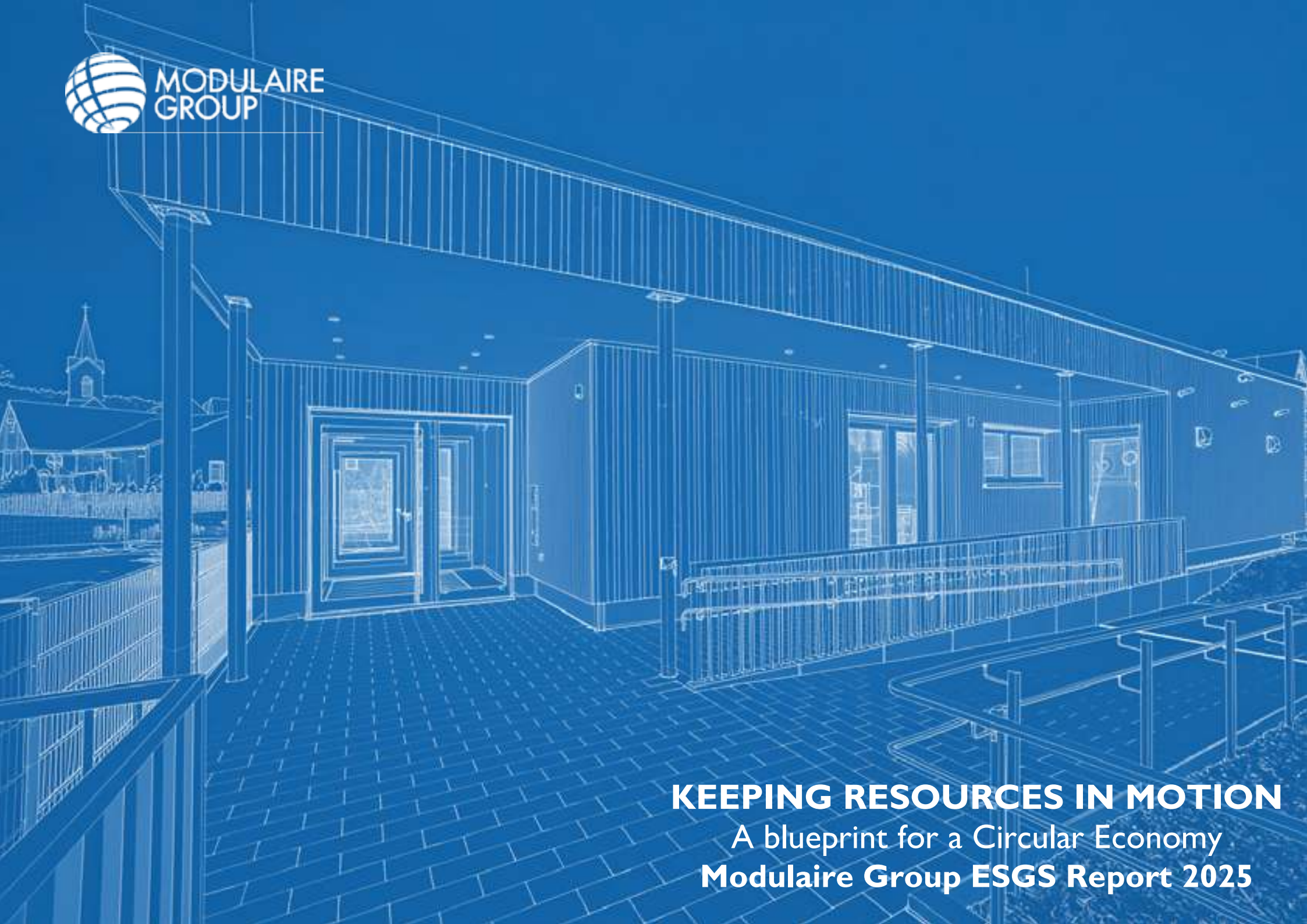

MODULAIRE GROUP

KEEPING RESOURCES IN MOTION

A blueprint for a Circular Economy

Modulaire Group ESGS Report 2025

About this report

Working across
23 countries
in Europe and Asia Pacific

Around
4,650 employees

Serving over
53,000 customers

Around
319,000 modular space units
and portable storage units

Around
5,000 remote accommodation rooms

Extensive network of
152 service centres
including 13 design and assembly facilities

With
operating brands
including: Algeco, Advanté, Altempo, Ausco, Module Tech, NET Modular, Portacom and Uniteam

Modulaire Group (Modulaire) is Europe and Asia Pacific's leading specialist in modular infrastructure and services. Combining unrivalled skill and adaptability, we create smart spaces for people to work, learn and live. We deliver added value for our customers through our equipment, connectivity and furniture solutions. With operations in 23 countries, and over 319,000 modular units, our skilled workforce delivers the space solutions our customers need.

This is our **sixth annual Environment, Social, Governance and Sustainability (ESGS) report**, which shares our impacts, priorities, actions, and progress from 1 January 2025 to 31 December 2025 (unless otherwise stated). The focus areas are informed by our double materiality process, meeting the needs of our business strategy. All of our operations are in scope unless otherwise stated. We commit to sharing this information with our stakeholders through our communication channels. We integrate the TCFD (Task Force on Climate-related Financial Disclosures) four pillar framework into our reporting structure, believing in its principles of effective disclosure, with sections on Governance, Strategy, Risk Management, and Metrics and Targets. By using these principles and the latest reporting developments, Modulaire will ensure our practices remain aligned with best practice sustainability standards.

→ www.modulairegroup.com

Front cover: Algeco modular daycare centre in Spalt, combining architectural elegance with rapid construction.

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Keeping resources in motion

Welcome to our 2025 ESGS report. Our business is built on a simple conviction: the future belongs to those who keep resources in motion. **Loops within Loops**, our circular business model, is designed to do exactly that – creating smart spaces for people to work, learn and live – through systems where materials, products, and value are always moving. It's not just how we operate, it's a blueprint for a regenerative economy.

We operate in a rapidly changing world shaped by technology, shifting social expectations, and ambitious environmental goals. Nothing stands still, but instead of reacting to these forces, we choose to help shape them. By aligning our strategy with global sustainability targets, emerging megatrends, and the evolving needs of our customers and stakeholders, we position ourselves to create both immediate and long-term value, and help accelerate the transition to a low-carbon economy.

We design for longevity, refurbishment, and reuse – to ensure our resources remain in continuous circulation. Our model is built for this moment, and its potential extends through every market and sector we serve.

Our public commitment to decarbonisation is clear. Since 2020, we have reduced Scope 1 and 2 absolute emissions by 47%. Electrification of our fleet is advancing – 32% of cars and vans, and 42% of forklifts are now electric. Our service centre in Karlstein, Germany, showcases latest sustainable design and is serving as a catalyst for innovation across the Group.

Our mission is bold: to establish Loops within Loops as a model that unites purpose, sustainability, and technology, meeting the world's changing needs. The circular economy is not simply our strategy, it's a foundation for the future we aspire to lead by keeping materials in motion.

Richard Ingram
Interim CEO and Co-Chairman

Addressing megatrends

Our circular business model, **Loops within Loops**, directly addresses megatrends by embedding **circularity, adaptability, resilience, digital innovation and strong governance** into the built environment.

- **Rising customer expectations:** we meet growing demand for sustainable, flexible, low carbon infrastructure
- **Urbanisation:** with rapid deployment and adaptability, modular systems meet the changing needs of high-density cities
- **Circular economy:** our refurbishment, reuse and modular systems support global expectations for circular design

- **Industrialised & modular construction:** offsite design and manufacturing of our buildings enables efficient deployment

- **Net-Zero & climate action:** by extending product life and using less materials, we reduce carbon emissions and support decarbonisation pathways

- **Digital & smart technologies:** IoT and AI enhance our asset performance, traceability and lifecycle efficiency

- **Demographic & social shifts:** our modular spaces can be reconfigured for changing work patterns, community needs and accessibility requirements

- **Resource scarcity:** our resource 'loops' reduce consumption of virgin materials and strengthen our resilience
- **Regulatory & ESG pressures:** our circular model aligns with emerging standards on carbon, waste, and transparency for easier reporting

References: World Economic Forum – Shaping the Future of Construction: A Breakthrough in Mindset and Technology (2016) and subsequent updates on megatrends in construction, McKinsey Global Institute – Megatrends shaping the construction industry (reports on urbanisation, digitalisation, sustainability), United Nations Environment Programme – Global Status Report for Buildings and Construction (2023), highlighting net zero, resource efficiency, and regulatory pressures, OECD – Megatrends shaping the future of cities (urbanisation, demographic shifts, resilience), World Green Building Council – Bringing Embodied Carbon Upfront and Advancing Net Zero programmes, aligned with circular economy and net zero pathways, European Commission – EU Taxonomy and CSRD guidance for the built environment, reinforcing regulatory and ESG disclosure pressures.

Performance highlights 2025

Environmental

81% less Waste
to landfill since 2020 per typical unit

Net-Zero targets validated by SBTi

47% less GHG emissions
Scope 1 & 2 absolute market-based since 2020

55% less Water
since 2020 per typical unit

73% Renewable energy

Social

43% lower RIR
since 2024

5,296 hours
paid volunteering

1% more female employees
overall proportion since 2020

4 UN days
Participated in International Women's Day; World Day for Safety & Health at Work; and World Environment Day and World Engineering Day

Governance

3,765 hours
Compliance training including:
Code of Ethics, Anti-bribery and corruption, EDI and GDPR, Corruption and Competition

12 EcoVadis medals
4 Platinum, 4 Gold, 3 Silver, 1 Bronze

4,955 hours
Cybersecurity training

Responsible sourcing
46% suppliers completed assessment

"Finance and the circular economy share a common aim: generating value for the economy, society, and the environment. By adopting our circular strategy of Loops within Loops, we aim to maximise resources to their full potential and enable customers to benefit from Modulaire's low-carbon solutions. Over the long term, the dividends are clear and compelling."

Emma Mercer
Group Chief Financial Officer

"By leading sustainability forwards in modular construction, we drive value for our customers. This year, SBTi validation of our decarbonisation targets marks clear progress toward electrification. Responding to stakeholder feedback, we launched a Responsible Sourcing Handbook for suppliers – available online. Employee engagement remains key, with over 5,000 paid volunteer hours contributed. In this report, we share how Modulaire is enabling customers and stakeholders to deliver on their ESG ambitions."

James Odom
Group General Counsel

Our ESGS purpose

At Modulaire, we create smart spaces for people to work, learn and live. We work with purpose; to help generate economic prosperity, to do social good and promote environmental responsibility. Where we can make a difference, we will with our people and products.

