought Units 12E and 12F into full operation at the Ashbourne campus, our newest distribution centres and the first LEED-certified distribution centres in the Group (12E LEED Silver, 12F LEED Gold), adding over 360,000 sq ft of operationally net zero warehousing capacity. The same discipline shows up across our commercial operations, where partnerships with major brand owners translated directly into measurable ESG outcomes, most visibly the HVO scaling that drove the 57% Scope 1 reduction. This report consolidates these outcomes while remaining candid about the work still under way: advancing our internal climate transition plan, securing third-party assurance on our GHG data, fully integrating all Group entities into our reporting framework, and scaling the supplier ESG programme that will shape our Scope 3 pathway. These priorities define our agenda for FY26, and we enter the next phase of our journey from a position of strength.

Sustainability is rarely defined by a single moment. It is built through disciplined, everyday execution: the question raised, the audit closed, the data verified, the commitment followed through. This work is often quiet and unseen, yet its cumulative impact is profound. It is what separates organisations that speak about ESG from those that deliver it.

857,799 L
HVO CONSUMED

579 MWh
SOLAR
GENERATED

1,530
L&D TRAINING
HOURS
FY25

1,048
COLLEAGUES

54
NATIONALITIES

124
SUPPLIERS
TRACKED

Reporting Boundaries & Methodology.

Operating entities consolidated under operational control. Methodology aligned with the GHG Protocol Corporate Standard and Scope 3 Standard.

§ 3.1 · REPORTING ENTITY

ECOVADIS ID · MN621913

Primeline Group and consolidated operating entities.

The reporting entity for EcoVadis purposes is **Primeline Logistics**. Consolidation follows the operational control approach defined in the GHG Protocol Corporate Standard, Chapter 3.

§ 3.2 · SITES INCLUDED

FULLY INCLUDED · FY 24/25

Operating sites within boundary.

ENTITY	GEOGRAPHIES	SITES	SCOPES
Primeline Logistics	Ireland · Northern Ireland	Unit 3 · Unit 9 · Unit 12 A&B · Unit 12 C · Unit 12 D · Unit 12 E · Unit 12 F · Crane House · Clonee · Belfast	1 · 2 · 3
Primeline Express	Ireland · Northern Ireland · England · Scotland	Unit 1 · Mallusk · Warrington · Warwick · Glasgow	1 · 2 · 3
Primeline VNE	Ireland	Cloverhill	1 · 2 · 3
Johnson Brothers	Ireland · UK	Sales & Marketing operations	1 · 2 · 3
Prestige Beauty Ireland	Ireland · UK	Sales & Marketing operations	1 · 2 · 3

§ 3.3 · OUT OF SCOPE · FY 24/25

PENDING INTEGRATION

Entities not included in this report.

ENTITY	GEOGRAPHY	STATUS · REASON
I Love Shopping (ILS)	Ireland	Data system harmonisation in progress. Inclusion targeted for FY 25/26.
Global Cargo Solutions (GCS)	Northern Ireland	Data system harmonisation in progress. Inclusion targeted for FY 25/26.
Avon Freight Group	England	Acquired May 2025. Integration in progress. Inclusion targeted for FY 25/26.

Inclusion targeted for FY 2025/26 reporting cycle, subject to data system harmonisation and onboarding to the CEMAsys platform.

§ 3.4 · ORGANISATIONAL BOUNDARY

OPERATIONAL CONTROL · GHGP CH. 3

Consolidation under the operational control approach.

Consolidation follows the operational control approach defined in the GHG Protocol Corporate Standard, Chapter 3. All operating entities under Group operational control are included on a 100 percent emissions basis.

§ 3.5 · CARBON ACCOUNTING METHODOLOGY

CEMASYS · ANNUAL

GHG Protocol Corporate Standard and Scope 3 Standard.

Reporting prepared in line with the GHG Protocol Corporate Standard and Scope 3 Standard, supported by IPCC default factors. Inventory maintained in the **CEMASys** platform with annual updates.

- **Scope 2** reported on the **market based method**, with location based method report included as a supplement.
- **Seven Scope 3 categories** currently measured: purchased goods and services, capital goods, fuel related activities, upstream transportation and distribution, waste, business travel, employee commuting.
- Verification status: **internal preparation** by the Primeline Group ESG team for FY 24/25.

SCOPE DISTINCTION

ESG · ECOVADIS · ISO

Three reporting perimeters.

ESG REPORT 2025

Group consolidated, operating entities, operational control approach.

ECOVADIS ASSESSMENT

Primeline Logistics ULC (EVID MN621913). 7 Ashbourne sites only: Unit 3, 9, 12 A&B, 12 C, 12 D, 12 E, 12 F.

ISO 14001 CERTIFICATION

11 sites under multi site certificate NQA Cert. 178054, valid to April 2028.

Materiality *Screening.*

A screening informed by ESRS topical standards, evaluated across ten Group-relevant topics through impact and financial lenses.

METHODOLOGY

Two ESRS perspectives, ten topics, one matrix.

A materiality screening informed by ESRS topical standards was conducted to identify Group-relevant sustainability topics for this report. The outcome informs the structure of disclosures and the Group's ongoing sustainability priorities. Each topic is evaluated from two perspectives:

☐ **Impact materiality.**
Actual or potential impacts of Primeline' operations and value chain on people and the environment.

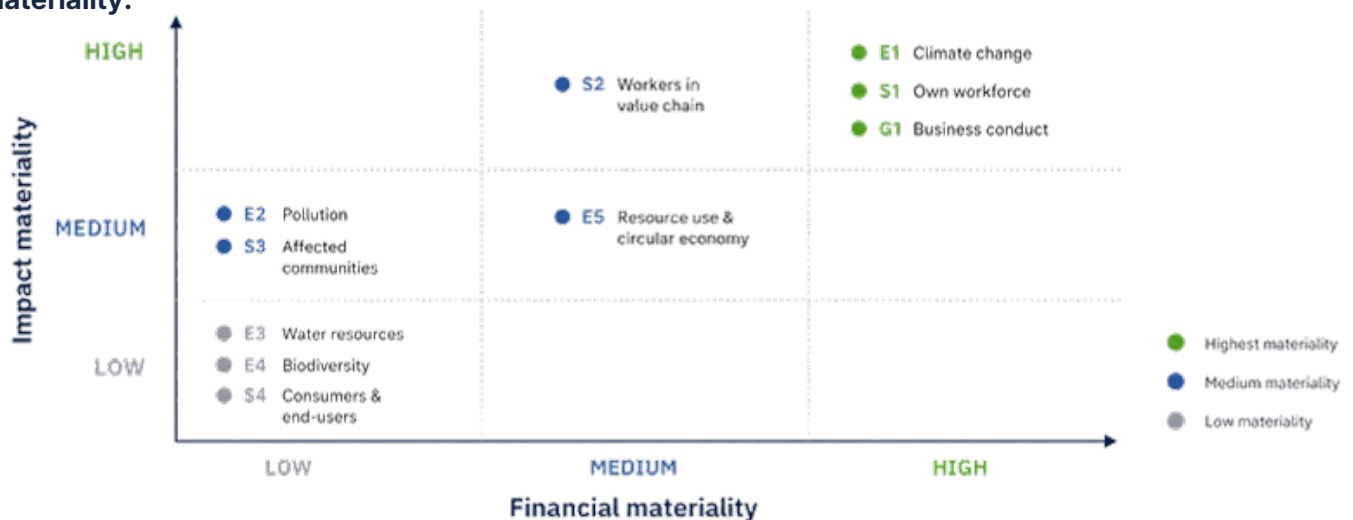
☒ **Financial materiality.**
Risks and opportunities from sustainability-related developments that could affect financial position, cash flows or access to finance.

A topic is considered material if it crosses the threshold from either perspective. Screening outcomes informed the structure of this report.

■ HIGH ■ MEDIUM ■ LOW

ESRS TOPIC	IMPACT	FINANCIAL	SECTION
— ENVIRONMENT			
E1 Climate change	HIGH	HIGH	CLIMATE
E2 Pollution	MEDIUM	LOW	POLLUTION
E3 Water resources	LOW	LOW	WATER
E4 Biodiversity	LOW	LOW	BIODIVERSITY
E5 Resource use & circular economy	MEDIUM	MEDIUM	RESOURCE USE
— SOCIAL			
S1 Own workforce	HIGH	HIGH	WORKFORCE
S2 Workers in value chain	HIGH	MEDIUM	VALUE CHAIN
S3 Affected communities	MEDIUM	LOW	COMMUNITIES
S4 Consumers & end-users	LOW	LOW	—
— GOVERNANCE			
G1 Business conduct	HIGH	HIGH	BUSINESS CONDUCT

The matrix below illustrates how the ten ESRS topics were positioned based on impact and financial materiality.



Who we engage with, *and how.*

Six stakeholder groups inform our materiality assessment, governance priorities and operational decisions across the year.

GROUP 01 / 06 EXTERNAL  Clients & Customers ■ Quarterly business reviews ■ Client decarbonisation support ■ Client ESG questionnaires WHAT THEY EXPECT Reliable low-carbon delivery and credible ESG data to support their own reporting. FREQUENCY · CONTINUOUS	GROUP 02 / 06 INTERNAL  Colleagues ■ Annual engagement survey ■ Annual business update ■ PGWN community WHAT THEY EXPECT A safe, inclusive workplace with real development and a voice that is heard. FREQUENCY · ONGOING	GROUP 03 / 06 VALUE CHAIN  Suppliers & Hauliers ■ Code of Conduct programme ■ Supplier compliance tracking ■ Onboarding due diligence WHAT THEY EXPECT Fair, long-term partnership and clear, consistent standards to work to. FREQUENCY · ANNUAL + AD HOC
GROUP 04 / 06 EXTERNAL  Regulators & Auditors ■ ISO surveillance audits ■ SMETA audits ■ CSRD readiness preparation WHAT THEY EXPECT Accurate disclosure, evidence on demand and continuous compliance. FREQUENCY · ANNUAL	GROUP 05 / 06 CAPITAL  Investors & Lenders ■ Annual ESG disclosures ■ Annual carbon report publication ■ EcoVadis assessment WHAT THEY EXPECT Transparent, comparable ESG performance and a credible transition plan. FREQUENCY · ANNUAL	GROUP 06 / 06 LOCAL  Communities ■ FoodCloud partnership ■ Local sponsorships ■ Charitable donations WHAT THEY EXPECT A responsible neighbour that gives back and minimises local impact. FREQUENCY · ONGOING

How ESG *is governed*.

