

Annual sustainability report

Fiscal year 2025



Contents

1. Introduction	3
2. Our business	4
3. Environment	6
4. Social	15
5. Governance	24
6. Climate-related financial disclosures	27

1. Introduction

We understand the value that good environmental, social and governance (ESG) practices can bring to businesses. Over the last fiscal year FY25 (April 2024-March 2025), we have engaged in Sustainability and ESG activities across the Group ('Group' means the Radius global group of companies).

Message from Simeon Irvine, Chief Business Officer and Sustainability and ESG Sponsor:

As Board sponsor for Sustainability and ESG, I am proud to share some of the key achievements and work we have undertaken over the past year.

Having appointed our first Head of Sustainability and ESG, we are undertaking a comprehensive review of our existing sustainability approach, ESG reporting and compliance requirements, including alignment with the Corporate Sustainability Reporting Directive. Additionally, we have identified data system enhancements to better inform our decision making, strengthen our climate transition planning and improve reporting capabilities.

Recognising the importance of meaningful action, we have increased our investment in Sustainability and ESG initiatives. Through the Energy Savings and Opportunity Scheme (ESOS), we are driving new capital projects aimed at reducing our Scope 1 and 2 carbon emissions, including allocating funding for LED lighting upgrades and solar energy installations on our Crewe Campus building. We are also proud to have maintained our ISO 14001 certification, demonstrating our commitment to environmental management excellence and continuous improvement.

Beyond environmental impact, we remain dedicated to social responsibility. Externally, our charitable partnerships with Transaid, Wishing Well and the Crewe Youth Zone reflect our objective of making a positive difference, both in the communities where we operate and in sub-Saharan Africa. Internally, we continue to focus on the development of our people, enhancing our talent development programmes, learning and development tools and ensuring that diversity, equality and inclusion are embedded in our business.

From a governance perspective, we have strengthened and enhanced our Sustainability Steering Committee, which I chair.

Looking ahead, we will continue to refine our sustainability roadmap, embed climate resilience, transparency and innovation into our operations. We are dedicated to Sustainability and ESG and we will keep pushing forward to create long-term value for all our key stakeholders.

Simeon Irvine



2. Our business

Our mission

To provide businesses with solutions for fuel cards, EV charging, telematics, insurance, vehicles and telecoms – delivered through technological expertise and a team commitment to exceptional service. For 35 years, we have simplified essential operations, so our customers can stay focused on their performance and growth.

Our vision

To be the leading global partner for business mobility and connectivity – helping companies to operate with greater efficiency, control, and confidence.

A full-service provider of mobility and connectivity products for SMEs

We take a data-driven approach and always start with our customers' needs. We provide customers of all sizes access to mobility and connectivity products and services through our account management platform, Radius Velocity. Our customers benefit from a one-stop-shop of products and services that keep their businesses connected and on the go.

Championing technology and innovation to unlock efficiencies for our customers

From connectivity services that bring organisations together to application-based, data-driven solutions, we pride ourselves on being at the forefront of technology innovation.



Key facts

2,900+

Employees

445,000+

Customers

57

Offices

5

Continents

19

Countries



3. Environment



Environment

In FY25, Radius continued to advance our focus on environmental stewardship

Sustainability and impact on the environment

We are continuing to review and improve our approach to environmental stewardship by strengthening our sustainability and environmental expertise. We're appointing a newly created position of Climate Change and Environment Manager, who will seek to enhance our climate transition planning and environmental objectives further in FY26.

In addition to fuel, we are evolving our business model to offer a broader spectrum of services and solutions. This includes ongoing investment in our Telematics division, further development of our EV and energy solutions and an array of offerings from our other divisions that support sustainable transitions. In FY25, over 23 million kWhrs was drawn from our EV charge card network. This represents an increase of circa 245% vs prior year. We now support 150,000 active EV cards, and our European EV network includes more than 734,000 charging connections.

For customers not yet able to transition their fleets away from fossil fuels, we provide an option to offset their carbon emissions through our Hydrotreated Vegetable Oil (HVO) offer. By collaborating with Forest Carbon, a leading organisation in woodland creation and carbon capture initiatives, we're also able to integrate carbon offsetting through our business fuel card offer.

We are also advancing our understanding of our own carbon emissions and improving the way we measure and report them. This insight allows us to track our environmental impact and introduce measures aimed at reducing emissions associated with our operations. The focus of ISO 14001 is for locations where we can achieve the most significant environmental improvements, such as our vehicle and telematics distribution sites. The insights developed through this work supports increased environmental awareness and accountability across the Group.

Further details on our approach to climate risk management, which aligns with our Climate-related Financial Disclosure obligations and broader sustainability strategy, can be found in the Climate-related Financial Disclosures section of this report. This section outlines the specific methodologies, governance structures and risk assessment frameworks we employ to identify, evaluate and mitigate the physical and transitional risks associated with climate change. It also provides insights into how these risk management practices and business planning processes are managed in the business, to ensure resilience and long-term value.



Environmental management system

The foundation of our environmental strategy is our Environmental Management System (EMS), which is certified to the ISO 14001 standard. Over the past year, we have continued to strengthen and evolve our EMS, reflecting our commitment to continuous improvement and responsible environmental management. This ongoing focus has resulted in year-on-year performance gains, and in FY25, we achieved a significant milestone: zero non-conformities were identified across all our external ISO 14001 audits. This outcome highlights the success of the standards we have embedded across our operations.

As part of our strategic EMS review, we refined the scope of our ISO 14001 certification in FY25 to make sure our environmental controls are focused where they can deliver the most impact. Specifically, we made the decision to remove certain lower-impact office locations from the certification scope and replaced them with higher-impact operational sites, such as our vehicle repair centres and telematics distribution hubs. This targeted approach makes sure our ISO 14001-aligned practices are applied in the areas of our UK operations where they can have the largest impact.

Looking ahead to FY26, we plan to maintain a dynamic review process of our EMS scope, making sure our environmental management activities remain aligned with the evolving nature of our operations and the areas of greatest environmental impact across the Group.

Energy savings opportunity scheme

In FY25, we successfully completed the third phase of compliance with the UK Government's Energy Savings Opportunity Scheme (ESOS): a mandatory energy assessment scheme for large organisations. This scheme requires a comprehensive audit of our total energy consumption across our UK operations, with the aim of identifying opportunities to improve efficiency and reduce overall energy use. Rather than viewing this obligation

purely as a compliance exercise, we approached ESOS Phase 3 as an opportunity to proactively evaluate and enhance our energy performance. We completed the audit in FY24.

During FY25, we conducted an analysis of the audit results, using the insights gained to shape a more targeted and impactful energy efficiency approach. This analysis highlighted a range of opportunities for improvement; from low-cost, high-return interventions to more capital-intensive projects, which offer long-term environmental and financial benefits. Simple upgrades, such as replacing legacy lighting systems with modern, energy-efficient LED fixtures, were identified as quick wins and were rapidly implemented across our estate. These changes not only contribute to carbon reduction goals, but also reduce operational energy costs.