We seek to reduce our environmental impacts and to continuously improve our sustainability performance through responsible governance, processes and practices. Our ESGS purpose is aligned with a number of best practice frameworks and standards, including the UN SDGs, UNGC Principles and the TCFD.

We commit to promote ESGS throughout all business activities, policies and processes to reduce or mitigate environmental and social impacts and improve governance and sustainable practices.

Environment

- Deliver **circular solutions** through Loops Within Loops.
- Improve **supply chain sustainability**.
- Design safe, **low-carbon, energy-efficient solutions**.
- Cut impacts on **energy, carbon, water, waste and biodiversity** guided by Group policies.
- Achieve **SBTi-aligned GHG reductions**.
- Collaborate with suppliers on **emissions data transparency**.

Social

- Provide a **safe, inclusive and diverse workplace**.
- Drive **behaviour change** to meet ESGS commitments.
- Empower employees to add value for customers, suppliers and communities.
- Encourage **paid volunteering** with community organisations.
- Partner with **educational organisations** to raise sustainability awareness.
- Apply **Responsible Sourcing Policy** to identify, reduce and remediate risks.

Governance

- Ensure **strict compliance** with ESGS legislation.
- Require all functions to **report on ESGS commitments**.
- Deliver sustainable growth through **responsible governance and stakeholder dialogue**.
- Conduct **double materiality assessments** and **Impact, Risk & Opportunity reviews** every 3 years.
- Uphold **Cybersecurity policies and training** across all activities.
- Strive for a **zero-injury and zero-incident** workplace through hazard awareness and continuous improvement of safety and environment

Sustainability

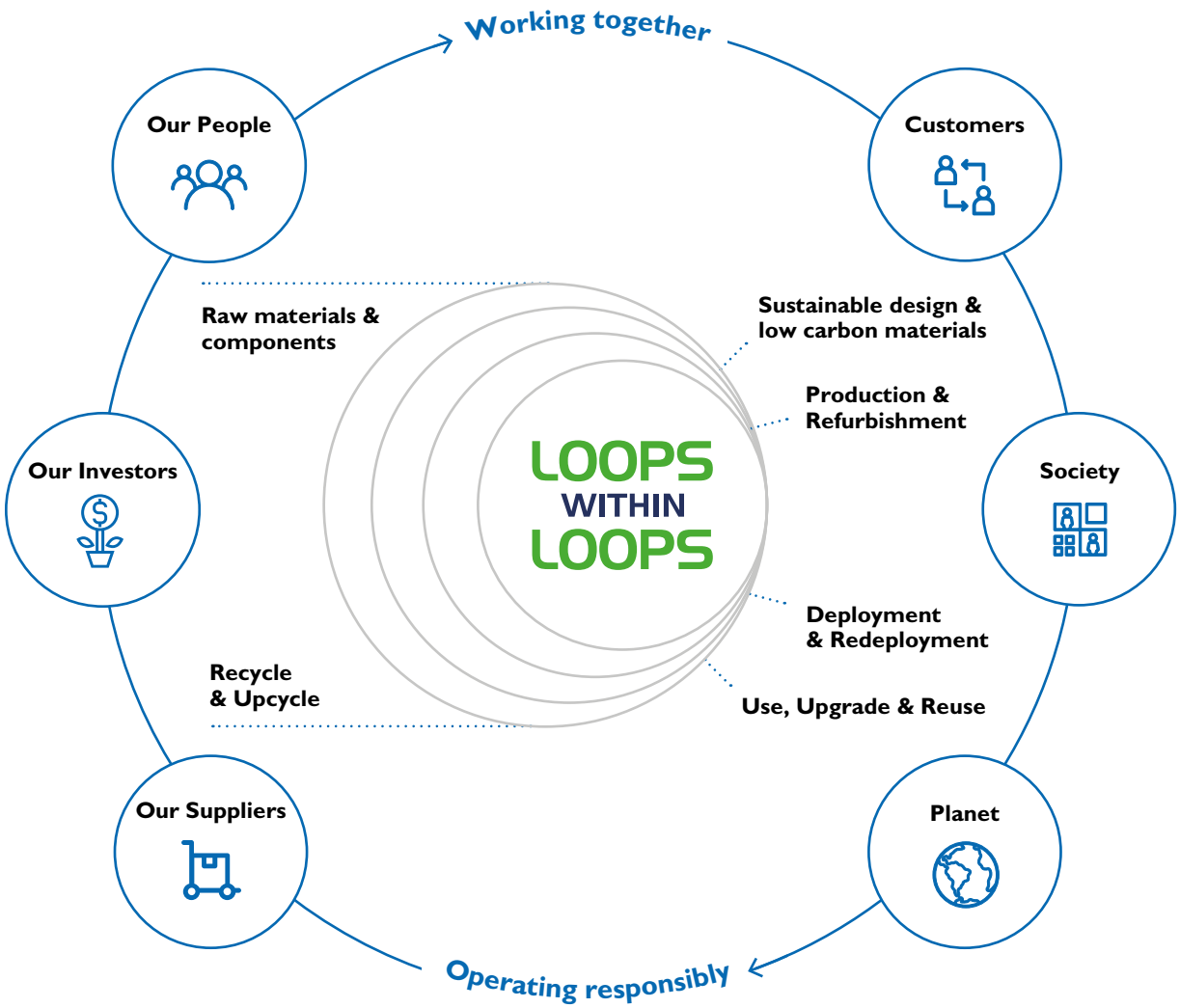
- Support **UN SDGs (4, 5, 9, 11, 12, 13), UNGC Principles**, and **TCFD Net Zero planning**.
- Promote **Loops Within Loops** with suppliers – reuse, repair, recycle to minimise waste.

Our business model: Loops within Loops

Loops within Loops is our sustainable circular business model. It simply means we use innovative sustainable design solutions to produce modular units that can stay in service longer, going round and round again. This reduces our use of virgin materials, minimising resources and waste. By designing in sustainability and designing out waste, we produce a circular product that can be reused, refurbished, remade and assembled. We do this to meet the expectations of our stakeholder groups, who want maximum value with minimum impact.

Our sustainable modular solutions contribute to the advancing circular economy. Whilst we are in the early stages of realising the full potential benefits of our activities, the steps that we are taking to better understand the risks and opportunities of the transition to a low carbon economy are bringing measurable benefits to our customers, the environment and the societies in which we operate.

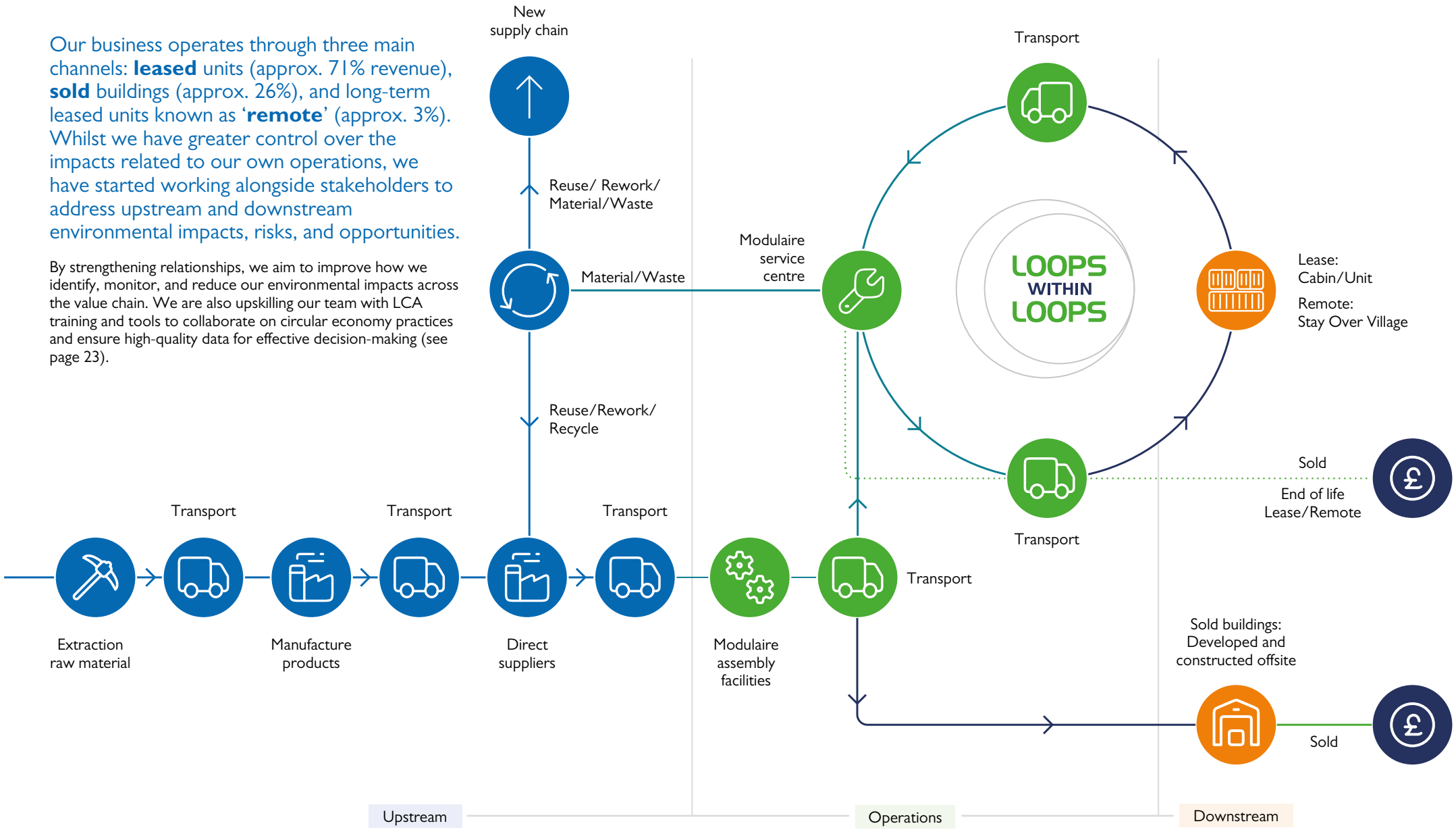
See Loops within Loops in action below:



Our value chain: a circular approach

Our business operates through three main channels: **leased** units (approx. 71% revenue), **sold** buildings (approx. 26%), and long-term leased units known as '**remote**' (approx. 3%). Whilst we have greater control over the impacts related to our own operations, we have started working alongside stakeholders to address upstream and downstream environmental impacts, risks, and opportunities.