Accountability flows from the Board through the Senior Leadership Team to the ESG Manager, with day-to-day delivery distributed across functional leads.

GOVERNANCE HIERARCHY

L0		Senior Leadership Team	Sets strategic direction · Approves the Group ESG policy.
L1		Head of ESG · Group	Accountable for ESG delivery and integration into business operations.
L2		ESG Manager · Group	Reporting, frameworks, supplier programme, materiality & methodology.
L3		Functional Leads	Operations · HR · Health & Safety · Procurement · Quality.

PILLAR 01/ ENVIRONMENT



Climate leadership.

Fleet decarbonisation, renewable energy, on-site solar generation and the continued development of sustainable warehousing across the campus.

PILLAR 02 / SOCIAL



People & community.

Workforce well-being, DEI, training & development, supplier worker rights, and meaningful local community impact through partnerships.

PILLAR 03 / GOVERNANCE



Conduct & controls.

Compliance, ethics, data privacy, sustainable procurement and Group-wide enterprise risk management aligned to ISO 9001 / 14001 / 45001.



"ESG only works when it stops being a separate workstream. The progress we have made this year, across emissions, supplier engagement and audit close-out, sits inside our Programme Management framework with the same ownership, the same review cadence, and the same accountability as any operational delivery. That is what allows it to scale."

DEBBIE JOHNSTON · HEAD OF ESG & PROGRAMME MANAGEMENT · PRIMELINE GROUP

Targets & Roadmap to *Net Zero*.

A pathway from FY2021/22 baseline to operational net zero by 2035 and full net zero by 2050, supported by a costed Decarbonisation Investment Plan.

NET ZERO PATHWAY		BASELINE → 2050 · GROUP EMISSIONS	
FY 2021/22	Baseline	Group emissions baseline established SCOPE 1 · 2 · 3 INVENTORY	23,313 TCO ₂ E
FY 2024/25	Current	–34.9% vs baseline ACHIEVED THROUGH HVO, SOLAR & EFFICIENCY	15,181 TCO ₂ E
2030	Interim target	Significant reduction across Scope 1, 2 and 3 GROUP-WIDE PROGRAMME	TARGET IN DEVELOPMENT —
2035	Operational net zero	Scope 1 and Scope 2 OWN OPERATIONS & ENERGY	NET ZERO · OPERATIONAL —
2050	Full net zero	Aligned with Ireland's Climate Action Plan and EU Green Deal INCLUDING SCOPE 3	NET ZERO · FULL —

DECARBONISATION
INVESTMENT
PATHWAY

An ISO 50002 Type 1 Energy Audit (June 2025) identified four decarbonisation pathways covering energy efficiency, on-site solar expansion, heat electrification and building management systems.

Investment sequencing is under evaluation; decisions are subject to Group governance approval and grant alignment under SEAI / EEOS and available Enterprise Ireland funding frameworks.



Sustainable *Development Goals.*

Three core goals where Primeline contributes directly, supported by three additional goals reinforced through our people, places and partnerships.

CORE GOALS · DIRECT CONTRIBUTION



INDUSTRY · INNOVATION ·
INFRASTRUCTURE

Industry, Innovation and Infrastructure.

Logistics and distribution systems built on efficient infrastructure and continuous innovation. Investment in net-zero-ready warehouses (Units 12E LEED Silver, 12F LEED Gold).



RESPONSIBLE CONSUMPTION

Responsible Consumption and Production.

Carbon reporting, supply-chain transparency, sustainable procurement, and the FoodCloud partnership are reducing food waste across the value chain.



CLIMATE ACTION

Climate Action.

-34.9% emissions reduction since FY21/22, HVO transition, on-site solar generation, ISO 50002 Type 1 Energy Audit and the Green Plus capability-building programme.

SUPPORTING GOALS · REINFORCED THROUGH OPERATIONS



DECENT WORK

Decent Work and Economic Growth.

Stable employment for 1,048 colleagues across 54 nationalities. 1,306 Colleagues completed 1,530 hours of training.



SUSTAINABLE CITIES

Sustainable Cities and Communities.

Efficient urban distribution networks. Multiple EV charging points installed supporting the transition to electric fleet vehicles.



PARTNERSHIPS

Partnerships for the Goals.

Active partnerships with FoodCloud, EcoVadis and NQA UKAS-certified bodies. Carbon accounting hosted on the CEMAsys platform.

MEASURABLE CONTRIBUTION · WHERE THE CORE GOALS SHOW UP IN THE DATA

2 SDG 09 · LEED-certified distribution centres (12E Silver, 12F Gold)

303t SDG 12 · surplus food rescued via FoodCloud partnership

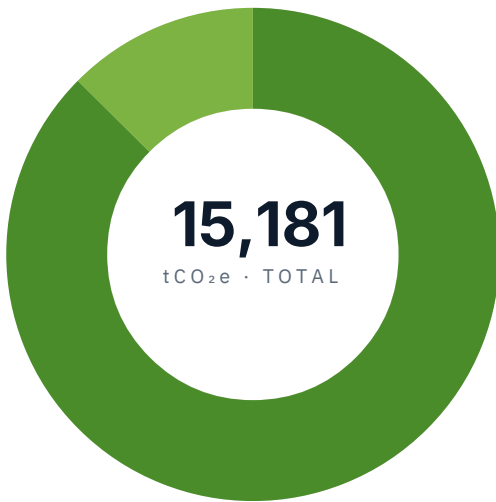
-34.9% SDG 13 · total emissions reduction since FY 21/22

Our Carbon *Footprint*.

FY2024/25 was our most impactful year of our decarbonisation journey to date. Total emissions reduced by 34.9% versus baseline, down 8.8% year-on-year.

15,181 tCO ₂ e TOTAL EMISSIONS FY 24/25	–34.9% VS FY 21/22 BASELINE	– 8.8 % YEAR-ON-YEAR CHANGE	1,922 tCO ₂ e SCOPE 1 · DOWN 57%
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EMISSIONS BY SCOPE · FY 24/25



MULTI-YEAR TRAJECTORY · TCO₂E

SCOPE	FY 21/22	FY 22/23	FY 23/24	FY 24/25	YOY
Scope 1	2,636	3,706	4,448	1,922	–57%
Scope 2 market	2,377	45	11.7	10.5	–10%
Scope 3	18,300	17,748	12,177	13,249	+9%
Total	23,313	21,499	16,637	15,181	–8.8%

CARBON MAP HOTSPOT

Three categories together account for **83% of total emissions**. Upstream Transportation & Distribution, covering subcontracted haulage and equipment hire, is the largest single hotspot and the focus of our supplier engagement programme launching Q2 2026.

Scope 1 Direct, fleet and gas heating	1,922 12.7%
Scope 2 Purchased electricity (market-based)	10.5 0.07%
Scope 3 Value chain, transport & goods	13,249 87.3%



HVO Journey. *Delivered to date.*

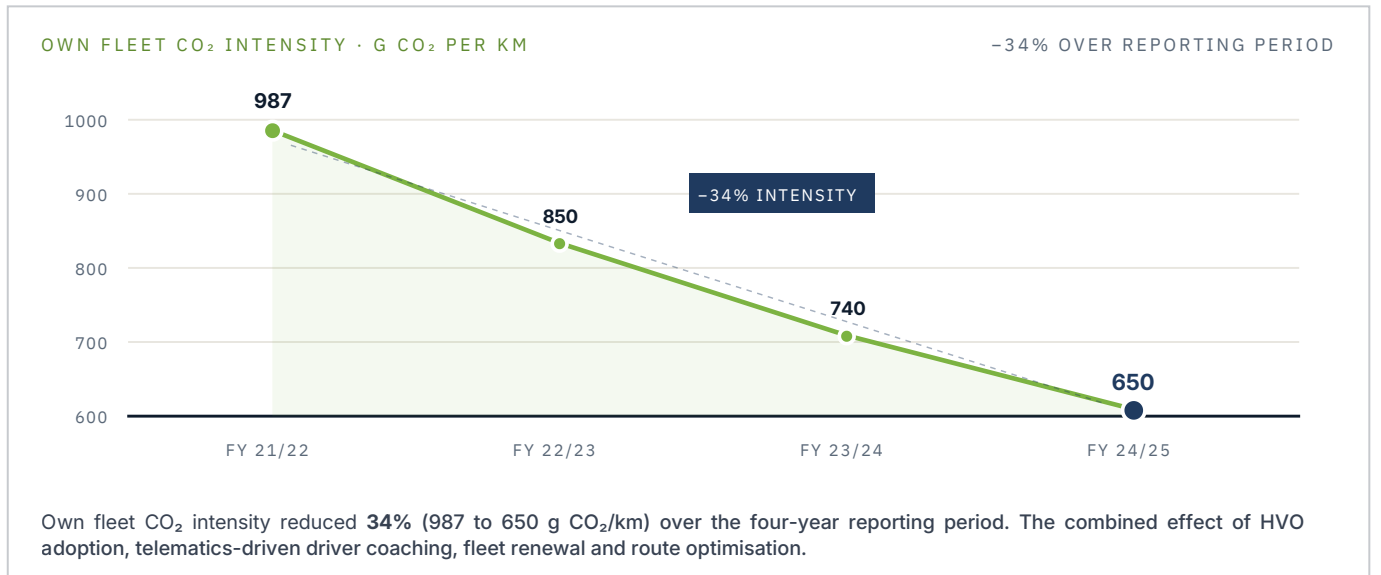
The transition to Hydrotreated Vegetable Oil reached operational scale in FY 2024/25, driving the 57% Scope 1 reduction and avoiding ~2,075 tCO₂e.