A significant new requirement introduced in the third phase of ESOS is the submission of an energy efficiency action plan. This plan outlines the measures we intend to take during the next compliance period to improve energy performance. We have embraced this requirement as a useful planning tool, which allows us to prioritise projects based on impact, feasibility and return on investment. As part of this commitment, we have already earmarked several further energy-saving initiatives, such as the addition of solar panels to our Crewe Campus building, due for delivery in FY26 onwards. These projects are aimed at significantly improving the energy performance of key facilities across our UK portfolio.

By identifying energy usage patterns, inefficiencies and areas for optimisation, the ESOS Action Plan has provided us with a clear and actionable roadmap, supporting our wider sustainability objectives. Ultimately, our engagement with ESOS helps us meet regulatory requirements and become a more energy-aware, cost-efficient and environmentally responsible business.

Energy and carbon reporting

Building on the momentum achieved in the previous year, we have continued to enhance our global carbon reporting capabilities as part of our wider commitment to robust sustainability reporting. With the recruitment of a dedicated Climate Change and Environment Manager for FY26, we'll be able to advance our Group-wide carbon reporting strategy. They'll also make sure we are well-positioned to meet both current, as well as, emerging regulatory and stakeholder expectations.

Recognising the evolving global landscape of sustainability disclosure requirements, the business is also preparing for the increased demands of non-financial reporting. We are actively investing in new technologies and digital platforms to support the accurate, timely and scalable capture of environmental data, which we aim to have in place in FY26.

These capabilities will be critical to meeting the standards set by forthcoming frameworks, such as the Corporate Sustainability Reporting Directive (CSRD) in the EU and the International Sustainability Standards Board (ISSB). By preparing in advance, we aim to align our reporting processes with these frameworks and further enhance the quality and interoperability of our disclosures.

At present, the Group reports emissions data for its UK operations in line with the requirements of the Streamlined Energy and Carbon Reporting (SECR) regulations. During the year and reflecting the scope of the Group's UK operations, our reported UK emissions amounted to 231.8

tonnes of carbon dioxide equivalent (tCO₂e) from the combustion of gas and fuel (FY24: 455.9 tCO₂e) and 612.2 tonnes of carbon dioxide equivalent from the purchase of electricity (FY24: 626.6 tCO₂e).

In line with the requirements of SECR, we have chosen an intensity ratio that reflects our carbon emissions per £million of UK sales revenue. Based on the above combined emission figures, our intensity ratio equates to 0.319 tonnes of CO₂e per £million of UK sales revenue. All SECR calculations have been prepared according to the 2024 conversion factors issued by the UK Department for Energy Security and Net Zero (DESNZ), remaining consistent with national reporting standards.

In total, the Group's UK operations consumed 4,021,809 kWh of energy over the reporting period, through the combined use of gas, fuel and purchased electricity (FY24: 4,853,662 kWh). This figure offers a clear view of our energy footprint and serves as a critical benchmark for evaluating energy efficiency improvements over time.

Looking ahead, we remain dedicated to improving our emissions reporting. These enhancements will support more informed decisions and provide a solid foundation for future climate-related target setting, performance tracking and strategic decarbonisation planning across the Group.

Divisional environmental initiatives

Throughout the Group, there are many examples of environmental innovation.



Vehicle division sustainability efforts

In our Vehicle Solutions division, we have seen how innovation can improve our sustainable offerings to our customers. In FY25, the design team made significant strides in further reducing vehicle weights, resulting in increased payload capacities for our customers while delivering sustainability benefits. We introduced the first fully electric low-floor vehicle, capable of carrying a one-tonne payload, marking a milestone in sustainable transportation.

This sustainable design approach not only supports our customers to be able to carry more payload on each route, but also creates a reduction in fleet size, leading to a decrease in overall environmental impact. Additionally, the operational efficiencies gained from managing a smaller fleet are encouraging businesses to adopt alternative vehicles, further amplifying environmental benefits.

Building on our past successes, our Vehicle Solutions design team continues to prioritise both innovation and sustainability in our offerings, helping customers operate their fleets more efficiently. As demand for these solutions grows, driven by increasing regulation and rising costs, our Vehicle Solutions division is expanding its efforts to test new lightweight body builds across a range of manufacturers, inspiring ongoing advancements in this area.



Vehicle modified for trade use by our Vehicle Solutions division

Packaging improvements in telematics

Our Telematics division has set a clear goal: to reduce waste and promote sustainable practices wherever possible. The division has taken key steps to reduce its environmental footprint, particularly when it comes to packaging.

One of the key changes was replacing printed installation instructions with a more efficient digital solution. Instead of sending multiple sets of paper instructions tailored to different devices in the packaging, we now include a compact, business card-sized QR code in each package. With a quick scan, customers are directed to a central hub, which contains all relevant setup guides. This small switch significantly reduces paper use, while simplifying the user experience.

The division has also taken a closer look at how products are boxed. Rather than re-boxing devices that already come in appropriate packaging, they have introduced custom-designed sleeves. This cuts down on excess material and streamlines our packaging process.

In addition, we have standardised telematics accessory kits. Each country can now source these components locally, eliminating the need for additional shipping from the UK to the EU. A simple and effective way to lower carbon emissions and reduce shipping complexity.



Our custom-designed streamlined packaging

Increase in HVO on our UK Fuels network

In FY25, Radius made significant progress in supporting low-carbon transport by expanding the number of stations in its UK Fuels network to offer Hydrotreated Vegetable Oil (HVO) fuel.

HVO is a next generation diesel alternative made primarily from waste vegetable oils and fats. It offers a cleaner-burning solution that reduces greenhouse gas emissions across its lifecycle compared to conventional diesel. One of its major advantages is that HVO is fully compatible with existing diesel engines and infrastructure, allowing it to be used as a direct replacement without any modifications to vehicles, machinery, or fuel systems.

This makes it an especially attractive solution for businesses operating diesel-powered fleets, including heavy goods vehicles (HGVs), which have historically faced challenges in transitioning to more sustainable fuel sources due to cost, technical and infrastructure constraints.

Recognising the potential of HVO to support the decarbonisation of transport, Radius increased the number of HVO-accessible fuel stations on the UK Fuels network to 54 by the end of FY25. This expansion reflects our ongoing commitment to providing practical, scalable solutions that help customers reduce their environmental impact without disrupting operational efficiency.

With this growth, Radius now operates one of the largest HVO fuel card networks in the UK, offering extensive coverage and convenience for fleet operators seeking to make more sustainable choices.

Driven by regulatory pressures and customer expectations; demand for low-emission transport solutions continues to rise and we will remain focused on expanding our HVO infrastructure. By doing this, we aim to empower more businesses to make the switch to biofuels, accelerating the broader industry transition to low-carbon mobility and supporting the UK's climate goals.



Sustainability in our products

Our suite of fleet and connectivity solutions is designed to support business mobility and connectivity management while also delivering meaningful environmental benefits.

By improving operational efficiency, reducing fuel consumption and delivering smarter routing and vehicle tracking, our technologies support businesses in lowering their carbon footprint and moving toward more sustainable mobility practices.