By strengthening relationships, we aim to improve how we identify, monitor, and reduce our environmental impacts across the value chain. We are also upskilling our team with LCA training and tools to collaborate on circular economy practices and ensure high-quality data for effective decision-making (see page 23).



Embedding sustainability through strong governance

We are a responsible business and adhere to the legal requirements of the countries where we operate. Responsible conduct is a critical element of our corporate culture and embedded in our strategy.

Sustainability Governance Overview

We operate with the highest degree of integrity and ethics. As good employers, it is our responsibility to conduct our business ethically, with consideration for our ESGS purpose, as we grow and succeed together. We have a strong governance structure in place. The Modulaire executive team and Board of Directors take their commitments seriously and seek to deliver on our strategy and targets in a way that our employees, customers, shareholders, and suppliers can be proud of. Our commitments to ESGS are championed at every level of Modulaire, from our investors, Board, senior leaders, and management teams to all our service centres. We deliver on our commitments by incorporating them into key processes, including business performance reviews, assurance audits and risk management. It enables us to assess risks and opportunities and to assign the appropriate level of accountability to meet our objectives and KPIs.

Governance structure for ESGS

Board of BCP V Modular Services Holdings Limited (including independent non-executive directors)

Provides ESGS oversight (including climate change) and approves material initiatives, disclosures, and reports. Board oversight of climate-related risks and opportunities.

Environment, Social, Governance and Sustainability (ESGS) Committee

Brookfield-nominated member, Group CEO, Group General Counsel, Director ESGS, and Group Chief Human Resources Officer

Audit and Risk Committee

Responsible for oversight of the Group's compliance with the Corporate Sustainability Reporting Directive.

Responsible for assisting the Board in articulating and developing our ESGS strategy, mission and tactics. It provides oversight of sustainability initiatives, in line with our purpose, values and strategy. The committee oversees ESGS monitoring of material risks and opportunities (including climate-related), disclosures, reporting, operations, policies and regulation. The Group General Counsel and Director of ESG and Sustainability are responsible for the ESGS function, policy and strategy and ensure implementation and the provision of necessary resources.

Executive Committee

Develops and implements ESGS plans for our Strategic Business Units (SBU) and local policies. Responsible for developing and executing ESGS mandate and initiatives. Reviews objectives and progression of our ESGS policy, procedures and projects.

ESGS Team and Working Group / Forum

From each SBU: ESGS Managers and relevant function leads e.g. Operations, HR, Finance

Responsible for executing ESGS mandate and initiatives outlined by the ESGS Committee.

Oversight of ESGS and climate matters

The Board oversees the Group's sustainability strategy, climate-related risks and opportunities, and progress against targets, whilst management are responsible for embedding ESGS considerations into the day-to-day decision-making. This governance structure aligns with European Sustainability Reporting Standards (ESRS), Transitional Planning Taskforce (TPT) and Australian Sustainability Reporting Standard (ASRS) expectations for clear accountability and oversight for climate-related matters. The Board brings expertise into environmental management, climate-related financial assessment and long-term strategic planning, supported by briefings from the ESGS Committee and the ESGS Team. Management capability is strengthened through regular reviews of skills and resources, supplemented by external advisers, where required.

Ongoing capability development ensures governance remains effective and up to date. Targeted external expertise, training and regulatory updates support continuous improvement, including a CSRD briefing delivered to the Board in 2025. The Group also updated its ESGS Policy and introduced a Biodiversity Policy to reflect evolving expectations and maintain ethical business conduct.

ESG-linked incentives currently focus on safety, our most material topic. While climate-specific metrics are not yet included in directors' remuneration, ESGS Committee continue to evaluate whether explicit climate metrics should be incorporated into future frameworks.

Climate governance is reinforced through structured oversight by the Board and ESGS Committee, supported by updated climate scenario analysis in 2025. Climate-related risks and opportunities are integrated into the broader risk management framework, covering transition and physical risks, potential impacts and mitigation measures, with ongoing monitoring by the ESGS Committee.

Stakeholder engagement informs governance and strategy through a loop-back mechanism that integrates feedback into risk assessments, transition planning, double-materiality assessments, supplier reviews and investor engagement. Regular ESGS Forums, attended by around 200 employees, and participation in external events and academic engagements further support this process.

Sustainability considerations are embedded within our business model and strategic planning. Our transition planning is aligned with our long-term ambition and capital allocation, consistent with the ESRS section on Strategy, Business Model and Value Chain, the TPT Implementation Strategy, and ASRS requirements.

We disclose ESGS targets, metrics, and progress in line with regulatory and stakeholder expectations. Policies and internal controls underpin these commitments, ensuring consistent, actionable reporting and supporting ongoing improvement over time.

Human rights commitments and policies

Our commitments

Modulaire is committed to protecting human rights across its operations and supply chain, including for our employees, onsite contractors, suppliers, customers and in communities where we operate. We are also committed to ensuring that modern slavery or human trafficking is not taking place in our supply chain or in any part of our business. We further these commitments by implementing and enforcing effective policies, systems, controls and programmes. We are signatories of the UNGC and run activities on associated UN days across the Group (page 49).

Read our Modern Slavery and Human Trafficking Compliance Statement here:

→ www.modulairegroup.com/modern-slavery-act

Assessing our risks

Our modern slavery risk assessment considers three key factors: vulnerable populations; high-risk sectors; and high-risk geographies. Based on these risk factors, we identified there are varying levels of modern slavery risk exposure across our business:

1. **Our suppliers:** we can potentially be exposed to modern slavery risk if it is present in our supply chain, for example, through goods from high-risk countries or base-skill workers engaged in high-risk category services such as cleaning or building maintenance. Based on our supply chain profile, the risk of modern slavery in direct suppliers remains relatively low. We recognise that the risk of modern slavery may increase further down our supply chain (Tiers 2 and below) where we have lower visibility and generally lower ability to influence.
2. **Our people:** we can potentially be exposed to modern slavery risk as an employer. However, as the majority of our workforce is directly employed, the risk of causing modern slavery in our role as an employer is low.
3. **Our Customers:** there may be a risk of exposure to modern slavery through leasing services, for example, units provided to clients operating in sectors with base-skill labour and long complex supply chains can present a higher risk of exposure to modern slavery, for example, in construction.

1. Governance

2. Key policy framework

- Anti-Bribery and Corruption Policy
- Biodiversity Policy
- Code of Ethics
- Cybersecurity Policy
- EDI Policy
- ESGS Policy
- Gift and Entertainment Policy
- Health & Safety Policy
- Modern Slavery & Human Trafficking Compliance Statement
- Policy on Electrification of Machinery, Forklifts & Vehicles
- Policy on Sustainable Use of Water
- Policy on Waste Management
- Responsible Sourcing Policy
- Speak-Up Policy
- Supplier Code of Conduct
- Sustainability-Linked Financing Framework

3. Key systems and controls to mitigate human rights risks across our supply chain

Our suppliers

- Modern Slavery Statement
- Training: Code of Ethics, Anti-bribery & Corruption, ESGS awareness
- Supplier Code of Conduct

Our people

- Responsible Sourcing: Screening, Assessment and Due Diligence
- Responsible Sourcing Handbook
- Raising Concerns: Whistleblowing Hotline
- Continuous Improvement

Our customers

Risk mitigation

Our double materiality assessment is outlined in this report and has raised salient human rights issues, which are addressed through our ESGS strategy (page 28, ref: S1-S5, G1-G5). Where risk is identified during our ESGS due diligence assessment, our people will identify lessons or opportunities for improvements to be shared with the procurement team, ESGS Committee and the Board as necessary. Where issues are identified, we agree corrective actions between the relevant parties, documenting the process and outcomes.

Supplier Code of Conduct

The Supplier Code of Conduct reflects Modulaire's commitment to act ethically and with integrity in all business relationships. To ensure our suppliers and contractors comply with these values, we require them to adhere to the code including a commitment not to use slave labour or participate in human trafficking. New suppliers must agree at on-boarding stage, understanding that our trading relationship may be discontinued if they should fail to comply.

Continuous improvement & measurement

We are committed to the continuous improvement of our supplier governance framework and process controls. This year, Algeco UK received a score of 81% on the Modern Slavery Statement and Modern Slavery Assessment Tool, achieving the UK Government's green category for public sector organisation suppliers.

Interoperability with ESGS standards

By aligning our governance, strategy and reporting practices with the ESRS, TPT and ASRS, we ensure that our disclosures are coherent, decision-useful and reflective of evolving regulatory expectations across the UK, EU and Australia.

ESGS Theme	ESRS	TPT	ASRS	See page
Governance oversight	Board and governance roles for sustainability	Board accountability for transition planning	Governance oversight of sustainability performance	9
Management roles	Management responsibilities for sustainability	Clear ownership for transition delivery	Defined operational responsibilities for ESG implementation	9
Skills & competence	Skills and expertise of governance bodies	Capabilities needed to deliver the transition plan	Competence requirements for sustainability related roles	23
Stakeholder engagement	Stakeholder interactions and inputs	Engagement in transition plan development	Engagement processes for material sustainability topics	28
Risk management	Climate related risks and processes. Related risks and processes	Transition risks and opportunities	Identification and management of sustainability risks	27-31
Strategy alignment	Sustainability in business model and strategy	Strategic ambition and alignment with transition planning	Integration of sustainability into strategic planning	13-15
Targets & metrics	Disclosure of sustainability targets and KPIs	Transition-related metrics and monitoring	Performance indicators for sustainability outcomes	16-19, 57-60
Policies & controls	Sustainability-related policies & controls	Policies supporting transition delivery	Policy framework for ESG governance and compliance	11
Reporting	General disclosure principles	Clear, decision useful transition reporting	Transparent reporting of sustainability performance	2

ESGS strategy and objectives

The Modulaire ESGS strategy represents our comprehensive, group-wide commitment to addressing environmental, social, governance, and sustainability impacts. It provides a clear and consistent framework for communicating our policy positions, objectives, and actions to stakeholders. Guided by a double materiality assessment and extensive stakeholder engagement (see page 28), this strategy targets key material topics and impacts with transparency and accountability.

ESGS objectives:

Target Net Zero by 2050 using our Loops within Loops business model

1. Be part of the circular economy by leasing, redeployment and end of life reuse
2. Drive sustainable design and manufacturing
3. Act on climate-related risks and opportunities

Measure and deliver social value

1. Place safety at the top of our agenda, supported by wellbeing programmes and training
2. Create smart places for people to work, learn & live
3. Ensure diversity & inclusion remain key values in every aspect of our business

Continuously improve governance

1. Maintain strong compliance around ethics, anti-bribery & corruption, suppliers, data protection, Cybersecurity & speaking up
2. Active ESGS oversight by the Board & Executive Committee Achieve best practice EMS certification

Global frameworks and standards

We are delivering social good and economic prosperity locally, whilst contributing to the global community and taking action on climate change.