FY 24/25 VOLUME 857,799_L HVO consumed Across the self-owned heavy-duty fleet during the reporting period.	FUEL MIX SHARE 54% Of the total own fleet volume Up from negligible levels at start of the prior reporting cycle	AVOIDED EMISSIONS ~2,075 tCO₂e avoided through HVO Equivalent to taking ~940 average cars off Irish roads for one year.	EFFICIENCY GAIN +11% Fuel efficiency YoY Improvement vs FY 23/24 from telematics, driver coaching and routing.	
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"The HVO transition was not a vision statement. It was an operational overhaul. We pushed 857,799 litres of HVO through a live fleet without compromising a single customer commitment. The 57% Scope 1 reduction is the metric; the reality is the discipline, procurement alignment, depot readiness, driver compliance and route optimisation executed day after day. ESG does not succeed in theory. It succeeds when every team shows up and delivers. And this year, our people did exactly that."

KEITH HAUGH · CHIEF OPERATIONS OFFICER · PRIMELINE GROUP



Third-party hauliers

Extending HVO commitment to subcontracted fleet partners through procurement contract clauses and joint pilots in FY 2025/26.

Coverage expansion

Beyond 54%, a pathway to 100% renewable diesel for self-owned fleet by the end of next reporting cycle.

Low-carbon fuels

Exploring additional pathways including renewable LNG and hydrogen-readiness for heavy-duty applications.

BEYOND ASSESSMENT SCOPE

HVO deployment extends beyond the EcoVadis assessment scope to additional Group operations, demonstrating HVO commitment as a Group wide standard.

Renewable Energy & Solar.

99.6% of purchased electricity from renewable sources. 579 MWh self-generated, enough to power around 140 Irish homes for a year. ISO 50002 Type 1 audit completed June 2025.



TOTAL SITE ENERGY PROFILE · CY 2024 · ~4 GWH



Imported electricity Renewable, certified green tariff	3,487,964
	84% · KWH
Natural gas LPHW boilers · only emitting source · 83 tCO₂e	453,556
	11% · KWH
On-site solar PV Partial-year · progressive commissioning	208,162
	5% · KWH

FY 2024/25 (Jul 2024 to Jun 2025) on-site solar generation: **579 MWh**. CY 2024 figure (208 MWh) reflects partial year measurement during progressive commissioning.

ROOFTOP SOLAR COMMISSIONING · 2024

APR 2024	Units 12E / 12F commissioned, first LEED-certified pair
AUG 2024	Unit 9 commissioned
SEP 2024	Units A / B / C / D commissioned, phase complete
1,100+ kWp installed ACROSS	

SIGNIFICANT ENERGY USERS · % OF SITE ENERGY

SEU	SHARE
Operating Equipment MHE, pallet wrap	40%
Air Conditioning	17%
LPHW Boilers natural gas	12%
Lighting	8%
Electric Heaters	8%
Chilled Water refrigeration	6%
Other compressedair, EV, office	6%
Ventilation	2%

LPHW Boilers represent 100% of building emissions and are the primary decarbonisation target under Strategy 03, Heat Pump in the investment plan.



ENERGY MANAGEMENT MATURITY

STAGE 1	Basic Manual metering, ad-hoc review
STAGE 2 · NOW	Intermediate CEMAsys + on-site dashboard, ISO 50002 baseline
STAGE 3 · FY25/26	Advanced Continuous optimisation, ISO 50001 readiness

Sustainable Warehousing.

Sustainability is built into the buildings, not bolted on. Units 12E and 12F set the operational standard for the next decade.



UNIT 12E · ASHBOURNE

Operationally net zero.

USGBC CERTIFIED · LEED SILVER

Rooftop solar PV · high-efficiency HVAC · low-VOC interior materials · on-site EV charging point.



UNIT 12F · ASHBOURNE

Operationally net zero.

USGBC CERTIFIED · LEED GOLD

Rooftop solar PV · low-VOC materials throughout · 75%+ construction waste diverted from landfill · enhanced daylighting · on-site EV charging point.

Combined: 360,000+ sq ft of operationally net zero warehousing capacity. 12E + 12F

Existing Estate	BRCGS Storage & Distribution	Future Investment
Units 3, 9, 12A, 12B, 12C and 12D operate within the same energy management framework. Progressive solar deployment, lighting upgrades and continuous energy monitoring via CEMAsys and the on-site Environmental Dashboard.	AA accreditation maintained for the second consecutive year. Operational excellence was retained even after 350,000 sq ft of expansion across the Ashbourne campus.	LEED roadmap for newbuilds · EV charging expansion across the estate · heat recovery and refrigeration efficiency · aligned with Energy Audit findings.

OPERATIONAL SPECIFICATION · ACROSS THE LEED-CERTIFIED ESTATE

SOLAR PV 1,100 +kWp Across 6 units	EV CHARGING On-site · 12E&F Estate expansion FY25/26	CONSTRUCTION WASTE 75%+ Diverted from landfill · 12F	RECENT EXPANSION 350,000 sq ft Added across the estate	BRCGS AA · year 2 Storage & Distribution
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Both 12E and 12F entered full operational status during FY 24/25, expanding Group warehouse capacity at the Ashbourne campus and supporting workforce ramp-up across the campus operations.

Resource Use & Circular Economy.

Waste is segregated and recovered. Surplus food redistributed. Packaging compliance audited and tracked.

FOODCLOUD PARTNERSHIP · CUMULATIVE IMPACT

SURPLUS FOOD RESCUED 303.3 t Tonnes · cumulative Diverted from landfill since the partnership began.	MEALS DELIVERED 722,042 Cumulative · charity network Distributed via Ireland's leading surplus food charity.	CO₂E AVOIDED 951 tCO₂e · cumulative From food redistribution rather than landfill disposal.
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In FY 2024/25 alone: 15.7 tonnes of food rescued · 37,426 meals delivered · 36,289 kg CO₂e avoided.

Waste data is tracked per site via waste manifests and consolidated into the Scope 3 inventory (504 tCO₂e in FY 2024/25). Waste streams are segregated for recycling and recovery, with hazardous fractions managed through licensed contractors.

REPAK COMPLIANCE CERTIFICATE

MEMBER NO. 006285 · AUDITED DEC 2025

Producer responsibility, audited and documented.

Coverage extends across eight operational sites with a documented compliance matrix tracking scope (POM / BDW), reporting responsibility and evidence references for each site and client.

Sites Unit 3 · Unit 9 · Unit 12A_B · Unit 12C · Unit 12E · Unit 12F (Ashbourne) · Crane House · Clonee

AUDIT CYCLE Annual · Dec Independently verified	SCOPE TRACKED POM · BDW Per-site, per-client matrix	REPORTING Quarterly Submission to REPAK	STATUS Compliant All sites · all client lines
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WASTE SEGREGATION · PER SITE Manifest-tracked, consolidated into Scope 3.	RECYCLING Card · Plastic Segregated streams	RECOVERY Organics · WEEE Licensed contractors	HAZARDOUS Fully managed Licensed disposal · audited
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Pollution, Water & Biodiversity.

Three lower-materiality topics are monitored and managed in line with operational license requirements.

POLLUTION & AIR QUALITY (E2)

ESRS E2 · IMPACT: MEDIUM · FINANCIAL: LOW

Tailpipe-driven, actively managed.

Logistics and transport operations are intrinsically linked to air quality outcomes, particularly in urban delivery contexts. Primeline's pollution profile is dominated by tailpipe emissions from heavy-duty road transport and is being actively managed through fuel transition, fleet renewal and route optimisation.

- ✓

HVO transition reduces tailpipe NOx and particulate emissions vs fossil diesel across the self-owned fleet.
- ✓

Fleet renewal cycle prioritises Euro VI and best-available emission classes at every replacement decision.
- ✓

Route optimisation and load consolidation reduce vehicle-kilometres travelled per tonne moved.
- ✓

Air conditioning and HVAC systems maintained across the estate, with periodic technician checks.

WATER (E3)

IMPACT: LOW · FINANCIAL: LOW

BIODIVERSITY (E4)

IMPACT: LOW · FINANCIAL: LOW

Office & sanitation only.

Water consumption across operations is limited to office, sanitation and cleaning use. No production processes use water as an input. Sites are connected to municipal supply and discharge to municipal treatment under standard agreements.

Industrial-zone footprint.

All operational sites are within established business and industrial zones with no proximity to designated biodiversity-sensitive areas (Natura 2000, NPWS-designated). New builds undergo standard ecological screening as part of planning consent.



FUEL TRANSITION & FLEET RENEWAL · ACTIVELY REDUCING TAILPIPE EMISSIONS

Euro VI BEST-AVAILABLE CLASSES AT RENEWAL	54% HVO SELF-OWNED FLEET FUEL MIX	F-gas REFRIGERANT LEAK MONITORING ESTATE-WIDE
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SECTION 07 — SOCIAL · OWN WORKFORCE(S1) · PEOPLE

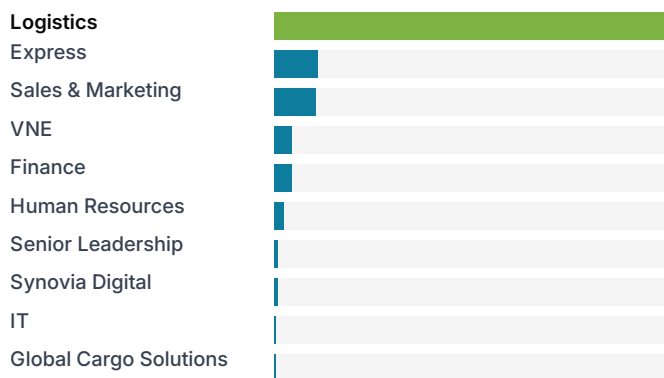
1,048 COLLEAGUES
54 NATIONALITIES

Our *Workforce.*

1,048 direct colleagues across 54 nationalities. The foundation of every operational result in this report.