Examples of our product offering are set out below:

Product offering	How can it help customer sustainability performance?
Telematics for fleet optimisation	Our telematics technology helps businesses optimise vehicle routes, monitor fuel efficiency and reduce idling time, directly contributing to lower carbon emissions. By providing detailed vehicle insights, we empower customers to adopt more sustainable fleet practices, such as incorporating electric vehicles (EVs), reduce idling or minimising unnecessary trips. We also offer hardware agreements, which align with several circular economy principles by promoting resource efficiency, reuse and extended product lifecycles.
EV charging solutions	As part of our Radius Charge division, a full end-to-end service helps customers transition to EVs. We offer a large range of charge point hardware and installation for fleets, workplaces, retailers and destination charging. Additionally, we support EV charge cards across a wide network and EV software to manage EV estates. We continue to support the global shift away from fossil fuels. This helps our customers reduce their carbon emissions, while contributing to cleaner air in urban areas and decreasing dependency on internal combustion engine (ICE) vehicles.
Radius Future carbon offsetting scheme	With our partner Forest Carbon, Radius Future allows businesses to offset emissions, which result from the fuel drawn from Radius fuel cards. This can help customers meet the needs of their fleet, while also reducing their operations' environmental impact.
EV supply	Our Vehicle Solutions division provides EVs to businesses, which can assist in decarbonising their fleet and provide the first stepping stone on their move to EVs.
Reducing energy consumption through energy monitoring and renewable energy tariffs	Our Energy division can help customers reduce the amount of energy they consume through energy monitoring. By analysing usage patterns and transforming them into actions, we can identify where customers are using unnecessary energy. In addition to reducing energy waste, we support customers in their transition to cleaner energy by facilitating the adoption of renewable energy tariffs. This integrated approach helps to cut costs and reduce carbon emissions, aligning with long-term sustainability goals and the growing demand for greener energy alternatives.

4. Social



Social

In FY25, Radius continued to drive initiatives to build our engaged colleague base and support the communities in which we operate.

Talent acquisition

Attracting top talent across our global operations has been a key focus in FY25. This has been essential to support our growth ambitions. As we look ahead to FY26, we are preparing to undertake a comprehensive review of our employer brand and employee value proposition. This includes a full redesign of our careers site to better reflect the opportunities, culture and purpose that define life at Radius. These efforts will make sure we continue to position ourselves as an employer of choice in every market we operate in.

Talent mobility and development

As Radius continues to grow and diversify, our approach to talent development has evolved to reflect the dynamic needs of the business. A key priority has been to foster greater career mobility across the Group, creating the seamless exchange of expertise, encouraging cross-functional collaboration and helping to retain and develop our top talent.

In October 2024, we launched the Agile Talent Network, a strategic initiative designed to unlock internal mobility and broaden career pathways. Open to all global colleagues, the programme offers opportunities to gain experience

across different areas of the business through project work, secondments, or permanent role changes. In the first six months, nearly a quarter of participants had already progressed into new roles, secured promotions, or embarked on secondments, which are early indicators of the programme's positive impact.

To support this momentum, we've hosted a series of in-person and virtual internal networking events, designed to build cross-border relationships and foster a deeper understanding of the business. Following a successful expansion in January 2025, the network now includes colleagues from across our global offices, with applications set to reopen biannually.

Mentoring and leadership development

Our internal mentoring programme continues to play a pivotal role in accelerating the development of high-potential talent. Over the past year, we've expanded the programme to include graduates, participants in our Management Development Programme and emerging leaders across the Group. Each person is paired with a mentor to provide tailored guidance and support, reinforcing our commitment to long-term career growth.



Early careers investment

We remain dedicated to building a strong pipeline of future leaders through our early careers strategy. In September 2024, we welcomed a new cohort into our flagship Graduate Leadership Programme: a three-year rotational scheme designed to fast-track progression into management roles. Participants benefit from structured learning, mentorship and exposure to multiple business areas such as marketing, finance and IT.

In parallel, we continue to offer 12-month industrial placements in key departments, such as IT Operations and Facilities, providing students with valuable real-world experience and a potential pathway into the business.

Executive networking and roundtables

We hosted nine executive roundtable sessions this year, bringing together directors and heads of department from across the Group. Facilitated by members of the Senior Management Team (SMT), these sessions provided a forum for strategic dialogue, peer learning and collaborative problem-solving. The SMT reviewed the key outputs and developed an action plan to implement the main suggestions. Feedback has been overwhelmingly positive and we see this as a cornerstone of our leadership engagement strategy moving forward.

Colleague engagement

Creating a workplace where people feel empowered, valued and connected remains central to our long-term success. In FY25, we made meaningful progress in strengthening colleague engagement across the Group: progress that has now been recognised externally, with Radius named one of The Sunday Times '26 best very big places to work' in 2025.

Conducted in March 2025, our annual engagement survey, saw participation from 85% of global colleagues. The results reflected a continued upward trajectory in sentiment, with overall engagement rising to 74%, an improvement from our mid-year pulse survey. Notably, our Net Promoter Score also saw an uplift, signalling growing advocacy and pride in the organisation.

These outcomes are the result of deliberate investment in our people experience. Over the past year, we have focused on strengthening reward frameworks, embedding a more impactful performance review process and fostering a culture of continuous development. These efforts have been underpinned by a renewed emphasis on leadership capability, coaching and inclusive communication.

Looking ahead, we have identified five key global focus areas; leadership, coaching culture, communication, recognition and DEI and Community impact. These will be driven by cross-functional teams, sponsored by the SMT and led by business unit leaders, aligning with our strategic priorities and accountability at every level.

At a local level, we continue to empower teams to translate insights into action through tailored engagement plans. Progress will be tracked through executive dashboards and regular pulse surveys, helping us remain responsive, transparent and committed to continuous improvement.





THE SUNDAY TIMES
**Best Places
 to Work 2025**

We're thrilled to be included in The Sunday Times '26 best very big places to work' in 2025.

Supported by WORKL, the employee satisfaction company, The Sunday Times scores entrants through its six-step credentials:

- Reward & Recognition
- Instilling Pride
- Information sharing
- Empowerment
- Wellbeing
- Job satisfaction

“

It's a testament to all our colleagues that we've been included in this list, it shows the two-way approach of our People strategy is working.

”

Emma Quinn
 Radius' Chief People Officer.

Our people strategy has continued to be agile to the needs of the business, with clear deliverables shared with our colleagues and realised through our pillars.

Talent development gives our colleagues opportunities to upskill, while our Head of Rewards maintains a primary focus on enhancing benefits for global colleagues, including holidays, pension, and healthcare and wellbeing.

Community investment

At Radius, we believe that long-term business success must go hand in hand with meaningful contributions to the communities in which we operate. In FY25, we continued to strengthen our commitment to social impact, supporting both global development initiatives and grassroots community programmes.

A key milestone this year was the launch of our partnership with international development charity Transaid. Its work in sub-Saharan Africa is transforming access to healthcare and road safety through sustainable transport solutions. This collaboration reflects our ambition to contribute to systemic change beyond our commercial footprint.

Closer to home, we deepened our support for local communities through strategic partnerships with organisations, such as Crewe Youth Zone (The Dome). We have a multi-year partnership programme with them: Radius is providing financial support over a four-year period as part of a Founder Patron commitment to make sure 'The Dome' opens its doors in Autumn 2026 to as many young people as possible.