We align our ESGS strategy with a number of best practice frameworks and standards, including the United Nations Sustainable Development Goals, the United Nations Global Compact Principles and the Task Force on Climate-related Financial Disclosures. We do this so our investors, customers, suppliers and society at large can understand our approach to sustainability and assess our progress. We communicate our ESGS performance transparently through these external organisations, on our website and in this report.

We act on six UN SDGs that complement our business purpose, vision and operations. We have integrated the goals into our everyday activities through our services, projects and customer portfolio.

To achieve long-term success, we are transitioning to a sustainability strategy with circularity at its core, providing modular space for people to work, learn and live.

We work in collaboration with our stakeholders to create and develop shared value for people and the planet. We create products that make a positive difference to society while contributing to our ongoing success.

We conduct business with a focus on ethical, environmental and community goals, whilst being a good employer and fostering a diverse and inclusive culture.

We became signatories to the UNGC in April 2021. We report annually on our progress against its ten Principles through a Communication on Progress report.

A number of our SBUs are participating in the independent sustainability rating system, EcoVadis. It makes an independent assessment of our ESG performance in four key areas: Environment, Ethics, Labour & Human Rights, and Sustainable Procurement (page 53).

We became signatories to TCFD in May 2021 and based our roadmap to Net Zero on their recommendations. We share our progress in this report, a non-financial declaration that combines aspects and reporting on key issues including: stakeholder concerns in the materiality matrix, environmental, social and governance factors, including business ethics and compliance, anti-corruption and bribery.

Modulaire became a signatory to SBTi in January 2023 and uses SBTi criteria when setting our absolute CO_2e reduction targets, including for Scope 3. In 2025, SBTi validated our near-term emissions reduction goals and long-term Net-Zero commitments.

Climate strategy

Climate transition and business strategy

Since 2020, we have been actively reducing our climate-related impacts and transitioning to a sustainable business model, with progress reported annually. Our Climate Transition Plan is a key tool to demonstrate our commitment to achieving a 1.5-degree pathway and to show how Modulaire's circular business model – **Loops within Loops** – and the principle of **resources in motion** are helping to mitigate climate-related risks while delivering profitability in a Net-Zero carbon economy.

Business strategy

In 2025, our business strategy delivered a **47% reduction in GHG emissions (vs 2020)** through electrification and renewable energy purchasing. This achievement is aligned with the Paris Agreement goal of 1.5°C, with validated carbon reduction targets in place to deliver Net Zero by 2050. At its core is our **Loops within Loops model**, which ensures **resources in motion** by keeping raw materials, energy, and assets in circulation at their highest value for as long as possible. This approach drives sustainability and innovation, enabling us to provide environmentally responsible modular solutions that support customers in their transition to a low-carbon future. Climate-related risks and opportunities are assessed using the TCFD framework (page 14) and integrated into business planning.

Strategy and process alignment

Our climate strategy is aligned with the UK Transition Plan Taskforce (TPT) framework and integrates climate-related risks, opportunities and transition planning into our long-term business model. We apply recognised external frameworks to guide our approach (page 14). We have established absolute emissions-reduction targets across Scope 1, Scope 2 and Scope 3, with validated Science Based Targets initiative (SBTi) in 2025. Through our Loops within Loops model and a focus on resources in motion, we work to reduce operational emissions, expand renewable electricity sourcing and generation, and collaborate with value-chain partners to reduce embodied carbon. Key decarbonisation levers include electrification, renewable energy certificates and onsite renewable energy projects (page 16). These actions support our transition pathway and with decarbonisation.

Financial alignment and capital allocation

Climate considerations are embedded within our financial planning processes. We allocate dedicated capital and operational expenditure to support delivery of our Climate Transition Plan and to strengthen long-term business resilience. In 2021, we secured sustainability-linked financing tied to emissions-reduction performance criteria (page 32). Operational expenditure is directed towards energy-efficiency improvements, renewable energy procurement and electrification. Capital expenditure is focused on electrification and low-carbon innovation technologies that support our transition pathway.

Embedding climate impact in corporate strategy

Climate and sustainability considerations are integrated into strategic decision-making across the organisation. Our Loops within Loops model and sustainability-linked financing illustrate how climate objectives shape operational planning, investment decisions and long-term value creation.

Managing locked-in emissions

No locked-in emissions have been identified. Our current asset base and planned investments are consistent with our transition pathway and do not create future emissions constraints.

Sustainable product portfolio

Our product portfolio is designed to support the transition to a low-carbon built environment. We prioritise solutions that reduce emissions, improve energy efficiency and advance clean technologies (page 23).

Governance and oversight

Climate-related responsibilities are embedded within our governance structures. The Climate Transition Plan is approved and overseen through our ESG governance framework (page 9). The Group CEO and Executive Committee are accountable for implementation and performance. The Board and ESGS Committee provide oversight and ensure alignment with sustainability objectives. Regular reviews ensure consistency with external commitments, regulatory developments and stakeholder expectations.

GHG emissions reduction

2025 emissions data:

	tCO_2e
Scope 1	15,247
Scope 2 (market-based)	2,625
Scope 3	897,574
Total	915,446

Progress on our Climate Transition Plan: in 2025, we achieved a 47% reduction of GHG emissions vs 2020, following the implementation of planned actions including electrification and renewable energy.

Approval of our Climate Transition Plan: Our plans and climate targets have been approved by our ESGS Committee and board, in line with our ESGS governance structure (page 30).

Policies on climate change

Context	Content	Scope	Accountability
ESGS Policy	Enable progress towards emissions reduction targets for 2030 and 2050	Group	ESGS Committee/ Board/SBUs
Policy on Electrification of Machinery, Forklifts and Vehicles	Strategy to minimise the impacts of fossil fuel use in our activities and for the environment	Group	ESGS Committee/ Board/SBUs/OBUs
Reduction and transition plans	Country plans to localise GHG emissions reduction	SBUs/OBUs	SBU
SBTI	Target to reduce Scope 1 and 2	Group	ESGS Committee/Board
SDG 9, 12, 13	Reduction in carbon, produce low carbon products and part of the circular economy	Group	ESGS Committee/Board

Decarbonisation

We are working to decarbonise our operations on the path to Net Zero by 2050.

SBTi validated carbon reduction targets

We believe the Science-based Targets initiative (SBTi) sets the global standard for corporate climate action, guiding companies in aligning their emissions targets with the latest scientific research. In 2025, the SBTi validated Modulaire Group's near-term emissions reduction goals and long-term Net-Zero commitments, a significant step on our path to Net Zero.

Our baseline year and target ambitions

Our Scope 1 and 2 emissions reduction target covers 100% of Modulaire Group's emissions and follows a 1.5°C pathway. By 2030, we aim to reduce Scope 1 and 2 emissions by 55.5% from a 2020 base year. Our Scope 3 emissions reduction target covers 99% of Modulaire's emissions and follows a well-below 2°C pathway. Business travel, employee commuting and upstream leased asset emissions have been excluded on the basis that Modulaire has limited control in reducing associated emissions. However, we will review these regularly to ensure these emissions do not become material in future. By 2030, we aim to reduce Scope 3 emissions by 25% from a 2022 baseline.

Preparing for the Net-Zero economy

The target-setting exercise has helped to inform our business strategy and assisted us in detecting relevant environmental, societal, technological, market and policy related developments. We will continue to monitor them and adapt our business strategy as necessary.

Investment for emissions reduction

Scope	Key actions	Decarbonisation lever	Investment type (CAPEX/ OPEX)	Timeframe	Reduction targets
Scope 1&2	Electrification policy	Forklifts and on-site machinery	CAPEX/OPEX	2030	55.5% emissions reduction vs 2020
	Electrification	Electrification/Substitutes of Fleet Fossil Fuel for Cars/Vans and HGs	CAPEX OPEX	2030	
Scope 3	Lower carbon solutions	Innovation and LCA tools Low carbon value added products	CAPEX	2030	25% emissions reduction vs 2022

Decarbonisation levers for Scope 1 and 2 to reach 55.5% target by 2030

Opportunity lever	Priority	By	Comment
Electrification of transport	High	2030	Switch to EV for cars/vans and forklifts
Renewable electricity (RE)	High	2030	Increase renewable certificates/onsite coverage
Energy efficiency (EE)	Medium	2030	Onsite efficiency strategy
HVO switch (HVO)	Low	2030	HVO where appropriate and available

Decarbonisation levers for Scope 3 to reach 25% target by 2030

Opportunity lever	Priority	By	Comment
Energy efficiency	High	2030	Increase energy efficiency of unit/build e.g. insulation, LED, VAPs
Unit embodied emissions reduction	High	2030	Procure low carbon materials and lightweighting
Reduction in downstream transport emissions	Medium	2030	Partnership with suppliers/3rd party providers
Waste reduction	Low	2030	Reduce waste e.g. less packaging, increased recycling

SBTi validation of decarbonisation goals

In June 2025, the Science-based Targets initiative (SBTi) formally validated Modulaire Group's near-term emissions reduction goals and long-term Net-Zero commitments, representing a significant milestone in our decarbonisation strategy.

The SBTi sets the global standard for corporate climate action, guiding companies in aligning their emissions targets with the latest scientific research. As of January 2026, more than 10,000 companies have achieved validated science-based targets, representing more than 40% of global market capitalisation, whilst over 2,300 – including Modulaire Group – have pledged to achieve Net-Zero emissions, demonstrating credible and wide-spread climate action. We are actively reducing carbon emissions, investing in renewable energy (73%) and innovative technologies. Since 2020, the Group's targeted approach has resulted in 47% less GHG emissions – Scope 1 & 2 absolute market-based. In 2025, Scope 3 GHG emissions stood at 897,574 tCO_2e.

Our commitments:

Modulaire Group commits to reach Net-Zero greenhouse gas emissions across the value chain by 2050.

Our Near-Term Targets:

We commit to reduce absolute scope 1 and 2 GHG emissions 55.5% by 2030 from a 2020 base year and to reduce absolute scope 3 GHG emissions 25% by 2030 from a 2022 base year. The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Our Long-Term Targets:

Modulaire Group commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2050 from a 2020 base year and to reduce absolute scope 3 GHG emissions 90% by 2050 from a 2022 base year. The target boundary includes land-related emissions and removals from bioenergy feedstocks.