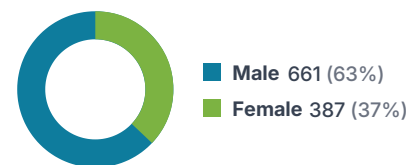
DIRECT HEADCOUNT 1,048 Colleagues across the Group	NATIONALITIES 54 Represented across all sites	FEMALE COLLEAGUES 37% 387 colleagues · Group total	PULSE SURVEY · D&I 4 of 5 Say Primeline is diverse & inclusive
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DIRECT WORKFORCE BY DIVISION · GROUP TOTAL 1,048

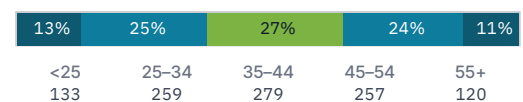


Group total: 1,048 colleagues.

GENDER SPLIT · 1,048 TOTAL



AGE PROFILE · % OF WORKFORCE



Top 10 of 54 nationalities · Ireland 369 · Romania 215 · Poland 82 · UK 79 · Brazil 42 · Portugal 27 · Italy 26 · Ukraine 21 · Moldova 19 · Croatia 16

CONTRACT STABILITY · 1,048 DIRECT COLLEAGUES

CONTRACT TYPE	HEADCOUNT	% OF WORKFORCE
Full Time, Permanent · ANCHOR	988	94.1%
Part Time, Permanent	35	3.2%
Full Time, Fixed Term	10	1.0%
Secondment	8	0.8%
Part Time, Fixed Term	4	0.4%
Consultancy	2	0.2%
Maternity Cover	1	0.1%

94.1% of workforce on permanent contracts, the anchor of operational stability.



"At Primeline, our people are not a statistic; they are the heartbeat of this organisation. Every day, 1,048 colleagues across 54 nationalities bring their talent, their stories and their ambition into our warehouses, offices and our fleet. That diversity is our strength, but belonging is our standard. We have built a culture where colleagues feel safe, respected and able to grow, supported by leadership pathways that open doors and a DEBI framework that ensures every voice is heard. I am proud of the women and men who step forward into new roles, proud of the teams who lift each other up, and proud of the inclusive momentum that defines who we are. Culture is not a programme - it is a promise. And at Primeline, that promise is lived every day by the people who make this Group extraordinary."

NIKKI MULLIN · CHIEF PEOPLE OFFICER · PRIMELINE GROUP

Diversity, Equity & Inclusion.

DEBI strategy: Diversity, Equity, Belonging and Inclusion. Structured around representation, pay, pathways and culture.

FEMALE REPRESENTATION ACROSS LEADERSHIP LEVELS

LEVEL	TOTAL	FEMALE	% FEMALE
Directors	7	2	29%
Heads (Head of...)	7	4	57%
Senior roles	14	10	71%
Managers (all)	134	51	38%
Total workforce	1,048	387	37%

Female representation is strong at Senior and Head levels. Director-level gap is the focus of structured leadership pipelines (Rising Stars · Bringing Leaders Forward · Forward Thinking Leaders · Elevating Leaders) and the Primeline Group Women's Network.

GENDER PAY GAP 2025 · PRIMELINE LOGISTICS ULC · 911 COLLEAGUES AT MEASUREMENT DATE

MEAN PAY GAP

8.4%

Full-time

MEDIAN PAY GAP

-2.3%

Female median pay slightly higher

MEAN BONUS GAP

9%

Bonus recipients ≈13% / 13%

MEDIAN BONUS GAP

29.5%

Action plan in place

BIK: 9% males / 3% females. Living wage commitment maintained across all directly employed roles. Group-level analysis publishing FY 2025/26.

DEBI FRAMEWORK · FOUR PILLARS

01 · REPRESENTATION

Building the pipeline

Increasing female participation in transport, warehouse leadership and technical pathways. Apprenticeship and Graduate programmes with active female outreach.

02 · PAY

Equitable reward

Annual Gender Pay Gap reporting. Role-structure reviews. Transparent reward processes.

03 · PATHWAYS

Growth from within

Mentorship · Structured leadership programmes · Internal mobility · 78% supervisor fill rate · 20% internal promotion rate.

04 · CULTURE

Belonging

Over 50 risk assessments translated into many different languages. Business updates with transcript in at least 9 languages. Equal Opportunities & Anti-Harassment Policy indoctrinated across the group.





primeline

Group Womens Network **#LIMITLESS**

A community for connection, growth and mentorship, advocating for gender equity priorities across the Group.

**Aug 2025**

NETWORK LAUNCHED

11

COMMITTEE VOLUNTEERS

€2,000

RAISED · WOMEN'S SHED

Monthly

"WOMEN WHO MOVE FMCG"



"#LIMITLESS is not a campaign, it is a living, growing community within our business. It exists because we decided that women's development, confidence and career progression should not depend on a single event. A small committee of colleagues drive it forward. The rest of us lift it higher. When we support women everywhere, on the road, in depots, in offices and at home, we prove that our collective potential is truly #LIMITLESS."

DEBBIE JOHNSTON · HEAD OF ESG & PROGRAMME MANAGEMENT · FOUNDER OF PGWN

WHAT HAVE WE ACHIEVED? · YEAR ONE

- 01 Inaugural launch event** in Ashbourne, hosted by local business The Pantry and sponsored by our business partners Tayto, Lindt & Sprüngli, Ferrero, JDE and Unilever Ireland.
- 02 Primeline Ice bucket Challenge**, our first charity fundraiser, raised just under €2,000 for Ashbourne Women's Shed and the PGWN.
- 03 Monthly newsletter** "Women Who Move FMCG", plus upskilling on leadership, women in logistics, managing up, coaching and conflict management.
- 04 Member benefits:** discounts with local gyms and community groups, fundraising and network events, and access to International Women's Day talks.



PGWN COMMUNITY · ACROSS THE GROUP



LAUNCH EVENT · ASHBOURNE



ICEBUCKET CHALLENGE · FUNDRAISER

Training & Development.

1,306 colleagues completed 1,530 hours of learning and development. 1,137 colleagues trained across Manual Handling and Material Handling Equipment.

COLLEAGUES TRAINED

1,306

Colleagues · 1,530 hours
Completed across the year, 1 July 2024 to 30 June 2025.

OPERATIONAL TRAINING · FY25

1,137

Manual Handling and MHE
Colleagues trained across ten equipment and handling disciplines.

TRAINING IN EVERY LANGUAGE

50+

Risk assessments translated
Into approximately 12 languages, so safety-critical information reaches every colleague.

LEARNING & DEVELOPMENT FY25 · 1,530 HOURS

Business Ethics	881
Data Protection	365
Rising Stars 896 hours	40
DEBI	9
Power BI	8
Excel	3

Business Ethics and Data Protection training were rolled out for the first time in FY25 and were delivered to all colleagues in situ, not only new starters, which is reflected in the higher participation.

Training figures cover both Primeline and agency colleagues, as delivery is combined and cannot be separated. Figures represent training delivered, not unique headcount.

OPERATIONAL TRAINING FY25 · 1,137 COLLEAGUES

Manual Handling	465
ROPPT	301
Counter Balance	107
Bendi Truck	75
Reach Truck	52
MEWP	44
LOPPT	35
Tail Lift	30
VNA	18
Clamps	10

COMMUNICATION SIMPLIFIED
over 50+ risk assessments translated into approximately 12 languages, so that safety-critical information reaches every colleague in a language they understand. Free English lessons are also offered as an internal benefit.

Programme partners: Skillnet · Positive2Work · CILT Mobility & Supply Chain Skillnet · M1 Drogheda Chamber Skillnet.



Health, Safety & Wellbeing.

ISO 45001:2018 certified. SMETA 4-Pillar audit completed with zero non-conformities. 86 health and safety audits this period.

H&S AUDITS 86 Completed this period	FIRE DRILLS 17 Conducted across sites	QUALITY AUDITS 100 Audits completed	TRAINED RESPONDERS 34 /14 First Aiders / Fire Wardens	SMETA NCS 0 Non-conformities · all 4 pillars
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ACCIDENT REPORTING, STATED OPENLY

Accidents rose from 15 in FY 23/24 to 28 in FY 24/25. This increase reflects significant operational growth, including the integration of Global Cargo Solutions and the opening of the Unit 12E distribution centre, which expanded both our workforce and our operational footprint. We report this openly rather than presenting a partial picture. In response, the H&S programme delivered 86 audits, quarterly RA01 risk assessment reviews with supervisor accountability, and a new forklift restriction policy following incidents.

Health & Safety Excellence Awards 2025: Health & Safety Team of the Year (Large Companies). Risk Management uses a Record of Assessment process across all operational tasks (e.g. RA01 PPT operations) with quarterly review and supervisor accountability.

MENTAL HEALTH OFFICER & EAP

Employee Support - 24/7

- **Mental Health Officer:** HR Generalist trained in Mental Health Awareness
- **EAP, HSF Assist:** 24/7 confidential service for direct + agency colleagues and families
- Free Virtual GP · Free Counselling · Free Legal Advice
- **Helpline:** 1800 475 574 (ROI) / 0800 9886599 (NI/UK)
- **Engagement:** annual business update, QBU videos with transcript in 9 languages, Pulse Surveys (Wrky platform)

BENEFITS & RECOGNITION

Comprehensive package · day one.

- **Life Assurance** (1x salary from Day 1), all direct
- **PRSA pension**, direct colleagues
- **Auto-Enrolment Pension** prep, January 2026 (ROI)
- **Laya Healthcare**, 10% colleague discount
- **Cycle to Work** (6 months service) · Tax Saver Commuter (up to 52% savings)
- **Long Service Awards** at 5/10/15/20/25/30 years · Refer a Friend reward
- **Enhanced Family Policies:** paternity (1wk paid top-up) · fertility · miscarriage · death of a child · maternity (26wks paid top-up Grade 3+) · domestic violence and abuse leave (HR33, paid leave + signposting)

SAFETY CULTURE · WEBFLEET OPTIDRIVE

A safer, more efficient fleet, measured every trip.