Radius continues to support Wishing Well, a Crewe charity improving local health and wellbeing. Colleagues have raised funds through activities like a charity quiz night and

dress-down day, while also offering leadership support to strengthen the charity's long-term impact.

Our people continue to be the driving force behind our community engagement. From fundraising challenges and volunteering, to digital support for local charities, our teams have demonstrated a strong sense of purpose and collective responsibility. This year, we also formalised our approach by appointing a dedicated role to lead our community investment strategy, to scale our impact with intention and focus.

As we look ahead, our goal is to embed community investment more deeply into the fabric of our business, aligning our social impact with our values, our people and our global reach.

Work experience and outreach

We continue to support young people in their transition from education to the world of work through short-term work experience, summer placements, T-Level placements and longer-term placements across our European and UK offices.

In FY25, we also supported multiple careers fairs at local schools in the Crewe area and hosted school groups at our Group head office.



Radius meeting representatives of 'The Dome'



transaid

Radius has joined international development organisation Transaid, as part of a three-year corporate partnership. Transaid was founded more than 25 years ago by The Princess Royal, Save The Children, and CILT (Chartered Institute of Logistics & Transport). Its mission is to improve road safety and access to essential healthcare in the developing world, primarily focused at sub-Saharan Africa.

1,190,000

People die on the world's roads every year. Africa is the only continent in the world with rising fatality rates from road traffic crashes. 2021 to 2030 is the United Nations' Second Decade of Action for Road Safety. By 2030, the UN has set a target to halve road traffic deaths and injuries.

1,000,000

People reached through Transaid's malaria programme in Zambia.

60,000+

Truck, bus, coach and motorcycle drivers have been trained.

90%

Reduction in deaths in children with severe malaria achieved in Serenje District, Zambia.



Diversity, equality and inclusion (DEI)

We recognise that diversity is not only a strength, it is a strategic imperative. In FY25, we continued to embed inclusivity into the fabric of our culture, making sure every colleague, regardless of background, identity or experience, feels empowered to thrive.

We also took steps to formalise our long-term commitment by creating a dedicated DEI leadership role, tasked with evolving our strategy and ensuring alignment with our broader business goals. This includes the development of a new DEI, community and learning space at our Crewe headquarters, designed as a visible and inclusive space for learning, dialogue and support.

Our DEI strategy is built around three strategic pillars; belong, champion and evolve. Our strategy is anchored by four global colleague networks: Enable, Inspire, Pride and Unity, each championing a distinct dimension of inclusion. These groups are led by passionate colleagues and supported by senior leadership, reflecting our belief that meaningful change must be both grassroots-driven and leadership-enabled.

Enable

Enable is focused on supporting mental health and wellbeing, physical and neurological disabilities, sensory impairments and neurodiversity. The group aims to create a safe and inclusive environment for colleagues with diverse needs, offering support through resources and tailored initiatives. Its primary objectives are to inform,

educate, signpost to relevant support services, and fundraise for disability-related charities.

In FY25, we trained mental health first aiders in our UK offices, equipping them with the skills to support colleagues when needed. In FY26, we plan to expand this initiative to our European offices, to offer consistent mental health support across the business. The group also organises key events, including Mental Health Awareness Week and Neurodiversity Celebration Week, to celebrate and raise awareness among colleagues.

Inspire

Inspire is dedicated to empowering and supporting our female colleagues throughout their careers at Radius. The group offers guidance, education and opportunities for growth and development.

In March 2025, Inspire hosted a successful global International Women's Day event, with seven countries organising activities and workshops in their local offices to raise awareness of important women's health topics. More than 100 colleagues attended our event at our headquarters in Crewe, which featured guest speakers and experts covering a range of female health topics.

Inspire has established a successful international internal network, connecting colleagues both online and in person. Events, such as Coffee and Connection sessions, held across the UK and Europe, have created safe and supportive spaces for open discussions on important topics like menopause and endometriosis.



Pride

Pride is open to all colleagues and the group supports and advocates for our LGBTQ+ colleagues across Radius. This group is dedicated to fostering an environment where LGBTQ+ individuals can be themselves without fear of discrimination, while promoting inclusivity through education, awareness initiatives and social activities.

To celebrate Pride Month in June 2024, events were held across our global offices. Radius also proudly sponsored Crewe Pride, with our Pride group playing a key role in supporting this inclusive and uplifting event.

Unity

Unity celebrates and supports colleagues from diverse cultures, ethnicities and religions. The group provides a welcoming environment where individuals from all backgrounds can express themselves and share their experiences. Key celebrations, like Eid, Chinese New Year, Christmas and Diwali are recognised and celebrated across our global offices, helping to broaden awareness and understanding among all colleagues.



Learning and development

We view learning as a strategic facilitator of performance and growth. In FY25, we continued to invest in the development of our people; equipping them with the skills, tools and mindset required to lead in a fast-evolving, global business environment.

Our approach to learning is grounded in accessibility, relevance and impact. We enhanced our global induction experience to make sure every new colleague, regardless of location or role, begins their journey with a clear understanding of our purpose, values and strategic direction. For our managers, we introduced a tailored onboarding experience that reflects the unique demands of leadership at Radius, with further regional rollouts planned for FY26.

Leadership development

We also furthered our investment in leadership capability. Now embedded across multiple regions, our Radius Management Essentials programme, is designed to build confident, people-first leaders, who can drive performance through clarity, coaching and connection. In FY25, we ran 22 sessions across the UK, Ireland, Europe and Southeast Asia, with 87% of eligible managers completing the training. We also expanded the programme with two follow-up courses: feedback masterclass and coaching masterclass. These new courses are completed sequentially after Management Essentials.



Colleague development

In parallel, we launched a comprehensive, competency-based performance review framework, tailored to reflect the diverse roles and levels across the organisation.

This framework is designed to support meaningful development conversations, align individual growth with business priorities and embed our people principles at the heart of performance. In its first year, the performance review structure achieved nearly 90% completion, with a strong emphasis on building personalised development plans.

Apprenticeships

Beyond formal programmes, we continue to leverage national apprenticeship frameworks to support career progression and technical upskilling. Year-on-year participation has grown significantly, reflecting both colleague appetite and our commitment to building long-term capability. In FY25, 22 colleagues have progressed with existing apprenticeships and 52 new participants enrolled in training programmes, bringing the total to 74 active apprentices, up from 44 on the previous year.

Looking ahead, our focus remains on scaling learning in ways that are agile, informed by data, and aligned to business priorities, helping our people to be equipped for today, and ready to lead tomorrow.



5. Governance



Governance

At Radius, good governance is fundamental to achieving our long-term, sustainable success and making sure we deliver value to all our stakeholders.

Our governance framework sets the tone from the top, drives strategic delivery, embeds a strong culture and values throughout the business and makes sure we operate to the highest standards across the globe.

Management structure

Our Board provides strategic leadership and oversight, creating a culture of accountability, ethical behaviour, and continuous improvement.

The Board has delegated the day-to-day management of Group to our Senior Management Team (SMT), which comprises the Group Chief Executive Officer, Chief Financial Officer, Chief Business Officer, Chief People Officer, Chief Marketing Officer, Chief Information and Technology Officer, Group General Counsel and the Chief Revenue Officers for each of our business divisions.