Watch the video below:

SBTI validated carbon reduction targets

We shared a video to explain why we believe these targets are so important. By adopting science-based targets, Modulaire Group is well-positioned for growth in a low-carbon and circular economy, whilst making a meaningful contribution to a sustainable future.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Net Zero: our pathway and progress

2023

ACHIEVED

Low Carbon Solutions

- 5% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Source 100% Renewable Energy for the Group where available and applicable
- Initiate Group Operational Carbon baseline tonnes of annual Scope 3 for 2022

2024

ACHIEVED

- 7.5% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Roll out our strategy to reduce or mitigate Scope 3 emissions
- Continuous innovation of low carbon solutions for customers

2025

ACHIEVED

- 10% absolute reduction in Scope 1 and 2 emissions (vs 2020)
- Reduce waste to landfill by 50% per typical unit (vs 2020)
- Reduce our water use by 10% per typical unit (vs 2020)
- Life Cycle Analysis of typical manufactured Modular Space Units

2028

Sustainability-Linked Finance

- 15.8% reduction in Scope 1 and 2 emissions (vs 2020)

2030

Innovation & Scale

- Reduce Scope 1 & 2 GHG emissions by 55.5%
- Reduce Scope 3 emissions by 25%
- Progress towards total circularity of units
- 100% renewable energy where available and applicable
- Transform new product portfolio to Net Zero carbon

2050

Net Zero

Net Zero carbon of our end-to-end supply chain by 2050 to meet the Paris Agreement goal of 1.5°C.

Our commitment for environmental responsibility and climate action is to minimise carbon emissions for our company and customers and manage our material risks and opportunities.

NET ZERO 2050

Progress on our Net-Zero pathway

We are taking action to reduce our emissions across our operations.

The Group has advanced its approach to renewable energy by purchasing renewable electricity across all SBUs and installing on-site generation. We now source 73% of our energy from renewable sources (market-based) and have introduced on-site photovoltaic (PV) systems, accounting for 1.3% of electricity consumption, alongside HVO, representing 1.3% of total fuel use. Our environmental priorities are electrification and resource efficiency and we have made significant progress in replacing diesel forklifts and company vehicles with electric alternatives, either through new purchases or updated lease agreements, which in turn has reduced emissions, noise and pollution, particularly in enclosed environments. Electric cars and vans now represent 32% of the fleet and 42% of our forklifts are electric.

Life Cycle Analysis (LCA)

We have completed 3 whole life carbon assessments (WLCA) of our modular units to date to inform our design and refurbishment decision-making. In 2025, we assessed both a new and refurbished INAP26 unit assembled in the Czech Republic against the latest industry and regulatory benchmarks, focusing on whole life carbon and upfront emissions (A1-A5). The results show that the refurbished INAP26 delivers approximately 31% lower whole life carbon than a new INAP26 unit, with the largest reduction driven by material re-use, resulting in around a 54% saving in upfront carbon. When benchmarked against 2030-aligned Science Based Target pathways and the UK Net Zero Carbon Building Standard, the refurbished unit performs ~18-37% better on upfront carbon, and also sits approximately 71% below the GLA typical practice benchmark for upfront carbon in new schools. These comparisons relate to A1-A5 emissions only and do not account for replacement or refurbishment cycles, nor the differing lifespans of a modular unit (20 years) compared to a traditional building (60 years).

End	Group targets	Actual	Progress
2025	**Emissions and Energy**		
	10% reduction of Scope 1 and 2 emissions vs 2020 baseline (sustainability-linked financing)	47% reduction	Achieved
	Source 100% renewable electricity (market-based) where available and appropriate	73% (incl. REGO, GoO)	Achieved
	Implement the SBTi Net-Zero reduction plan	yes	Achieved
	3% reduction of Scope 3 emissions vs 2022 baseline	10% reduction	Achieved
	40% electrification of forklifts, 30% electrification of cars and vans	42% forklifts, 32% cars/vans electric	Achieved
	Install photovoltaic systems at sites where available and appropriate	1.3% of total electricity consumption	Achieved
	Reduce Scope 1 and 2 market-based emissions intensity ratio tonnes vs 2020 ($kgCO_2e$ per unit)	57% reduction based on total fleet	Achieved
	Waste and Water		
	50% reduction of waste to landfill per typical unit vs 2020 baseline	81% reduction	Achieved
	10% reduction of water use per typical unit vs 2020 baseline	55% reduction	Achieved
	Biodiversity		
	Implement our Biodiversity Policy	policy issued	Achieved
2028	15.8% reduction of Scope 1 and 2 emissions vs 2020 baseline		On track
2030	55.5% reduction of Scope 1 and 2 emissions vs 2022 baseline		In progress
	25% reduction of Scope 3 emissions vs 2022 baseline		
	Progress total circularity of units		
	Technology for carbon removal		
	100% renewable energy (market-based) where available and applicable		
	Transform the new product portfolio to a Net-Zero carbon approach		
	100% electrification of stationary machinery and forklifts		
	80% electrification of cars and vans		
2050	Net-Zero carbon emissions across our end-to-end supply chain, supporting the Paris Agreement goal of 1.5°C		In progress
	Our commitment to environmental responsibility and climate action is to minimise carbon emissions for our company and our customers, and to manage our material risks and opportunities.		

Building for Net Zero

Our low-carbon Service Centre at Karlstein in Germany, is being prepared for future Net-Zero operations.

Electrification plays a crucial role in achieving future Net-Zero operations. At Algeco's Rhein-Main Service Centre, a solar PV system supplies the majority of electricity needs, including a large repurposed gantry crane. All company cars and forklifts are electric, and additional heating is provided using locally sourced wood chips made from waste material.

Energy efficiency

We use automatic meters to monitor energy efficiency closely onsite; it tracks around 90% of total energy use. Other measures include heating controllers, automatic door closers, adjustable LED lighting intensity controls, and sensor-activated taps which all help to reduce emissions, whilst keeping energy use front of mind.

Designing with purpose

Modulaire employs a circular business model that delivers modular builds with a carbon footprint that is 73% lower than traditional building methods. The Rhein-Main Service Centre at Karlstein incorporates 18 Algeco modular units designed for business meetings, offices, and social spaces.

Health and wellbeing

Outside, the 2,000m² site features seating areas for inspiration and relaxation, whilst natural pathways encourage physical activity. A biodiversity action plan supports native planting, with nesting habitats for birds, bats and lizards, rainwater harvesting, an attenuation pond and protection of an established orchard area.

Leading from the front

We continue to lead from the front, aligning our ESGS strategy with best practice standards and at Rhein-Main, we are participating in BREEAM certification, the global benchmark for sustainable building. The insights gained are already being applied to projects in the UK and Sweden.

Sharing knowledge

Our Rhein-Main Service Centre acts as a beacon for the Group, sharing our latest thinking on energy efficiency, climate resilience and low carbon modular build solutions. It demonstrates how our operational sites can be prepared for Net-Zero.

> We set ambitious targets and our site demonstrates our commitment to excellence in materials management, stakeholder engagement, and environmental responsibility throughout a building's life cycle. We want to show how Algeco can help build resilience into the supply chain."
>
> **Janin Wascinski, ESG Manager**
> Algeco Dachs

Circular approach: stakeholder benefits

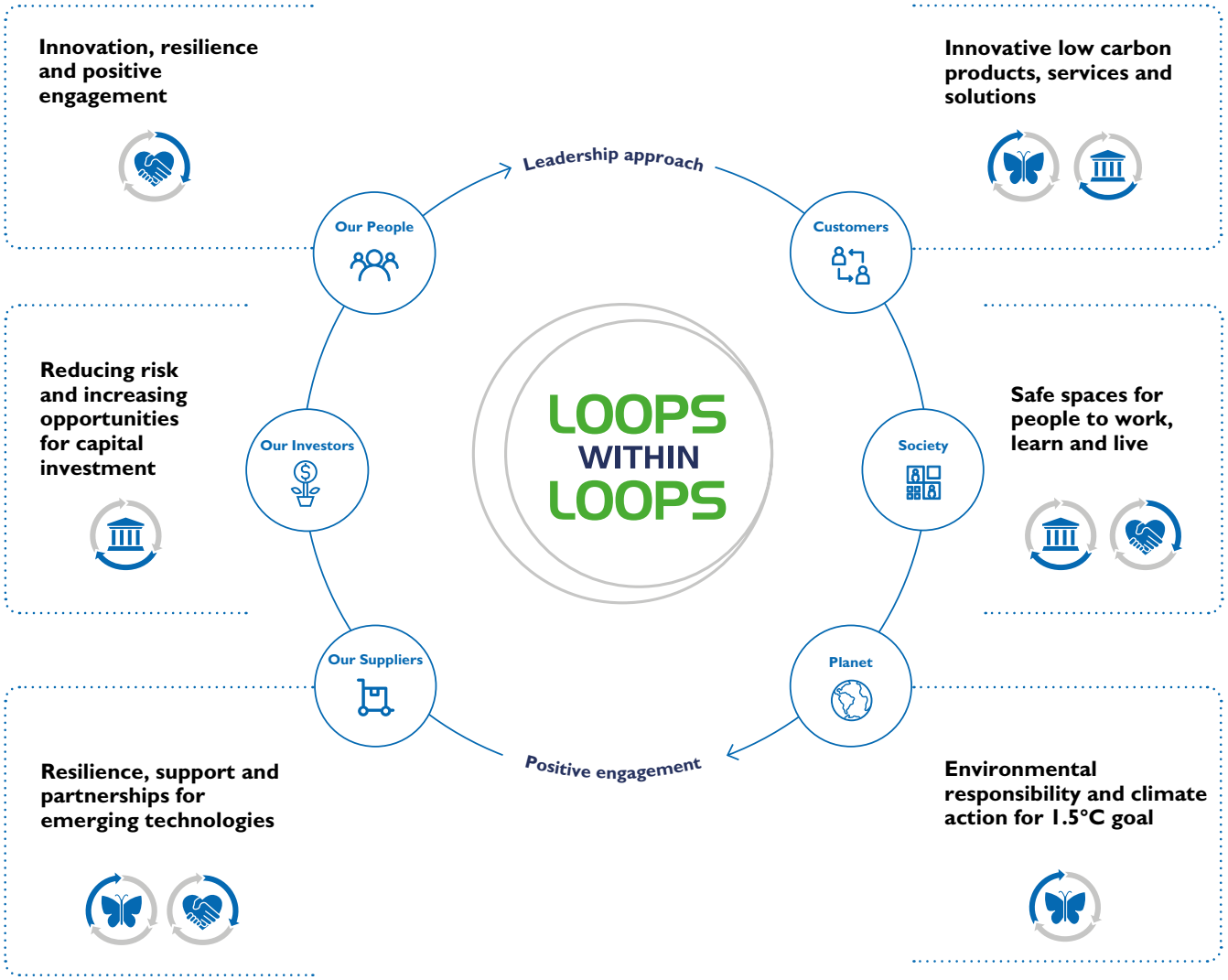
We are building resilience into our value chain, using our circular business model; increasing the stability of material flows for everyone, whilst securing stronger partnerships that deliver on shared ambitions.