Webfleet OptiDrive scores every driver on how safely and efficiently they drive, covering braking, acceleration, cornering, speed and idling, where a higher score means safer, lower-carbon driving. Across the self-owned fleet, our 71 drivers were rated Excellent and no flags for improvement reported. Continuous supervisor coaching, translated risk assessments, and Truck Safe Gold accreditation (FTAI) provide independent verification of fleet safety, compliance and environmental performance.



Workers in the *Value Chain*.

ESRS S2 disclosure. Subcontracted hauliers, agency colleagues (Kaizen Workforce Solutions), third-party warehouse operatives and supplier personnel are all part of operational reality.

SUPPLIERS TRACKED 124 Active suppliers in scope	CODE OF CONDUCT SIGNED 121 · 97.6% GP02Rev.02 return rate	SMETA LABOUR NCS 0 Eurofins audit · Feb 2025
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ENGAGEMENT FRAMEWORK · FOUR AREAS

01 · SUPPLIER CODE OF CONDUCT GP02 Rev. 02, issued 14 Jan 2025. Communicated to suppliers and subcontractors. Sets expectations on labour standards, H&S, environment, ethics, modern slavery and anti-bribery.	02 · MODERN SLAVERY & HUMAN TRAFFICKING Zero tolerance · independently verified. Zero tolerance position formalised in the Code of Ethics. SMETA 4-Pillar audit (Eurofins, February 2025) confirmed zero non-conformities on labour standards.
03 · HVO SUBCONTRACTOR ENGAGEMENT Top 10 hauliers · Q2 2026. <i>"If our clients' Scope 3 includes our fleet, then our Scope 3 includes the fleets that work with us." Programme launching Q2 2026: the top 10 subcontracted hauliers will be engaged on HVO transition and emissions reporting.</i>	04 · AGENCY WORKFORCE (KAIZEN WORKFORCE SOLUTIONS) Same standards · same support. Agency colleagues operate under the same H&S framework and Code of Conduct expectations as direct employees. HSF Assist EAP access extended to agency colleagues and their families. Sole agency partner: Kaizen Workforce Solutions (validated under ETI Base Code · SMETA 4-Pillar audit · labour standards verified). ~187 SUBCONTRACTED COLLEAGUES Snapshot FY 24/25 ~55% / 45% AGE <30 / 30+ DISTRIBUTION ~64F / ~123M ~94 of 187 LOCAL COMMUNITY (MEATH + LOUTH) <i>Agency workforce volumes vary monthly with operational demand. Figures above reflect a snapshot during the FY 2024/25 reporting period. Source: CSRD questionnaire response, Kaizen Workforce Solutions.</i>

LOOKING AHEAD · FY 2025/26

STEP 01 Roll out the supplier ESG questionnaire programme	STEP 02 Embed social criteria in the subcontractor selection & renewal	STEP 03 Quantitative supplier ESG coverage in FY 2025/26
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Affected *Communities.*

FoodCloud cumulative impact remains the largest single community contribution.
Direct donations up 23% YoY, recovering and surpassing prior years.

GROUP CHARITABLE DONATIONS · THREE-YEAR TRAJECTORY · FY 24/25

ENTITY	FY 22/23	FY 23/24	FY 24/25
Primeline Logistics (PLL)	28,200	25,004	21,329
Johnson Brothers (JB)	440	—	8,691
GBS	5,000	5,000	5,000
Primeline Express (PLE)	1,050	966	1,356
Avon Freight Group	—	—	1,424
Global Cargo Solutions (GCS)	—	—	400
Total · €	34,690	30,970	38,200

GROWTH · YOY

+23%

FY 24/25 surpasses FY 22/23 in full.

Avon Freight Group's first contribution and Johnson Brothers' growth (€0 → €8,691) were the principal drivers.

ACTIVE PARTNERSHIPS ACROSS THE GROUP

Drogheda Women's Refuge

Third Age Ireland

Men's Aid Ireland

Jack & Jill Children's Foundation · 400 gift boxes

Home Farm Foods

Woodies Hero

Biobank

Ashbourne Lions

HPRA · IGBF · IBEC subscriptions

Pro-Am Sponsorship

Dublin Devils FC · EuroGames

Movember 2025 · Irish Cancer Society + Ashbourne Irish Men's Shed

CHRISTMAS GIVING · DECEMBER 2024

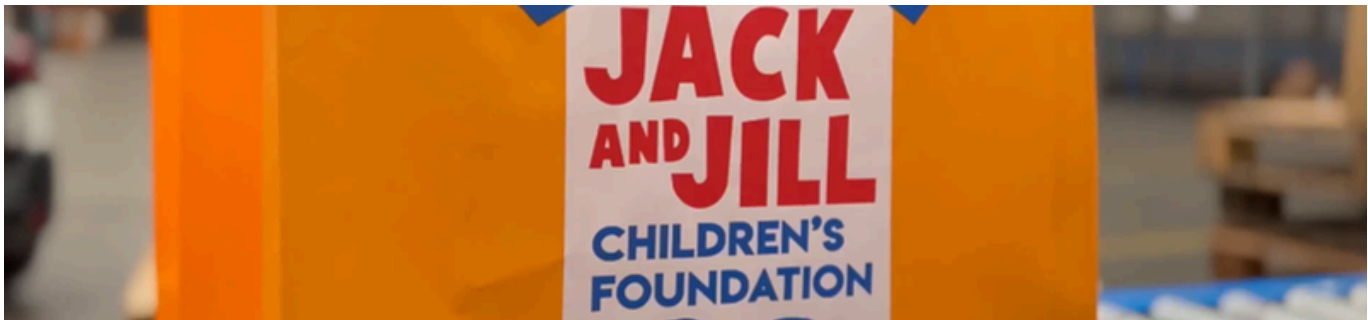
400 Christmas gift boxes.

Primeline Group partnered with The Printed Image and brand partners to deliver 400 Christmas gift boxes to families supported by The Jack and Jill Children's Foundation, which provides home nursing and end of life care for children up to six years of age with highly complex medical conditions.

INDUSTRY DEVELOPMENT · BEYOND DONATIONS

Sector development through participation, not just contribution.

Active participation in industry bodies: CILT · Skillnet · Logistics & Supply Chain Skillnet · M1 Drogheda Chamber Skillnet . Hosting of leadership talks, mentorship of new entrants to the profession, and active engagement in sector ESG forums.



Business *Conduct.*

Code of Ethics. Anti-Bribery & Corruption. Gifts & Hospitality. Conflicts of Interest.
The behavioural standards expected of every colleague, contractor and supplier.

ABC INCIDENTS · FY 24/25 0 Bribery or corruption events recorded	SMETA ETHICS NCS 0 Independent verification · Eurofins 2025	CODE OF ETHICS GP01 · in force Applies to colleagues, contractors, suppliers
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BEHAVIOURAL FRAMEWORK · FOUR PILLARS

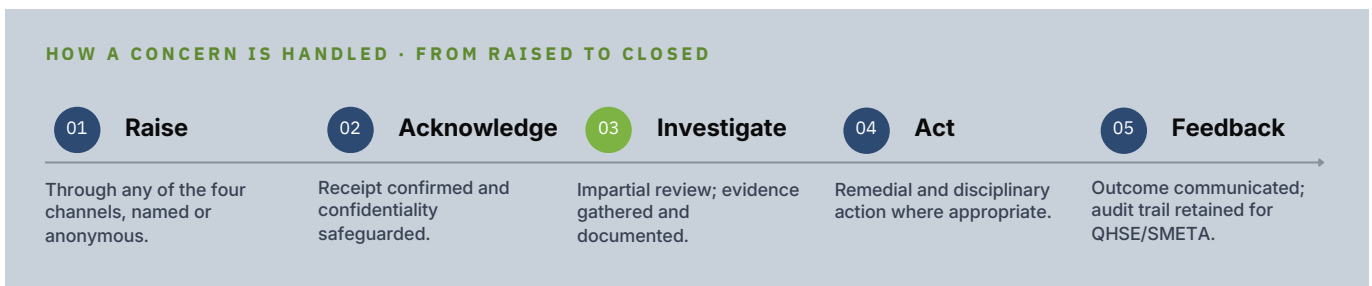
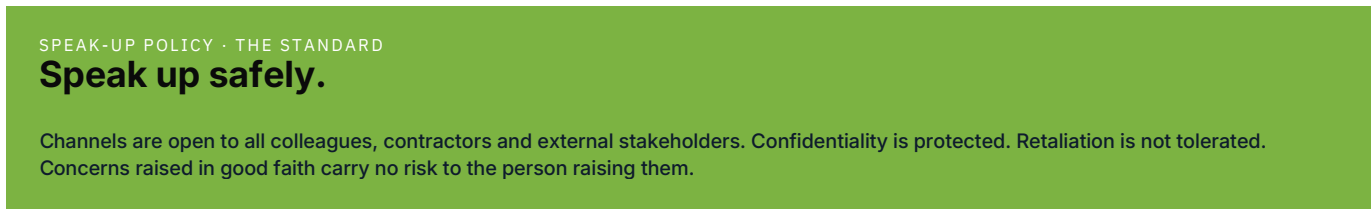
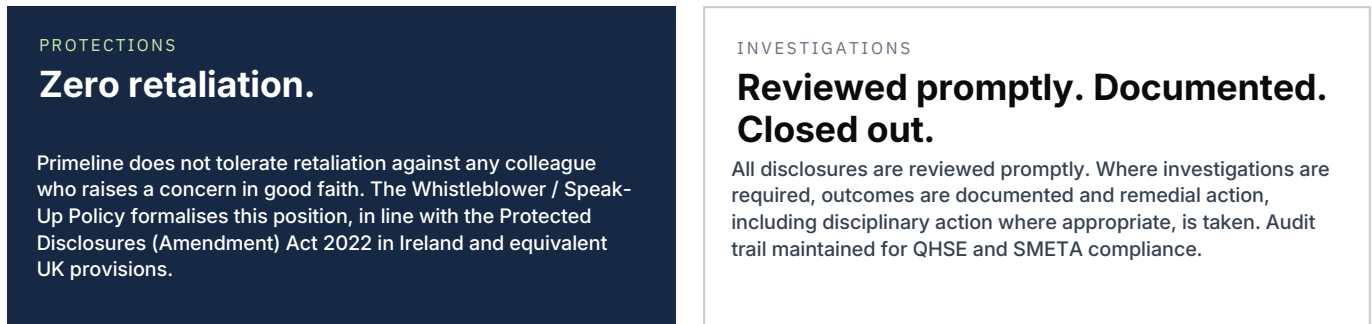
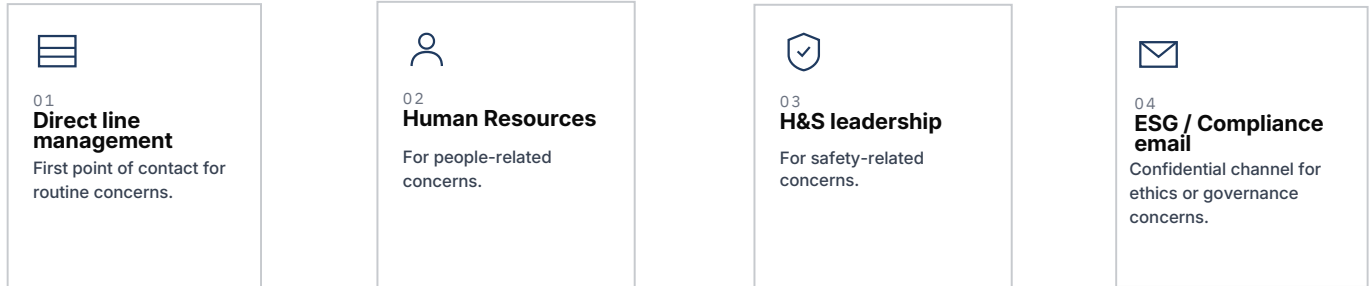
01 · CODE OF ETHICS (GP01) Behavioural standard for everyone in the chain. Honesty & integrity · conflicts of interest · gifts & hospitality · compliance with law · fair dealing · anti-bribery and anti-corruption · modern slavery · anti-harassment · use of company assets and information.	02 · ANTI-BRIBERY & CORRUPTION Zero tolerance, formalised in two policies. Position formalised in Code of Ethics (GP01) and Supplier Code of Conduct (GP02 Rev. 02). Director-level sign-off on standalone ABC Policy in progress as part of Gold-pathway gap closure programme.
03 · GIFTS & HOSPITALITY Documented thresholds. Internal register. Governed by the Code of Ethics. Internal register maintained where applicable thresholds are exceeded.	04 · CONFLICTS OF INTEREST Proactive declaration · procurement, suppliers, recruitment. Addressed in the Code of Ethics. Proactive declaration expected from all colleagues whose role involves procurement, supplier relationships, or recruitment decisions.