The SMT, operating under delegated authority from the Board, owns the development and execution of Radius' strategy. Divisional management teams support this, operating in clear, delegated authority mandates to allow for agile decision-making, while maintaining strong oversight and accountability.

Collectively, our Board, SMT and divisional management share responsibility for the identification, assessment and management of risks, including setting and monitoring the Group's risk appetite.

Policies and practices

We maintain a comprehensive suite of global policies and standards that define roles, responsibilities and accountabilities across the Group. Where required, these are supplemented by local policies tailored to reflect specific legal, regulatory and/or operational requirements.

To embed good governance across the business, we have developed a global training programme called the Radius 'ways of working'. It communicates key expectations and standards to all colleagues. These are reinforced through our global intranet and regular company-wide town halls, which keep our people aligned with our mission, strategy and values.

Regulators and memberships

Radius operates in several regulated markets, including in the UK, Ireland and Malaysia and is subject to oversight by a range of regulatory bodies. We take our regulatory obligations seriously, maintaining a proactive and transparent relationship with our regulators.

We are also members of several respected industry bodies, including:

- Fleet Cards Europe (FCE)
- British Vehicle Rental and Leasing Association (BVRLA)
- British Insurance Brokers Association (BIBA)

Our active participation helps us stay informed of evolving industry standards and best practices.

Frameworks and standards

Radius is committed to continuous improvement and operational excellence through internationally recognised standards. We hold the following external certificates:

- ISO 27001 – Information Security Management Systems
- Cyber Essentials Plus – Cyber Security Framework
- ISO 9001 – Quality Management Systems
- ISO 14001 – Environmental Management Systems

ISO 27001

This international standard provides a systematic, risk-based approach to managing sensitive information. It helps us safeguard data by addressing potential threats across organisational, technological, physical and human domains. Certification demonstrates our commitment to protecting confidentiality, integrity and availability of information, while reducing the risk of data breaches and cyber-attacks.

Cyber Essentials Plus

Cyber Essentials Plus is a UK government-backed certification that validates the effectiveness of our cyber security controls. Radius has held this certification since 2016. It involves an independent, technical audit of our IT systems, verifying protection against a wide range of common cyber threats. Cyber Essentials Plus reinforces our cyber resilience, regulatory compliance and stakeholder trust.

ISO 9001

This standard helps us deliver products and services that meet customer and regulatory requirements. It promotes a customer-focused approach, supported by leadership, clear processes and continual improvement. ISO 9001 helps us enhance operational efficiency, manage risk and improve customer satisfaction.

ISO 14001

Please refer to the Environment section for details of our Environmental Management System and implementation of the ISO 14001 standard.

All our certifications are externally audited and demonstrate our ongoing quality, sustainability and data security.

Culture and values

Our governance approach is rooted in a culture of integrity, agility, innovation and inclusiveness. These core values guide the way we work and make decisions across the Group.

We recognise that strong governance and a healthy culture work together and we strive to continually reinforce this through our policies, leadership actions and communication channels.

Our core values: driven, agile, innovative and inclusive, define the behaviours we expect of our people and the standards we uphold.

We also maintain a robust whistleblowing framework, providing a safe and confidential mechanism for colleagues to raise concerns.

Monitoring and accountability

The Board and SMT regularly review strategic progress, operational performance, emerging risks and opportunities. Through robust monitoring, independent assurance and continuous dialogue, we make sure our governance framework remains fit for purpose and evolves in line with the Group's growth, stakeholder expectations and regulatory requirements.

Our practices are aligned to the principles set out in Section 172(1) of the Companies Act 2006. Further detail on the Board's approach to stakeholder engagement and responsible decision-making can be found in Section 2.1 of our Group Annual Report 2025.

6. Climate-related financial disclosures



Climate-related financial disclosures

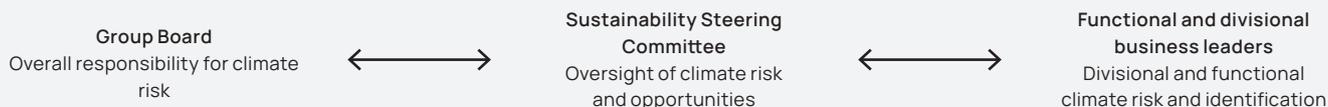
This section contains the Group's Climate-related Financial Disclosures required under The Companies (Strategic Report) (Climate-related Financial Disclosure) Regulations 2022 (CFD Regulations). Consideration has also been given to UK government guidance, which supplements the CFD Regulations (CFD Guidance). Please note, in accordance with the CFD Regulations, this report has also been included in the Group Annual Report FY25.

Governance

The Board's responsibilities include the oversight and monitoring of the Group's climate risks and opportunities and consideration / approval of strategic decisions related to climate change.

The Board is informed of any strategic climate risks or considerations when required; raised by the Sustainability Steering Committee. Meeting at least monthly, this committee is chaired by our Chief Business Officer and

supported by our Chief Financial Officer, Group General Counsel, the Sustainability and ESG team and members of our finance team. The Sustainability Steering Committee will consider any additional climate risks and opportunities raised through the Senior Management Team (SMT), functional and divisional business leaders. Additionally, the Sustainability and ESG team reports sustainability matters to the Board and SMT through regular management updates and presentations on a quarterly basis. This allows for climate risks and opportunities to be raised, as required.



Risk management

In FY24, the Group undertook a detailed climate risks and opportunities identification and assessment exercise. Through this review, an initial long list of climate risks and opportunities were identified that could impact the business: 25 potential risks and opportunities were initially identified based on Task Force on Climate-related Financial Disclosure (TCFD) publications, academic research, industry insights, analysis of publicly available climate risks and opportunities identified by organisations similar to Radius.