Our strategic approach benefits a wide range of stakeholders: suppliers establish longer-term, more predictable partnerships; investors see less exposure to risk from resource and supply-chain volatility; customers gain access to durable, flexible products; and employees advance vital skills in repair, refurbishment and resource recovery.

Our communities and broader society benefit from safe and controlled offsite construction; reducing local pressures on waste and increasing economic resilience around remanufacturing and recycling provision. Local authorities and service providers gain greater oversight of materials across the value chain and see a lower carbon build that can adapt to changing needs.

For more about Loops within Loops, see page 7.

See our actions in the UK:



Our sectors

Industrial
We understand the unique challenges faced by industrial projects and our high quality modular units and services can deliver turnkey solutions for the largest and smallest of spaces.

Construction and off-grid solutions
From a simple construction site cabin container or storage space, to multiple office containers with cafeteria and sanitary facilities, our team of experts support construction sites every day.

Healthcare
Our modular units deliver significant benefits for medical teams and patients, ensuring service continuity and minimal disruption. The high-quality environments are tailored to meet patient needs, from heating and lighting controls, to security and privacy measures.

Education
We build and supply modular classrooms, enabling schools, educational institutions and childcare facilities to create additional space quickly and flexibly for growing student populations and during renovations.

Defence
From furnished military barracks to lifesaving shelters, we provide tailored modular solutions, including fire-resistant units and outer staircases.

Data centres
Our modules support the construction of data centres, providing versatile and functional spaces, with comprehensive furnishings.

Shops and businesses
We provide modular shops and business solutions, enabling a faster response in local markets and helping business to capitalise on supply and demand trends.

Accommodation
Our versatile modular housing units are fully customisable and used for many purposes, including temporary and permanent accommodation, dormitories, workforce housing, stayover villages and emergency shelters.

Sustainable product portfolio

Our sustainable product portfolio is central to the implementation of our Loops within Loops strategy, driving sustainability across our operations.

Its expansion is powered by research and development-based innovation, ensuring continuous improvement and adaptability. Our quality management system assures safety across our products.

We focus on developing products that contribute to the Sustainable Development Goals, circular economy principles, and a low carbon future, reinforcing our commitment to responsible growth.

For our clients, this results in access to cutting-edge, low carbon solutions that align with global sustainability standards, helping them to achieve their own ESG and business objectives.

Climate control

Digital heater

Electric vehicle charger

Solar motion sensor

PV panels

Solar lighting

Lighting tower

Electric door closer

Recycling bins

Satellite broadband

Fire extinguishers

Water dispensers

c.73%

c.73% less carbon emissions vs traditional construction[1].

Our circular business model delivers modular builds with a lower carbon footprint than traditional construction.

c.20x

Units can be reused up to 20 times or more during their average lifecycle[1].

Our units provide flexibility, because they are reconfigurable and reusable, they are helping customers adapt to changing climate demands and shifting demographics.

96%

Units are up to 96% recyclable[1].

By leasing out assets, they remain under our control for their full lifecycle, enabling us to minimise their impacts and manage their recycling.

1. 2020 Product footprint analysis of a typical Modulaire unit based on:
   - Stage A1-A5 (sourcing, manufacturing and transporting to site) approximately 200 (kgCO_2e/m2) v 700-800 (kgCO_2e/m2) for a traditional build. This equates to approximately 73% less carbon emissions compared to a traditional build.
   - In use (B1-B6) and end of life (C1-C4) emissions total 210 kgCO_2e/m2. This equates to approximately 65% less carbon emissions compared to a traditional build
   - For the whole life footprint (410 kgCO_2e/m2), details for an equivalent traditional build are difficult to ascertain due to the lack of benchmarks which include B6 data
   - Product footprint calculated in accordance with EN 15978:2011. Modulaire typical unit based on Advance 8000 two classroom unit assembled in France. Typical benchmarks for education buildings based on Whole Life-Cycle Carbon Assessments Guidance (Mayor of London, October 2020). Whole life figure provided in this guidance exclude any allowance for energy consumed during the in-use phase

Sustainability assessment of products

- Evaluate existing and new products with a focus on sustainability.
- Align the product portfolio with circular economy Net-zero goals

Customer benefits: products meet high sustainability standards, providing confidence in their environmental impacts.

Our approach

- Identify changes in market, innovation, and regulatory environments.
- Integrate into product portfolio decisions and corporate governance.
- Pilot test internally with external expert review.
- Focus on AI and digitalisation.

Customer benefits: Proactive adaptation to market trends and regulatory requirements, ensuring reliable and compliant products.

Product stewardship & safety

- Certification and LCA approach.
- Integrated into Quality, Safety, Health, and Environment management systems for compliance with standards.

Customer benefits: assurance of product safety and compliance, reducing risks and enhancing brand reputation.

Loops within Loops business model

- Offers low carbon products aligned with circular economy principles.
- Based on alternative low carbon raw materials, energy sources and recycling.
- Targets at least 25% recycled or alternative materials.

Customer benefits: reduced carbon footprint, supports circular economy, benefiting client's sustainability performance and brand reputation.

Impacts, Risks, and Opportunities

Type	Sustainable solutions
IRO	Positive
Strategy	ESGS
Policy	Design guidelines ESGS
Action	Increasing the resource efficiency, recyclability of our materials; market design for circular products
Target	25% reduction Scope 3 by 2030

Modular solutions designed for people

We design modular spaces for people to use everyday, whenever and wherever they are needed. Here are some examples of our units in action this year; they were on hand supporting the restoration of heritage sites, helping emergency services to grow capacity, providing more classrooms for students, and even sitting pitch side for big games.

Germany: fire dept training facility

Algeco supplied Dachau Fire Dept. with training facilities for emergency scenarios including breathing apparatus drills.

France: busy night operations

Altempo installed modules to support night work at a heritage site in the heart of Paris, as part of technical work in a metro station.

Netherlands: media units for football

At the AJAX stadium, our temporary units were used to house media interviews with the Dutch national football team.

Australia: social housing

Ausco's social housing is delivering much-needed affordable homes to communities in Queensland.

Antarctica: remote accommodation

Portacom sleeper units are supporting science and environmental protection workers at Scott base in Antarctica.

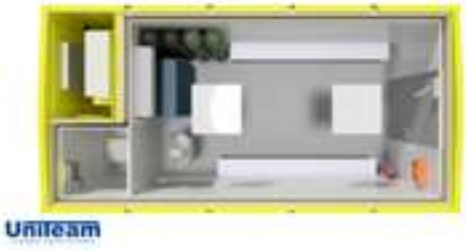
Finland: underground site welfare

Algeco has installed break rooms 45m underground with toilets and internet for staff constructing Eira's heat pump plant.

Customer solutions in 2025

Refuge Chamber for tunnels

The latest innovation from Uniteam is a Refuge Chamber for demanding tunnel environments. It is compliant with the rigorous standards of the Norwegian Refuge Chamber Handbook, offering customers a safe, reliable solution. This 16-ft chamber offers 24-hour shelter for up to ten occupants. The reinforced construction and forklift pockets, enable easy deployment and relocation during fast-paced tunnel construction. It has an advanced breathing air system, designed to deliver mask-free oxygen for all occupants. With a focus on occupant wellbeing, a built-in 24-hour UPS safeguards against power interruptions, while the robust, over-pressurised container construction keeps harmful gases from infiltrating.



Wooden modular units

Algeco introduced wooden modular units at Klagenfurt's municipal trade fair this year. The units can be combined, and provide more thermal insulation, sound proofing and fire protection. Featuring wood throughout – including façade, walls, floor and roof brackets – the units offer a premium alternative for designers.

Safety steps

Portacom now provides a robust landing solution engineered to ensure safe and convenient access in all weather conditions. Featuring steps that lead to a textured, elevated walkway, the landing construction enables clean and efficient site entry. Ausco and Algeco have introduced the 'Single Step' for hire modules, offering a safer and more dependable alternative to pallets and crates commonly used on construction sites. Both products are designed for easy installation and support customers in enhancing safety performance onsite.

Enhancing site welfare through solar innovation

Modulaire Group's solar solutions are helping customers to improve site welfare and reduce costs, whilst ensuring a reliable supply of renewable power.

Our subsidiary, Advanté, is at the forefront of modular welfare unit innovation and between 2023 and 2025, customer Willmott Dixon incorporated Advanté Oasis EcoLogic Solar welfare units into 146 construction projects throughout the UK. The impact has been remarkable: reducing their carbon footprint by approx. a third compared to traditional diesel-powered welfare units, whilst improving facilities for site workers.

Oasis Ecologic Solar units provide a complete solution for construction sites, including canteens, offices, toilets, and drying rooms, primarily powered by renewable energy. Each unit is equipped with roof-mounted solar panels, advanced battery storage, and a low-carbon LPG backup system for dependable year-round power.

Over two years, the solar fleet operated on renewable energy for almost 90% of the time, even during winter months. Their use resulted in cost savings for Willmott Dixon of £450,000, 1,000+ less tonnes of carbon, less business interruption from refuelling and a noticeable reduction in air and noise pollution.

The partnership between Modulaire Group and Willmott Dixon underscores how innovative renewable energy solutions can facilitate reduced reliance on fossil fuels while promoting leadership in sustainable construction practices.

146 sites
using **solar-powered Oasis units**

1000+ tonnes
carbon saved by eliminating diesel

50%
total **electricity** directly **from solar power**

Risk Management

We apply a risk management framework to identify, assess, prioritise and monitor climate-related risks. Climate risks are evaluated alongside strategic, operational, financial and compliance risks. Regular risk assessments, cross-functional workshops and structured review cycles ensure that both physical and transition risks are consistently captured. Material risks are reviewed at defined intervals by the Board, Audit and Risk Committee and the ESGS Committee.

Climate-related risk assessments draw on internal operational data, external climate science expertise, regulatory guidance and third-party climate projections. Key parameters include physical climate indicators such as temperature rise, extreme weather frequency and flooding, as well as transition factors such as policy changes, technological developments and market dynamics. Financial metrics relating to cost exposure, asset sensitivity and business continuity are also incorporated.