Whistleblower & *Grievance.*

Multiple channels. Confidentiality and protection from retaliation. Aligned with the Protected Disclosures (Amendment) Act 2022 and equivalent UK provisions.

REPORTING CHANNELS · FOUR ROUTES FOR RAISING CONCERNS



Data Privacy & Cybersecurity.

GDPR-compliant. Information security framework with documented controls.
Documented incident response.

EU GDPR

IRISH DATA PROTECTION ACTS 1988-2018

UK GDPR / DPA 2018

DPO contact: dpo@primeline.ie

DATA PROTECTION · LAWFUL BASES & RETENTION

Lawful, transparent, accountable.

- Data Protection Policy governs the collection, processing, storage and disposal of personal data.
- Defined lawful bases for processing.
- Documented retention schedules.
- Designated point of contact: dpo@primeline.ie
- Named Data Protection Officer and L&D Lead: Anita Cummins

CYBER SECURITY · ALWAYS-ON FRAMEWORK

Identify · Protect · Detect · Respond · Recover.

- Access management & endpoint protection.
- Network security · Backup · Disaster Recovery.
- Security awareness training for all colleagues.
- Proactive phishing & social-engineering communications.
- Annual review · Controlled scenario testing.
- Cybersecurity framework reviewed annually under IT governance.

INCIDENT RESPONSE · DOCUMENTED PROTOCOL

01

Identify

Detection through monitoring or report.

02

Contain

Isolation and damage limitation.

03

Communicate

Notification to data subjects and supervisory authorities where applicable.

04

Remediate

Root cause analysis, corrective action and audit trail.



"Good data protection is not about locking information away. It is about handling personal data with care, being clear with people about how we use it, and being ready to answer for it. That accountability is built into how we work every day."

ANITA CUMMINS · DATA PROTECTION OFFICER & L&D LEAD

Sustainable *Procurement*.

Suppliers are the lever through which our Scope 3 trajectory will be defined.
Engagement, not regulation, is the route to reduction.

SUPPLIERS TRACKED 124 Total active scope	SIGNED SCOC 121 · 97.6% Return rate this period	REVIEWS OVERDUE 0 Across the active scope	PENDING / ALT DOC / INACTIVE 2 / 1 / 1 Edge-case supplier states
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SUPPLIER RISK TIERING · 124 ACTIVE SUPPLIERS

124
TOTAL

High Risk Tier

36 · 29%

Medium Risk Tier

31 · 25%

Low Risk Tier

57 · 46%

GEOGRAPHY · SUPPLIER BASE

IRELAND

97

GREAT BRITAIN

17

NORTHERN IRELAND

7

FR · NL · SE

1x3

TOP SUPPLIER TYPES · BY VOLUME

TRANSPORT · 27

LOGISTICS · 4

STAFFING · 4

OTHER · 6

MACHINERY · 5

SERVICE · 10

CONSULTING · 9

RETAIL · 9

TRAINING · 4

The chips above show only the largest categories, so they do not equate to 124. A tail of smaller suppliers (Automotive, Manufacturing, Food and similar) completes the total, and each is tiered by its own activity type in the same way.

HOW TO READ THE COLOURS - ESG RISK TIER High Risk Tier Medium Risk Tier Low Risk Tier Colour indicates ESG risk tier. Risk tier is assigned by supplier activity type, reflecting each sector's inherent ESG exposure, and it sets the criteria for the regularity of supplier review: High every 12 months, Medium every 24, Low every 36. High risk types carry the greatest labour, road safety or human rights exposure (Transport, Logistics, Staffing). Medium risk types carry moderate physical or environmental exposure (Machinery, and a small number of uncategorised suppliers under Other). Low risk types are professional and low impact services (Retail, Consulting, Service, Training). Transport represents 26 of our 36 high risk suppliers, reflecting our reliance on road hauliers, and is the focus of our supplier engagement and Scope 3 programme.
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FY 2025/26 · FORWARD TARGETS

01 · ESG QUESTIONNAIRE PROGRAMME First-round data captured. Top 10 suppliers prioritised for full data collection.	02 · SUBCONTRACTOR RFQS Sustainability as a scoring component. Embedded in all new haulier RFQs and renewal contracts.	03 · QUANTITATIVE REPORTING Quantified ESG coverage. Supplier ESG coverage reported quantitatively in next year's report.
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GROUP-WIDE DEPLOYMENT VIA DUAL INTERNAL COMMUNICATIONS (FEB + APR 2025) · SUPPLIER ENGAGEMENT LETTERS ISSUED 2025 · SUPPLIER COMPLIANCE TRACKER MAINTAINED BY ESG MANAGEMENT FUNCTIONS.



Risk & Compliance.

Climate-related risks across two horizons. ISO portfolio compliance framework.
Group Business Continuity Plan 2025.

CLIMATE-RELATED RISKS · TWO HORIZONS

Q1 · ACUTE PHYSICAL Storm damage & flooding. Affecting Irish and UK road networks. Impact on delivery reliability and asset integrity.	Q2 · CHRONIC PHYSICAL Long-term climate shifts. Changes in temperature and precipitation are affecting cold-chain operations and warehouse cooling load.
Q3 · TRANSITION · REGULATORY & MARKET CSRD · carbon pricing · low-carbon demand. National/EU emissions targets. Customer demand for low-carbon logistics. Competitive differentiation through HVO and renewable electricity.	Q4 · TRANSITION · REPUTATIONAL Stakeholder expectations. Transparency, supplier engagement, and external assurance. Reputational risk mitigation tied directly to ESG strategy delivery.

ISO COMPLIANCE FRAMEWORK · INDEPENDENTLY CERTIFIED

QUALITY ISO 9001:2015 NQA UKAS · Cert. 187655 Valid to 1 Apr 2028	ENVIRONMENT ISO 14001:2015 NQA UKAS · Cert. 178054 Valid to 1 Apr 2028	HEALTH & SAFETY ISO 45001:2018 NQA UKAS · Cert. 178055 Valid to 1 Apr 2028	CSRD-ALIGNED ESG Report 24/25 Internal preparation Published FY 24/25
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OPERATIONAL RESILIENCE

Group Business Continuity Plan 2025.

- Site-level continuity
- IT and data resilience
- Supply chain disruption response
- Crisis communications

Operational risk assessments (e.g. RA01 PPT operations) are reviewed regularly under QHSE framework, with action ownership at supervisor and manager levels.

FY 2025/26 PRIORITIES

Climate risk register maturation.

- Climate-related risk identification matured across operational and value chain horizons.
- Risk register expanded across additional ESRS topics.
- Risk reporting integrated with Group Board strategic risk reviews.



External Validation.

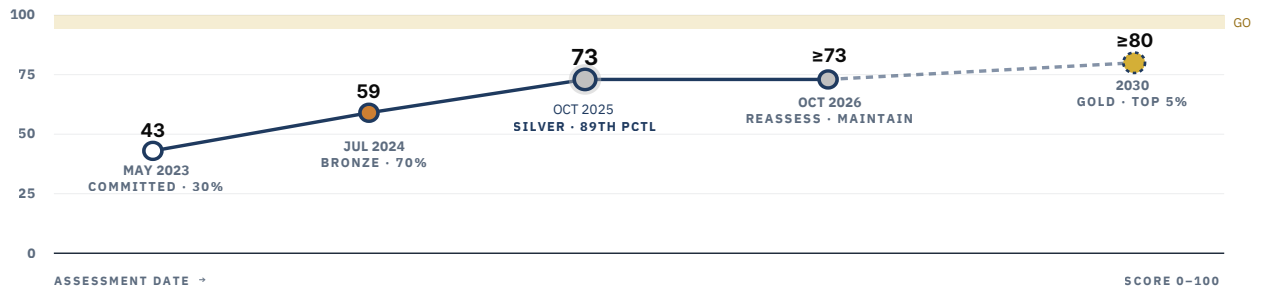
FY2024/25 brought the strongest external validation Primeline has received in its history, across ratings, certifications and industry awards.