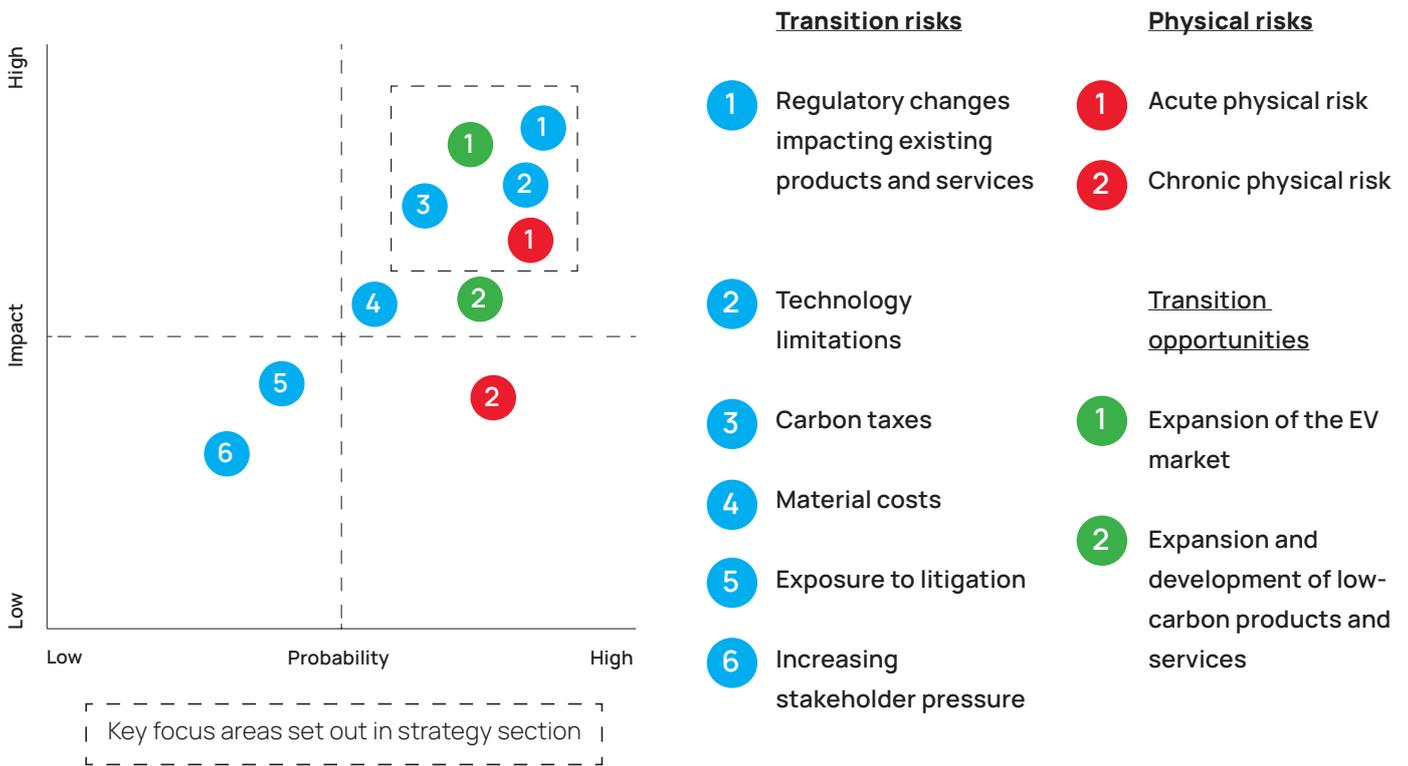
A shortlist of the highest priority opportunities were assessed in a workshop with key internal stakeholders across the business, including the Chief Financial Officer, General Counsel, Head of ESG, compliance and risk, finance and facilities teams, who held these roles at that time. Following the workshop, perspectives on the prioritised list of climate risks and opportunities were also gathered through sessions with senior management representatives from each Radius business division.

Based on the outputs of the workshop and these sessions, we performed a qualitative assessment of the potential impact and likelihood of these climate risks and opportunities. It was completed on the basis of the impact and probability of the climate risks and opportunities under each relevant scenario, using our risk management framework. Risk ratings were assessed using a combination of the ranking of risks and opportunities by workshop attendees, insights from across our business divisions and external climate risk subject matter expertise, assisting us with the process. This list was refined to prioritise eight risks and two opportunities. Please see **Table 1**, which outlines the key risks and opportunities identified.

Following a review of the risk and opportunity ratings and, as the business wants to focus on a clear set of key areas, the business has focused on three transition risks, one physical risk and one transition opportunity. This list is depicted in **Table 1**, grouped in the dashed box.

The Sustainability Steering Committee, together with the sustainability and ESG Team, will determine when the risks and opportunities will be reviewed next, inline with the CFD Guidance.

Table 1: Climate risks and opportunities identified as most material



Climate risks and opportunities

The Sustainability Steering Committee reviewed the key material risks and opportunities following the conclusion of FY25. The committee determined there had not been any material shifts in the key risk and opportunities from the previous financial year, requiring escalation to the Board at this time.

Strategy

Table 3 contains the risks and opportunities identified, which are most significant to the business. Our strategic response to climate change focuses on transitional and physical risks and opportunities for our business. We assess climate risks and opportunities over the short, medium and long-term, looking at their potential impacts on our business, strategy and financial planning. We define short, medium and long-term for this purpose, as set out in **Table 2**.

Table 2: Short, medium and long-term time frame definitions

Time horizon	Definition	Rationale
Short term	0-5 years	This aligns to our business and financial planning time horizons, as well as governmental policy changes.
Medium term	5-10 years	This period takes into consideration known legislative and regulatory change, as well as lead times to develop new products and service offerings.
Long term	10 years + (up to 2050)	This period explores a wide range of climate impacts and uncertainties e.g. unknown legislation and regulation changes up to 2050.

Table 3: Climate risks and opportunities identified as most material

Climate risk/opportunity	Category	Potential impact to the business	Response / mitigating actions	Time horizon
<p>Regulatory changes impacting existing products and services Current products and services related to internal combustion engine (ICE) vehicles and fuel will need to be amended or discontinued to meet regulatory changes.</p>	Policy and legal	<p>Financial: reduced gross profit due to decline in revenue from fossil-fuel-related products and services.</p> <p>Operational: viability of running fossil fuel business solutions and product offerings is challenged by the regulatory environment and consumer preferences.</p>	<p>Continued growth and long-term strategic expansion of non-fossil-fuel products and services across Radius.</p> <p>Investment in transition to EVs. See opportunity 'Expansion of the EV market' for further details.</p> <p>Investment in transition to alternative fuel technologies and improved battery technologies.</p> <p>Continued monitoring of the regulatory environment.</p>	Medium
<p>Technology limitations Slower transition away from fossil fuels and ICE vehicles due to technology limitations, impacting our ability to establish ourselves as an end-to-end EV transition partner, to support our customers in decarbonisation.</p>	Technology	<p>Financial: slow EV transition will impact growth ambitions in the EV market and reduce profitability of EV solutions due to reduced scale, efficiency and buying power.</p> <p>Customer: limitations to technology, such as:</p> <ul style="list-style-type: none"> Inadequate scaling up of battery manufacturing and slow introduction of next generation battery technology, to support electrification of Heavy-Duty Vehicles (HDV), restricts viability of low-emissions HDV uptake. Availability of sustainable biofuel is restricted, limiting transition of Light-Duty Vehicles (LDV) and HDV fleet away from fossil fuels. Inadequate EV charging infrastructure and vehicle range will lead to slower EV transition due to a detrimental customer experience and impetus to transition to EV. 	<p>Diversification of the product base, growth of other non-Fuel divisions alongside EV solutions and continued fuel card offering mean the business is in a good position to be the partner of choice for customers when they decide to make the transition to EV.</p> <p>Technology limitations may impact the pace at which our customers are able to transition their fleet away from fossil fuels and we expect our Fuel division to continue to grow in the short-term. We recognise that this will impact our ability to continue to increase our proportion of gross profit from non-fossil-fuel-based services.</p>	Medium - long
<p>Carbon taxes Increased costs due to pricing of greenhouse gas (GHG) emissions (e.g. Carbon Taxes) being applied to own operations, supply chain and transportation / distribution emissions.</p>	Policy and legal	<p>Financial: increase in energy, fuel and associated operating costs; indirect carbon taxes passed to us through supply chain; early retirement of assets / ICE vehicles or investment to reduce asset emissions to avoid increased costs and to minimise carbon taxes.</p> <p>Operational and supply chain: requirement for more comprehensive monitoring of Scope 1 - 3 carbon emissions and developments in carbon taxes. Increase supply chain management and supplier due diligence to reduce our supply chain emissions.</p>	<p>Continue to develop our reporting capabilities exploring opportunity to add extra people resource, technological support and a greater focus on key data to facilitate carbon calculation.</p>	Short - medium
<p>Acute physical risk Increased severity of extreme weather events, in particular flooding and extreme heat, have the potential to disrupt our supply chain, as well as damage assets and disrupt operations.</p>	Acute	<p>Financial: reduced revenue across business solutions due to disruption to business activities, and increased costs due to damage to assets. Damage and disruption in our value chain could further increase operating costs.</p> <p>Supply chain: extreme weather events will likely cause damage and disruption across our supply chains, resulting in delays to customer service due to repairs and potential interruption of distribution networks.</p>	<p>As part of our business continuity planning, business units are required to identify if their sites are vulnerable to flooding risk or extreme heat, if this is identified then this risk is managed accordingly, within our existing risk management framework.</p> <p>In the future, we will look to work with supply chain partners to understand the impact of extreme weather.</p>	Short - medium
<p>Expansion of the EV Market Increases in the share of EVs in the market will allow us to expand existing EV products and services and establish Radius as an end-to-end transition partner.</p>	Market	<p>Financial: increased revenue and profitability through expansion of customer base and diversification of product offerings.</p> <p>Customer: increased customer base and reputation through positioning the business as an energy transition partner.</p>	<p>Investment in growing Radius' EV and lower carbon alternatives offerings to support customers in their climate transition plans.</p>	Medium