Scenario analysis is used to assess the resilience of our strategy and operations under a range of plausible future climate pathways. Physical and transition scenarios help identify emerging risks, stress-test assumptions and highlight vulnerabilities across assets, supply chains and financial planning. Insights from this analysis directly inform risk identification and long-term strategic decision-making.

Climate-related risks are assessed using our standard risk scoring methodology, which evaluates likelihood, impact severity, and time horizons. Impacts considered include financial, operational, regulatory, reputational and health and safety consequences. Risks are prioritised based on their overall rating and escalated through governance structures where thresholds are exceeded.

Risks are monitored through regular reporting cycles, key risk indicators and ongoing review of climate-related data and external developments. Operational teams track short-term indicators such as extreme weather events, while ESGS teams monitor broader regulatory, market and climate trends. Material risks are reported to the ESGS Committee.

Double materiality assessment

We believe in open dialogue with our stakeholders and meet them regularly to listen and learn more. Modulaire has carried out a double materiality assessment (DMA) to identify topics that our stakeholders share as being material to the Group. They are asked to prioritise associated financial and business impacts, so we can determine our level of exposure to both opportunities and risks. We use these results to inform our ESGS strategy: helping to prioritise resources, develop customer solutions, mitigate risk and continuously improve governance (page 13-15).

Our process

Modulaire Group carried out a DMA in 2023 using European Sustainability Reporting Standards guidance. Where key ESGS topics were found to have a business impact and to influence our financial performance, they were identified as material and prioritised. Questionnaires were sent to stakeholders and interviews carried out to obtain their feedback. To assess business impact (C), we engaged and interviewed 66 participants including our employees (30%), customers (20%), community (11%), environmental experts (12%), suppliers (15%), and employees from our finance, sales and procurement teams (12%). To assess financial impact (E), questionnaires were completed by 11 investors or experts. We continue to refine this process and expect it to evolve over time.

DMA process stage		Stakeholder participants	Frequency
(A)	Identification		
(B)	Methodology	Community,	
(C)	Business impact interviews	Customers,	Assessed every 3 years,
(D)	Review	Employees,	dependent on context
(E)	Financial impact interviews	Investors,	and situation.
(F)	Review and approval	Shareholders,	Review in all other years.
(G)	Double materiality matrix	and Suppliers.	
(H)	Action identification		

In accordance with our DMA, we also report on the following topics: climate change (page 29-31), resource use in a circular economy (page 37), our environmental certifications (page 43), our workforce (page 43) and business conduct (page 42).

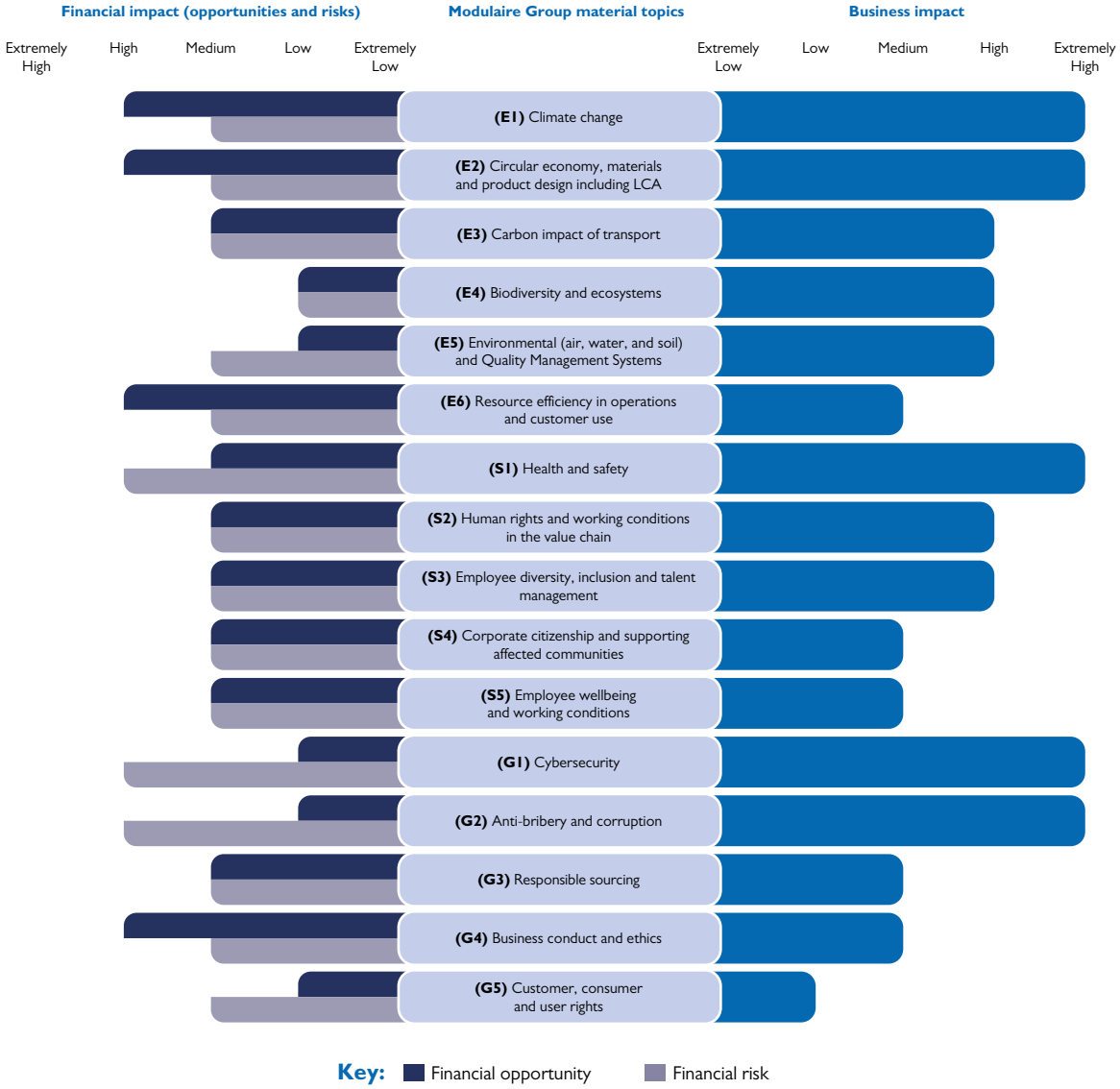
Our actions

In 2025, we reviewed the material topics included in our DMA and believe that Modulaire remains well positioned to respond through our circular business strategy – Loops within Loops – which delivers modular solutions with lower embodied carbon and requiring less energy to operate than traditional buildings (page 23).

Environment material topics: our commitment to Net Zero carbon emissions (E1) and to circularity (E2) allows us to minimise the potential impact of carbon pricing, reducing climate-related risk and increasing transition opportunity (page 29). Our approach to Resource efficiency (E6), including electrification, yields significant opportunities along the supply chain with a focus on the transition to low carbon products and reducing fossil fuels.

Social material topics: our focus on Health & safety (S1) is clear, it is the number one priority in our 5 Pillar strategy across all functions (page 44-45). We are committed to protecting human rights, with robust controls to mitigate risk (page 11).

Governance material topics: for Cybersecurity (G1) and Anti-bribery and corruption (G2), our controls and training programme ensure awareness and continuous process improvement (page 53).



Climate-related risks and opportunities

We have reviewed our climate-related risks and opportunities using the best practice TCFD framework (Task Force on Climate-related Financial Disclosures) and share the process and results here.

Overview of process

The TCFD process delivers a strategic assessment of the risks and opportunities from climate change to our assets, operations and supply chain. It makes detailed consideration of both the physical and transition impacts of climate change on our path to Net-Zero, including changing demand patterns for our goods and services, and carbon pricing impacts to our operating costs. We are using the resulting data to consolidate business resilience in the short, medium and long term to 2050.

Growing our knowledge base

For each country in which Modulaire operates, we collated information around climate-related hazards and biodiversity concerns. The sources we used include, Climate Adapt, The World Bank Group, the Integrated Biodiversity Assessment Tool, and government disclosures to the United Nations Convention on Climate Change and the Convention on Biological Diversity.

Key findings

Results show there are significant opportunities for Modulaire Group and reinforce the importance of our circular business strategy – Loops within Loops – to thrive in a low carbon transition. Our modular solutions will make an important contribution to GHG reduction and climate resilience strategies of our customers and communities. While we face transition and physical risks, scenario analysis suggests revenue opportunities could meaningfully exceed the operating and capital risks of all scenarios assessed. We are confident our carbon reduction strategy will enable us to minimise carbon pricing risks.

Overview of results

Risk / Opportunity	Assessment results (TCFD framework)	Current policy / Higher warming scenario	Net Zero / Lower warming scenario
Transition opportunity: Increased revenue from demand for low carbon resilient building solutions	Customers will need infrastructure and building services that are resilient to climate impacts and that help to meet emissions reduction targets. Our modular services provide options promoting circular design, with lower embodied carbon and they require less energy to operate than traditional buildings – increased demand will generate significant revenue opportunities.	**Opportunity**	**High opportunity**
Transition risk: Carbon pricing	Carbon pricing may impact the cost of fuel, heating and cooling at our facilities. It may also increase the price of raw materials with potential high embodied carbon. Based on Modulaire's circular business model and climate transition plans, the risk level is deemed low. Our commitment to circularity and Net Zero carbon emissions should allow us to minimise the potential impact of carbon pricing.	**Low risk**	**Low risk**
Physical risk: Operating impacts from high heat, carbon pricing, extreme rainfall	Our facilities may experience operational impacts from increasing exposure to extreme heat and rainfall. Extreme heat can increase health and safety risks and decrease worker productivity. Extreme rainfall can lead to localised flooding and impact the ability of facilities to operate. Locations most at risk for Modulaire are located in Asia Pacific and Southern Europe. The level of risk was deemed low to moderate as, while some facilities may be highly exposed to extreme heat and rainfall, our operations have the ability to adapt their activities, for example, during periods of high heat our facilities can shift operating hours to avoid peak temperatures.	**Low/Moderate risk**	**Low/Moderate risk**