ECOVADIS TRAJECTORY

Trajectory toward Gold by 2030.

+30 POINTS · MULTI CYCLE PATHWAY · GOLD BY 2030



+30 points across two cycles. Silver position maintained as the foundation for a multi cycle pathway to Gold by 2030.

AWARDS · 2025 / 2026 SEASON · SEVEN WINS

GREEN AWARDS · 2026

WINNER

Green Logistics & Transport Company of the Year.

FINALISTS · BAKUGLS.COM · BWG FOODS
· DAIRYGOLD · E2G LOGISTICS
· IARNRÓD ÉIREANN

ILTA · 2026

WINNER

Green Transformation Award

Decarbonisation & ESG Innovation.

FINALISTS · BUS ÉIREANN · BWG FOODS
· CAFFREY · DHL · DUBLIN EXPRESS · MONTGOMERY

ILTA · 2025

TREBLE WIN

Three awards at ILTA 2025.

Employer of the Year.
Sustainable Team of the Year.
Women in Logistics & Transport Commercial (Eleanor Treanor, QHSE Manager).

OTHER 2025 WINS

DOUBLE WIN

Recognised across health, safety and sustainability.

H&S Excellence Awards 2025, Health & Safety Team of the Year, Large Companies category.
Newstalk Changemaker Awards 2025, Sustainable Workplace Award.

CERTIFICATIONS PORTFOLIO

ISO 9001:2015 · NQA UKAS · Apr 2028

ISO 45001:2018 · NQA UKAS · Apr 2028

BRCGS S&D · AA · 2nd consecutive yr

LEED Silver · Unit 12E · USGBC

REPAK · Compliance Cert. 2025 · Member 006285

ISO 14001:2015 · NQA UKAS · Apr 2028

SMETA 4-Pillar · Eurofins Feb 2025 · 0/0

LEED Gold · Unit 12F · USGBC

Truck Safe Gold · FTAI

Audit Ref ZAA600112333 · Eurofins SMETA · 0 NCs / 0 obs

PUBLIC FUNDING · CLIMATE INVESTMENT

Recognised climate investment.

Enterprise Ireland · Green Plus Grant MAR 2026
€30,499 to Primeline Logistics ULC · Project 185543/TR · CES ID 77932 · Total Eligible Cost €60,998 (50% grant) · Next Generation EU / EU RRF · Final Claim 27 Feb 2027.

IERC LAPS programme

Funding partner for ISO 50002 Type 1 Energy Audit (June 2025).



ISO 9001:2015
NQA · UKAS



ISO 14001:2015
NQA · UKAS



ISO 45001:2018
NQA · UKAS



SMETA 4-Pillar



BRCGS S&D



LEED Gold
Unit 12F



LEED Silver
Unit 12E



Truck Safe
Gold



REPAK
Member 006285

Looking Ahead.

FY 2024/25 was about delivery. FY 2025/26 is about consolidation and the next leg of ambition. Seven priorities define the year.

01 FLAGSHIP

EcoVadis trajectory.

Maintain Silver position through the FY 2025/26 reassessment. Close identified gaps: standalone ABC policy, supplier ESG questionnaire programme, formal whistleblower channel, expanded coverage language. Multi cycle pathway toward Gold target by 2030.

REASSESSMENT · OCT 2026

02 CLIMATE

Climate transition planning.

Group-wide carbon reduction target setting and transition planning, with internal evaluation of validation frameworks during the cycle. Sequencing aligned with Group governance and operational readiness.

PLANNING · FY 25/26

03 ASSURANCE

Limited GHG assurance.

Limited assurance engagement on Scope 1 and Scope 2 emissions for FY 2025/26 reporting cycle. Scoping note for Scope 3 assurance in FY 2026/27.

SCOPE 1+2 · FY 25/26

04 VALUE CHAIN

Supplier ESG engagement.

ESG questionnaire to top 20 suppliers (Q2 2026). HVO engagement with top 20 subcontracted hauliers (Q4 2026 target). Sustainability criteria embedded in all new haulier contracts.

ROLLOUT · Q2-Q4 2026

05 CONSOLIDATION

Integration of acquired entities.

Progressive integration of **Avon Freight Group**, **Global Cargo Solutions** and **I Love Shopping (ILS)** into GHG inventory, ESG governance framework and reporting boundary.

PROGRESSIVE · FY 25/26

06 DECARBONISATION PATHWAY

Investment evaluation.

Four decarbonisation strategies identified through the ISO 50002 Type 1 Energy Audit (energy efficiency, solar PV expansion, air-source heat pump, building management systems) are under evaluation. Investment sequencing subject to Group governance approval and grant alignment.

EVALUATION · FY 25/26

07 CAPABILITY

Capability building · Green Plus.

Implementation of Enterprise Ireland Green Plus-funded training programme. Up to 10 nominated Project Champions on external climate, ESG and sustainability training.

CHAMPIONS · 27 FEB 2027

FY 24/25 MILESTONE · FLOWING INTO FY 25/26 INTEGRATION

First major acquisition in UK.

On 7 May 2025, Primeline Group completed the acquisition of Avon Freight Group, a specialist logistics provider based in Birmingham. The transaction marks the Group's first MAJOR acquisition in the UK and a strategic expansion of the Group's footprint. The integration of Avon Freight Group into a unified ESG framework (carbon accounting, social KPIs, supplier programme and certification scope) is sequenced for FY 2025/26 and is therefore excluded from the FY 24/25 reporting boundary.



Environmental *KPIs*.

Quantitative summary across emissions, energy and intensity indicators, covering FY 2021/22 to FY 2024/25.

INDICATOR	UNIT	FY 21/22	FY 22/23	FY 23/24	FY 24/25
— EMISSIONS (TCO ₂ E)					
Total emissions	tCO ₂ e	23,313	21,499	16,637	15,181
Scope 1	tCO ₂ e	2,636	3,706	4,448	1,922
Scope 2 (market-based)	tCO ₂ e	2,377	45	11.7	10.5
Scope 3	tCO ₂ e	18,300	17,748	12,177	13,249
YoY change (total)	%	—	-7.8%	-22.6%	-8.8%
Cumulative reduction vs baseline	%	—	-7.8%	-28.6%	-34.9%
— FUEL & FLEET					
HVO consumed	Litres	—	—	—	857,799
Diesel consumed	Litres	—	—	1,620,968	720,472
CO ₂ intensity (fleet)	g/km	987	850	740	650
— SITE ENERGY (CY 2024)					
Site electricity (imported)	kWh	—	—	—	3,487,964
Solar PV generation (partial year)	kWh	—	—	—	208,162
Site natural gas	kWh	—	—	—	453,556
Total site energy	GWh	—	—	—	4.0
Total site energy cost	€	—	—	—	918,329
Building emissions (gas only)	tCO ₂ e	—	—	—	83
Renewable electricity share	%	—	—	—	99.6%

FY = July to June · CY = January to December · Solar 579 MWh in FY 24/25 reporting period; CY 2024 partial-year measurement (208 MWh) reflects progressive commissioning · Methodology: GHG Protocol Corporate Standard + Scope 3 Standard · CEMASys.

Social *KPIs*.

FY 2024/25 quantitative summary across the workforce, training, H&S, suppliers and community. Historical series under consolidation for FY 2025/26.

INDICATOR	UNIT	VALUE	NOTES / SCOPE
— WORKFORCE			
Total direct employees (Group)	#	1,048	HR data 8 April 2025
Female workforce	%	37%	387 of 1,048
Female managers	%	38%	51 of 134 managers
Female Directors	%	18%	2 of 11 Directors
Nationalities	#	54	All Group entities
Group turnover	%	35.2%	Elevated by 12E/f distribution centre first-year ramp-up · mature sites 15 to 20%
Mature site turnover	%	15–20%	Units 3, 9, 12, operational baseline
Internal supervisor fill rate	%	78%	Group
Internal promotion rate	%	20%	Group
— PAY EQUITY (PRIMELINE LOGISTICS ULC, 2025 GPGR)			
Mean gender pay gap (FT)	%	8.4%	911 employees
Median gender pay gap (FT)	%	–2.3%	Female median slightly higher
— TRAINING			
Training completions	#	2,443	L&D 1,306 + operational 1,137, FY 24/25. Completions, not unique headcount
L&D training hours	Hours	1,530	FY 24/25, L&D records
— HEALTH & SAFETY			
Lost time accidents	#	28	FY 23/24: 30. Reduction year on year
Motor accidents	#	28	FY 23/24: 15. Increase reflects operational growth (GCS, 12E)
Absenteeism (YoY)	%	–7%	FY 24/25 vs prior year.
H&S audits completed	#	86	QHSE Annual Scorecard, FY 24/25
— VALUE CHAIN & COMMUNITIES			
Suppliers tracked	#	124	Supplier Compliance Tracker
SCoC return rate	%	97.6%	121 of 124
FoodCloud surplus food rescued	tonnes	303.3	Cumulative since inception
FoodCloud meals delivered	#	722,042	Cumulative since inception
Group charitable donations FY 24/25	€	38,200	all entities · +23% YoY
Enterprise Ireland Green Plus Grant	€	30,499	Mar 2026 · Climate Planning Fund for Business

Methodology & Data Boundaries.

Sources, standards, scope and known limitations underpinning the figures in this report.

01 SOURCES

Where the data comes from.