Climate scenario pathways

During FY24, we conducted scenario analysis on our key identified risks and opportunities to assess their potential impact under a set of different climate scenarios. **Table 4** sets out the scientific information we have used to run the different scenarios, using the International Energy Agency for Transitional Scenarios, and the Intergovernmental Panel on Climate Change for physical scenarios.

Table 4: Climate scenarios used

Temperature change	Scenario	Transition scenarios (IEA - the International Energy Agency)	Physical scenarios (IPCC - The Intergovernmental Panel on Climate Change)
1.5°C	Rapid transition to a global low-carbon economy.	Net Zero emissions by 2050 (NZE): achievable plan to reach Net Zero by 2050.	
<2°C	Steady transition to a global low-carbon economy.		SSP* 1-2.6: low challenges to climate mitigation and adaptation.
2-3°C	Delayed transition leading to notable transition and physical impacts.	Announced pledges scenario (APS): assumes all announced ambitions and targets made by governments met fully and on time, including all Net Zero pledges. Stated policies scenario (STEPS): reflects existing policies, measures, firm policy ambitions and objectives which have been legislated by governments.	SSP* 2-4.5: medium challenges to climate mitigation and adoption.
3°C+	Business as usual emissions, extreme warming.		SSP* 5-8.5: high challenges to climate mitigation and low challenges to adaptation. A mostly fossil-fuel-based economy.

* SSP - Shared socioeconomic pathways

This analysis allowed us to improve our understanding of the potential impacts of climate risks and opportunities on the resilience of our business model and strategy under different climate scenarios. The results of this analysis are set out in **Table 5**. Our risk management scoring criteria was adapted and used to assess the relative impact and probability of these risks and opportunities under the different climate scenarios under the more extended timelines. This analysis does not consider the impact of current or future mitigation actions.

In order to make sure we look to the future, following recommendations in the 'UK Government Task Force on Climate-related Financial Disclosure (TCFD) - aligned disclosure application guidance', (updated 10th April 2025), the Government guidance challenges organisations to consider longer term time horizons compared to typical business and strategic planning e.g. 2030, 2040, and 2050.

This provides critical context for assessing climate-related risks and opportunities and helps position the business to respond effectively to global climate transition scenarios.

Table 5: Qualitative climate scenario analysis of Radius' climate risks and opportunities

Please note references to short, medium and long term for the purposes of this table relate to the time frames: < 2030 (short), 2040 (medium) and 2050 (long).

Risk rating	Key
Extreme risk	
High risk	
Medium risk	
Low risk	

Opportunity rating	Key
Extreme opportunity	
High opportunity	
Medium opportunity	
Low opportunity	

Climate risk	Scenario	Assumptions	Potential risk rating		
			<2030	2040	2050
Regulatory changes impacting existing products and services	NZE (1.5°C)	Rapid transition to EVs. By 2030, EVs represent 60% of all vehicle sales and 20% of the global fleet. By 2035, ban on the sale of new ICE Light-Duty Vehicles (LDV).			
	APS (2-3°C)	Slower regulatory change compared to NZE in the short term. Regulatory and policy implementation increases in the medium-long term as pledges and ambitions are implemented. This includes the Acceleration to Zero Coalition; by 2040 all new sales of most vehicles will be zero emissions (in over 100 countries).			
	STEPS (2-3°C)	Little difference between STEPS and APS due to strong market uptake of EVs and policy developments. Slightly slower transition away from ICE vehicles compared to APS. By 2030, EVs represent 30% of all vehicle sales and 10% of global fleet.			

Potential impacts

All scenarios assume governments will begin to tighten regulation, which will limit highly emitting activities, such as limitations on the sale of ICE vehicles. Amending or discontinuing existing ICE and fossil-fuel products and services to meet regulatory changes is a significant risk under all scenarios. Financial impacts are greatest in the short - medium term under the NZE scenario and may include:

- Reduction in revenue from fuel-related products and services, and
- an increase in costs as we transition to low-carbon alternatives.

Strategic response

Existing legislation will have an impact on the Radius Fuel division, as the volume of ICE vehicles on the road will decrease. To mitigate this risk, Radius offers EV charge cards which work in the same way as conventional fuel cards. Radius is focusing on growing its offerings to support EVs and alternative fuelling options, to further enhance operational resilience.

Table 5 (continued)

Climate risk	Scenario	Assumptions	Potential risk rating		
			<2030	2040	2050
Technology limitations	NZE (1.5°C)	Rapid technological advances and large degree of international cooperation on clean energy innovations, supporting a rapid uptake of EVs and associated infrastructure and technology. Electrification of Heavy-Duty Vehicles (HDV) takes place at a slower rate than LDV.	Red	Orange	Green
	APS (2-3°C)	Some technological advancements on clean energy and EVs innovations, although significantly less than in the NZE scenario.	Red	Red	Orange
	STEPS (2-3°C)	A similar level of technological advancements in clean energy and EVs as APS.	Red	Red	Red

Potential impacts

The NZE scenario assumes rapid advancements in clean and EV technology, resulting in a lower potential impact, which reduces in the long term. APS and STEPS assume less technological developments and at a slower pace, resulting in a higher potential risk to us, which remains high in the medium to long term.

Financial impacts may include:

- Increased costs of components required for EV infrastructure, and
- an increase in costs and investment in viable fossil fuel alternatives (e.g. hydrogen).

Limitations on revenue growth (particularly in the short - medium term) where there is a lack of development of technology and charging infrastructure.

Strategic response

Radius is looking to build additional resilience in this area by expanding its network of EV charging points where its EV charging card is accepted. Government policy and external financing will support the development of additional EV charging infrastructure. The mileage range of EVs also continues to grow each year supporting management of this risk, especially given new entrants to the market from China.

Climate risk	Scenario	Assumptions	Potential risk rating		
			<2030	2040	2050
Carbon taxes	NZE (1.5°C)	Early implementation of a carbon price mechanism to all economies with Net Zero commitments. 2030: £140/tCO2e 2050: £250/tCO2e	Red	Red	Red
	APS (2-3°C)	Delayed implementation of a carbon price across all regions with a Net Zero pledge. 2030: \$135/tCO2e 2050: \$200/tCO2e	Red	Red	Red
	STEPS (2-3°C)	Only existing and announced carbon pricing schemes in operation, including EU emissions trading scheme (ETS). 2030: \$90/tCO2e 2050: \$113/tCO2e	Orange	Orange	Red

Potential impacts

Carbon taxes are expected to increase as governments commit to decarbonise. Without decarbonisation of our business model, the potential impacts of a carbon tax applied to emissions are significant in the short - medium term under NZE / APS scenarios and long term under all scenarios.

Financial impacts may include:

- Increased costs of carbon taxes applied to fossil-fuel products and services / passed through the supply chain, and

- reduced revenue from fossil-fuel products and services as customers transition to lower emission alternatives due to cost increases.

Strategic response

Carbon taxes may speed up the transition, by increasing the cost of ICE vehicles relative to EVs. This will impact the volume of traditional fuel cards sold by Radius. However, Radius already offers an EV charge card, which is a natural substitution.

Table 5 (continued)

Climate risk	Scenario	Assumptions	Potential risk Rating		
			<2030	2040	2050
Acute physical risk	SSP1-2.6 (< 2°C)	The frequency and size of extreme weather events, such as heavy precipitation, flooding, wind and drought events, are likely to increase.	Orange	Red	Red
	SSP2-4.5 (2-3°C)	Similar to trends in SSP1-2.6, with increased frequency and size of extreme weather events.	Orange	Red	Dark Red
	SSP5-8.5 (> 3°C)	Increase in frequency and severity of extreme weather events projected compared to SSP1-2.6. Heavy precipitation and drought events likely to double in frequency vs. SSP1-2.6.	Red	Dark Red	Dark Red

Potential impacts

Frequency and size of extreme weather events increases across all scenarios, with the greatest increase in SSP5-8.5 in the medium - long term (associated with the greatest temperature rises). Business and supply chain disruption is greatest under this scenario. Financial impacts may include:

- Increased costs across own operations and supply chain, e.g. damage to assets, such as fuel bunkers could result in increased costs to repair and restore, and

- lost revenue due to business disruption in own operations and supply chain, impacting ability to deliver services to customers.

Strategic response

Increasing extreme weather events, for example flooding, will impact all businesses and supply chains globally. Radius strategically operates a diverse supply chain to increase resilience.

Climate opportunity	Scenario	Assumptions	Potential opportunity rating		
			<2030	2040	2050
Expansion of EV market	NZE (1.5°C)	Rapid transition to EVs. Increase in both EV sales and ICE vehicle bans globally, commencing with a UK ban in 2030 (this was the legislative date when the assessment was completed) and 2035 for the EU. By 2030 EVs represent 60% of all vehicle sales and 20% of the global fleet.	Dark Blue	Dark Blue	Dark Blue
	APS (2-3°C)	Slightly delayed global growth in EV sales and development of EV charging infrastructure compared to NZE. In Europe, EV market growth matches NZE.	Blue	Dark Blue	Dark Blue
	STEPS (2-3°C)	Little difference between STEPS and APS due to strong market uptake of EVs and policy developments. Slightly slower transition away from ICE vehicles compared to APS. By 2030, EVs represent 30% of all vehicle sales and 10% of global fleet.	Blue	Dark Blue	Dark Blue

Potential impacts

Across all scenarios, expansion of the EV market presents a strategic opportunity for us. Under NZE, the potential market opportunity could be greater compared to other scenarios under shorter time horizons as a result of increased demand driven by earlier regulatory pressure compared to APS and STEPS scenarios. Financial impacts may include:

- Significant revenue generation through expansion of EV solutions, products and services, and
- expansion of our EV market share.

Strategic perspective on climate scenario pathways

As part of its commitment to long-term sustainability and climate resilience, Radius is aligning its strategy with current scientific projections and emerging regulatory, technological and environmental changes. We recognise the need to prepare for a range of future climate scenarios - balancing transition and physical risks, while maintaining growth.

The Climate Action Tracker's Global Update (November 2024) indicates that the world is on track for approximately 2.7°C of warming by 2100, under current global policies. This supports planning for a **“Delayed transition”** scenario, where emissions reductions are delayed, and the world faces both physical and regulatory challenges. Radius will be increasing focus on the impact of such scenarios in its climate transition planning in FY26.

Managing transitional risks

Low-carbon investment and business evolution: Radius is investing in growth areas aligned with the shift to low and zero-emission transport:

- EV and telematics are expanding rapidly to support fleet decarbonisation and data-driven decision-making.
- The Group is transitioning into a fully integrated fleet and connectivity provider, with a growing portfolio of non-fossil-fuel services.

Regulatory monitoring and engagement: Radius monitors emerging policies, such as carbon pricing and ICE regulations, to ensure early compliance. In FY25, Radius partnered with a global intelligence platform to improve risk oversight and insight and continues to engage with Fleet Cards Europe

Sustainable property management:

- In FY25, participation in the UK's Energy Savings Opportunity Scheme (ESOS) has identified efficiency measures, such as LED upgrades and rooftop solar power generation, which will be implemented in FY26.
- These initiatives support energy cost reduction and operational sustainability across property assets.

Managing physical risks

Due to the frequency and severity of extreme weather events increasing, this could result in business or supply chain disruption. In FY25, Radius has focused on strengthening its business continuity planning. The focus has been on increasing the relevance and quality of business impact scenarios. Moving into FY26, there is a focus on impact assessments based on a tiered approach across our head offices in Crewe, our business divisions and regional offices. This includes more focused environmental assessments.

In summary, Radius is responding to the realities of climate change by:

- Investing in low-carbon growth sectors.
- Enhancing climate data systems and scenario modelling.
- Maintaining regulatory readiness and stakeholder engagement.
- Building resilience across its global operations.

Measuring progress

Radius continues to progress through a transitional phase as we build internal capabilities and allocate resources to enhance our management of climate-related risks and opportunities. In FY25, our focus has been on establishing the necessary baselines to support a more informed and strategic approach to climate transition planning, rather than quantitative targets.

Notable areas of progress during the reporting period include:

- **Environmental Management System (EMS) and ISO 14001:** we have advanced the development of our EMS in alignment with ISO 14001 standards.
- **Energy Savings Opportunity Scheme (ESOS):** helped guide our energy journey.
- **Energy and carbon reporting:** we have continued to enhance our energy and carbon disclosures.

We are currently reviewing our Group-wide carbon footprint. Once complete, we will re-baseline our carbon footprint based on FY25 data. To support this, we are currently procuring a new carbon accounting platform. During this process and implementation, we will seek to set carbon targets / KPIs during FY26 based on improved data quality, with an aim to include this in our Climate-related Financial Disclosures in next year's Group Annual Report.



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