- **GHG inventory:** prepared internally by the ESG team using the CEMASys carbon accounting platform.
- **Energy data:** Site meter readings + ISO 50002 Type 1 Energy Audit (June 2025).
- **Workforce data:** HRIS export 8 April 2025.
- **Supplier data:** internal Supplier Compliance Tracker.
- **Awards / Certifications:** original certificates and award letters.

02 STANDARDS

Frameworks applied.

- GHG Protocol Corporate Standard.
- GHG Protocol Scope 3 Standard.
- IPCC default factors.
- ISO 14001 / 45001 / 9001 (NQA UKAS).
- SMETA 4-Pillar (Eurofins).
- ESRS topical standards (selected disclosures).
- GRI Standards (selected disclosures).

03 SCOPE

What's in, what's not.

- **Period:** 1 July 2024 to 30 June 2025 (FY 2024/25).
- **Entity:** Primeline Group consolidated.
- **EcoVadis scope:** Primeline Logistics ULC (EVID MN621913).
- **Sites:** Ireland · Northern Ireland · England · Scotland.
- **Out of scope FY 24/25:** Avon Freight Group, GCS, and I Love Shopping (ILS), integration in progress.

04 LIMITATIONS

Known gaps. Stated openly.

- **External assurance:** not yet in place. Limited assurance evaluated for FY 2025/26.
- **Scope 3 categories:** 7 of 15 currently measured.
- **Solar PV:** 208 MWh CY 2024 partial-year vs 579 MWh FY 24/25 fiscal.
- **Historical social KPI series:** under consolidation for next cycle.
- **Climate transition planning:** Group-wide carbon reduction targets under internal evaluation.

RELATED PUBLICATIONS · AVAILABLE AT [PRIMELINEGROUP.IE](https://www.primelinegroup.ie)

Companion documents.

Detailed sector specific disclosures supporting this consolidated ESG report. Each is available as a standalone PDF on the Primeline Group website.

ENVIRONMENT · FY 24/25

Primeline Carbon Report 2025

Full GHG inventory, Scope 1, 2 and 3, GHG Protocol Corporate Standard and Scope 3 Standard, with breakdown across fleet, sites and supply chain. Prepared internally by the ESG team.

URL: [Primeline Carbon Report 2025](#)

SOCIAL · FY 24/25

Primeline Logistics ULC Gender Pay Gap Report 2025

Annual Gender Pay Gap disclosure under Irish Gender Pay Gap Information Act 2021. Covers 911 PLL employees, quartile distribution, mean and median pay gap, action plan.

URL: [Primeline Logistics ULC Gender Pay Gap Report 2025](#)

PRIOR CYCLE · FY 23/24

Primeline Group Sustainability Report 2024

Prior cycle ESG and sustainability disclosure for the reporting period 1 July 2023 to 30 June 2024. Provided for trend continuity and year on year comparability.

URL: [Primeline Group Sustainability Report 2024](#)

All publications are available on the Primeline Group website. EcoVadis assessors and auditors should reference the standalone PDF documents directly, attached as evidence in the EcoVadis evidence portal.

Transparency by design.



Where assumptions are made, they are stated. Where data is restated, it is footnoted. Where boundaries are imperfect, they are described, not omitted.

GRI Content *Index.*

Selected GRI Standards referenced in this report. Non-exhaustive index.
Full mapping expanded in the FY2025/26 cycle.

GRI STANDARD	DISCLOSURE	SECTION
GRI 2 General Disclosures	2-1 Organisational details	About this Report
	2-22 Statement on sustainable development	CEO Statements
	2-29 Stakeholder engagement	Stakeholder Engagement
GRI 3 Material Topics	3-1 Process to determine material topics	Materiality Screening
	3-2 List of material topics	Materiality Screening
GRI 302 Energy	302-1 Energy consumption	Renewable Energy & Solar
GRI 305 Emissions	305-1 Direct (Scope 1) GHG	Climate (E1)
	305-2 Indirect (Scope 2) GHG	Climate (E1)
	305-3 Other indirect (Scope 3) GHG	Climate (E1)
	305-4 GHG emissions intensity	HVO Journey
	305-5 Reduction of GHG emissions	Targets & Roadmap
GRI 306 Waste	306-1 / 306-2 Waste management	Resource Use & Circular Economy
GRI 401 Employment	401-1 New hires and turnover	Our Workforce
GRI 403 Occupational H&S	403-1 to 403-9 (selected)	Health, Safety & Wellbeing
GRI 404 Training & Education	404-1 / 404-2 Training	Training & Development
GRI 405 Diversity & Equal Opp.	405-1 / 405-2	Diversity, Equity & Inclusion
GRI 414 Supplier Social Assessment	414-1	Sustainable Procurement
GRI 308 Supplier Env. Assessment	308-1	Sustainable Procurement

ESRS Disclosure *Index.*

Mapping of selected ESRS topical disclosures to sections of this report. Detailed disclosures documented internally in support of future CSRD compliance.

ESRS	TOPIC	SECTION
ESRS 2	General disclosures	About this Report; Governance
ESRS E1	Climate change	Climate (E1); Targets & Roadmap
ESRS E2	Pollution	Pollution & Air Quality
ESRS E3	Water and marine resources	Water & Biodiversity
ESRS E4	Biodiversity and ecosystems	Water & Biodiversity
ESRS E5	Resource use and circular economy	Resource Use & Circular Economy
ESRS S1	Own workforce	Workforce; Training; H&S; DEI; PGWN
ESRS S2	Workers in the value chain	Value Chain (S2); Sustainable Procurement
ESRS S3	Affected communities	Communities (S3)
ESRS S4	Consumers and end-users	<i>Not material under FY 2024/25</i>
ESRS G1	Business conduct	Business Conduct; Whistleblower; Data Privacy



CROSS-REFERENCE

Detailed CSRD-aligned disclosures.

Detailed CSRD-aligned disclosures are documented internally in support of future CSRD compliance, aligned with the European Sustainability Reporting Standards (ESRS) issued by EFRAG.

Glossary & Acronyms.

Reference list of technical terms, frameworks, certifications and acronyms used throughout this report.

— FRAMEWORKS & STANDARDS

CSRD	Corporate Sustainability Reporting Directive (EU).
ESRS	European Sustainability Reporting Standards.
GRI	Global Reporting Initiative.
GHG Prot.	Greenhouse Gas Protocol Corporate Standard.
IPCC	Intergovernmental Panel on Climate Change.

— RATINGS & AUDITS

EcoVadis	Independent sustainability ratings provider.
SMETA	Sedex Members Ethical Trade Audit (4-Pillar).
NQA UKAS	Certification body (UK Accreditation Service).
Eurofins	Independent third-party audit firm.

— CERTIFICATIONS

ISO 9001	Quality Management System (2015).
ISO 14001	Environmental Management System (2015).
ISO 45001	Occupational Health & Safety Management (2018).
ISO 50002	Energy Audit standard (Type 1, Jun 2025).
LEED	Leadership in Energy and Environmental Design (USGBC).
BRCGS	Brand Reputation Compliance Global Standards (S&D).
TruckSafe	FTAI fleet safety, compliance and environmental standard (Gold).
REPAK	Ireland's authorised producer compliance scheme for packaging waste.

— CLIMATE & ENERGY

Scope 1	Direct emissions from owned or controlled sources.
Scope 2	Indirect emissions from purchased energy.
Scope 3	All other indirect emissions in the value chain.
HVO	Hydrotreated Vegetable Oil, renewable diesel meeting EN 15940.
CO _{2e}	Carbon dioxide equivalent.
MWh / GWh	Megawatt-hours / Gigawatt-hours (1 GWh = 1,000 MWh).
kWp	Kilowatt peak (solar PV installed capacity).
SEU	Significant Energy User (ISO 50001 / 50002).
BMS	Building Management System.
MHE	Materials Handling Equipment.
LPHW	Low-Pressure Hot Water (heating system).

— PEOPLE & PROCUREMENT

DEBI	Diversity, Equity, Belonging and Inclusion.
PGWN	Primeline Group Women's Network.
SCoC	Supplier Code of Conduct (Primeline GP02 Rev. 02).
GPGR	Gender Pay Gap Report (annual statutory disclosure, Ireland).
HRIS	Human Resources Information System.
EAP	Employee Assistance Programme (HSF Assist).
HSF	Hospital Saturday Fund (provider of HSF Assist EAP).
CILT	Chartered Institute of Logistics and Transport.

— PUBLIC FUNDING

Green Plus	Enterprise Ireland climate capability grant scheme.
IERC LAPS	Irish Energy Research Council Life-Audit Plus Support.
SEAI	Sustainable Energy Authority of Ireland.
EEOS	Energy Efficiency Obligation Scheme.

— INTERNAL DOCUMENTS

GP01	Primeline Group Code of Ethics.
GP02	Primeline Group Supplier Code of Conduct (Rev. 02, 14 Jan 2025).
ESG 01	Environmental Policy.
ESG 02	Sustainable Procurement Policy.

Forward *Thinking.* Delivered.

A WORD FROM OUR CEO

"Forward Thinking is not just a slogan. It is also the standard we hold ourselves to, every site, every shift, every decision."

The progress documented in this report belongs to **1,048 colleagues across 54 nationalities**, to the partners who build with us, and to the communities we serve.

The next chapter, covering our EcoVadis trajectory, climate transition planning, evolving data quality and supplier engagement, will be written the same way the last one was: **deliberately, transparently, and in motion.**



Pamela Quinn
CHIEF EXECUTIVE OFFICER · PRIMELINE GROUP

NEXT CYCLE · FY 2025/26

Where we go *from* here.

- 01 Internal climate transition planning.
- 02 Limited third-party GHG assurance (Scope 1 + 2).
- 03 EcoVadis trajectory. Silver maintained in FY 26 reassessment. Gold target by 2030.
- 04 Supplier ESG questionnaire programme rollout.
- 05 Avon Freight Group, GCS, and I Love Shopping (ILS) are integrated into the reporting boundary.

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COLOPHON

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CARBON ACCOUNTING PLATFORM CEMAsys

THANK YOU

to our colleagues, customers, and partners and communities, for being part of this journey.

→ See you in the FY 25/26 cycle.