Climate-related risks and opportunities *continued*

	Current policies	Net Zero	Net Zero
Scenario source	**SSP5-8.5**	**SSP1-1.9**	**SSP2-4.5**
Scenario description	• Business as usual scenario with no new policies implemented from 2020 onward for climate change mitigation. • Lack of significant carbon pricing globally, leading to a largely unmitigated temperature rise and high physical risks. • Global climate targets go largely unmet. • Little to no policy or market incentive for consumers to switch to electric vehicles, or to conduct building energy efficiency retrofits.	• Net Zero scenario represents the implementation of stringent climate policies and innovation to limit global warming to 1.5°C, reaching global Net Zero CO_2 emissions around 2050. Some jurisdictions, such as the US, UK, EU, Canada, Australia and Japan, reach Net Zero for all GHGs. • Countries with a clear commitment to a specific Net Zero policy target at the end of 2020 are assumed to meet this target. • Optimal carbon prices in line with the long-term targets are implemented in the short term.	• Net Zero scenario represents the implementation of stringent climate policies and innovation to limit global warming to 1.5°C, reaching global Net Zero CO_2 emissions around 2050. Some jurisdictions, such as the US, UK, EU, Canada, Australia and Japan, reach Net Zero for all GHGs. • Countries with a clear commitment to a specific Net Zero policy target at the end of 2020 are assumed to meet this target. • Optimal carbon prices in line with the long-term targets are implemented in the short term.
Estimated warming compared to the pre-industrial era	3°C	1.4°C	1.4°C
2040-2060	1.7-2.3°C	1.6-1.5°C	1.6-1.5°C
2081-2100	2.7-3°C	1.4°C	1.4°C
Transition impact	Low	Medium	Medium
Physical impact	High	Low	Low
Business impact of scenarios	Opportunity to provide infrastructure that is resilient to climate impacts. Physical risk is increased due to a changing climate.	High opportunity to provide sustainable infrastructure that promotes circular design, with lower embodied carbon and requiring less energy to operate. This will provide opportunities to grow. The physical risk is lessened.	High opportunity to provide sustainable infrastructure that promotes circular design, with lower embodied carbon and requiring less energy to operate. This will provide opportunities to grow. The physical risk is lessened.

Climate resilience

The ESGS Committee approved our climate transition plan on behalf of the Board as part of the annual strategic review cycle. The plan is a core element of our sustainability and risk management framework and is reviewed twice a year to ensure alignment with evolving regulations, climate science, and stakeholder expectations. It is designed to strengthen organisational resilience to climate-related risks, support the transition to a low-carbon economy through our Loops within Loops model, and safeguard long-term operational continuity. Its key objectives include reducing emissions, improving the resilience of our assets and operations, embedding climate considerations into decision-making and supporting sustainable value creation.

We have carried out climate-resilience analysis using regulatory-aligned scenarios to assess the physical and transition risks across our operations, assets and supply chain. This included modelling exposure to extreme weather, regulatory change, market shifts and long-term climate trends. In 2023, we worked with a global sustainability consultancy to identify and assess material climate-related risks and opportunities, applying TCFD best practice across short (2025–2030), medium (2030–2040) and long-term (2040–2050) horizons. In 2025, we updated our scenario analysis with a trusted consultancy partner, considering three NGFS - and IPCC-aligned scenarios: a Current Policies scenario and two Net Zero scenarios.

The Current Policies scenario indicates warming of around 3°C, resulting in high physical risks. The Net Zero 2050 scenarios limit warming to approximately 1.4°C, reducing physical risks but increasing transition risks due to stronger regulation and carbon pricing. For physical risk assessment within one Net Zero scenario, we applied SSP2-4.5, which reflects a global temperature rise above 2°C and recognises that physical risks will intensify even under an ambitious transition.

Climate-related risks and opportunities *continued*

Both scenario types highlight opportunities to expand low-carbon, energy-efficient and circular infrastructure solutions. Insights from the analysis, including vulnerability assessments, financial exposure estimates and priority adaptation measures inform strategic planning, investment decisions and long-term resilience actions. Findings have been embedded into our strategic and operational risk processes, strengthening governance, accelerating low-carbon solutions and integrating climate considerations into business continuity planning, procurement and long-term strategy.

We have set climate-related targets aligned with our SBTi pathway, including reducing operational emissions, improving energy efficiency, increasing renewable energy use and enhancing asset resilience. The SBTi pathway also informed the quantification of transition risks under Net Zero scenarios. Delivery is supported through operational improvements, investment in low-carbon technologies, supplier engagement and ongoing monitoring and reporting.

Climate Adaptation

For each region in which Modulaire operates, we collated information around climate-related hazards and biodiversity concerns. The sources we used include Climate Adapt, The World Bank Group, the Integrated Biodiversity Assessment Tool and government disclosures to the United Nations Convention on Climate Change and the Convention on Biological Diversity. In 2025 we updated our findings to inform our Biodiversity and Climate Change Adaptation Plan, which was launched in late 2023 to address climate-related risks and opportunities. A focus on nature-based solutions has been given to promote biodiversity.

The analysis shows us there are immense opportunities for the Group. It reinforces the importance of our business strategy, Loops within Loops, to thrive in a low-carbon transition. Our modular solutions will be a key part of the emissions-reduction and climate-resilience strategies of our customers and communities. While we face transition and physical risks, the scenario analysis suggests revenue opportunities could meaningfully exceed the operating and capital risks of all scenarios assessed.

Further, we are confident that our carbon reduction strategy will enable us to minimise carbon pricing risks. As part of the governance process, the Board receives updates and opportunities through the Enterprise Risk Management (ERM) process, which includes climate-related risks and opportunities, where applicable.

The Climate Risk and Opportunities assessment clearly indicates that there are greater opportunities than risks and that they are not considered material on the risk register.

Sustainability-linked finance

By directly connecting finance to our sustainability performance, we are driving meaningful change in partnership with our investors. We have established sustainability-linked finance targets for reducing GHG emissions, supported by a robust set of actions designed to deliver continuous improvement. Our performance against these targets, set against a 2020 baseline and extending to 2028, is subject to a limited assurance audit to provide confidence in our progress.

Our principal metric for measuring CO_2 impact is total absolute market-based GHG emissions. Progress is tracked quarterly against Key Performance Indicators at both Group and SBU levels. These results inform how we allocate resources most effectively and identify the policies and interventions required to succeed. In this way, finance and ESG metrics are aligned to reinforce accountability, accelerate progress, and strengthen long-term resilience.

Achieved

7.5%

reduction

Scope 1 & 2 absolute market-based emissions

Achieved

10%

reduction

Scope 1 & 2 absolute market-based emissions

By 2028

15.8%

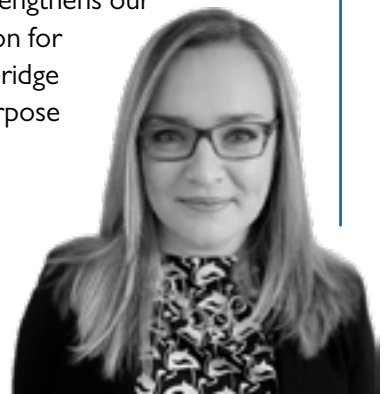
reduction

Scope 1 & 2 absolute market-based emissions

"ESG is not simply an add-on to our investor dialogue, it's embedded at the core of our relationships. By consistently providing transparent, reliable and comprehensive information, we build trust and demonstrate Modulaire Group's unwavering commitment to sustainable and ethical practices. You will find ESG considerations integrated into our governance structure, our reporting, and our long-term strategic planning.

For Modulaire's investors, this alignment offers more than reassurance – it provides confidence that we're addressing the issues of today, whilst also preparing for global megatrends. By linking our financial performance to sustainability goals, we reinforce accountability and ensure our actions are credible, measurable, scrutinised and trusted. It strengthens our reputation, fosters enduring investor relationships, and creates a foundation for long-term resilience and growth. We believe ESG transparency acts as a bridge between our commitments and investor confidence, ensuring that our purpose translates into meaningful impacts.

Rosie Jones
Corporate Treasurer



Environment

Our stakeholders want agile and low-carbon solutions faster than ever before. We meet these demands using our circular business model, Loops within Loops, keeping resources in motion to improve our energy, water and waste efficiency, whilst supporting sustainable growth.

Modulaire Group volunteers collecting litter on the canal with the Lower Regents Coalition in London.

Actions on Environment

Modulaire Group acknowledges the material risks and opportunities that climate change presents to our business.

We believe it is vital for stakeholders to understand and trust emissions reduction targets and achievements. It is why our interval targets on the path to Net Zero by 2050 are science-based, our performance is independently audited and we do not offset emissions to achieve our results. We report the absolute reduction of our market-based GHG emissions.

We commit to structured programmes that:

- Reduce greenhouse gas emissions through electrification of operations and a progressive transition away from fossil fuels.
- Increase operational efficiency by systematically improving energy, water, and waste management performance.
- Deliver low-carbon solutions for customers, ensuring resilience to climate impacts while contributing to wider sustainable growth.
- Enhance biodiversity outcomes by embedding nature-based solutions and climate adaptation measures within site planning.

Decarbonisation

Over the past two years, Modulaire Group has prioritised electrification as a central lever for decarbonisation. Our Electrification of Machinery Policy is directing Strategic Business Units (SBUs) to replace existing technologies and processes with resource-efficient alternatives (page 38) and prioritises the use of renewable electricity where appropriate, currently securing 73%.

Substantial progress has been made in our transition to electric transport, with 42% of the forklift fleet now electrified and 32% of cars and vans converted to electric vehicles (page 39). We recognise challenges persist in some SBUs, particularly in relation to infrastructure and heavy-duty vehicles (HDVs). Where electrification is not yet technically or economically feasible, the Group is investigating alternative fuels and pursuing innovative solutions to reduce emissions.

In 2025, Modulaire collaborated with the University of Cambridge on a pilot study employing behavioural workshops to identify effective levers for eco-driving. This initiative has commenced and will continue into 2026, reinforcing the Group's wider objective of embedding low-carbon practices across all operational areas using academic research to help us advance (page 39).

Progress on our environmental KPIs

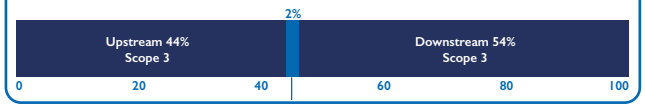
We have achieved five out of six of our 2025 environmental KPIs, with one in progress.

KPI	Progress	Status
Reduce Scope 1 & 2 emissions by 10% against the 2020 baseline (sustainability-linked financing)	Achieved	●
Reduce Scope 1 and 2 market-based emissions intensity ratio tonnes vs 2020 (kgCO_2 e per unit)	Achieved	●
Reduce Group waste to landfill by 50% per typical unit vs 2020 (kg)	Achieved	●
Reduce water use by 10% per typical unit (vs 2020 baseline)	Achieved	●
Frankfurt Branch assessment for BREEAM	In progress	●
Implement the SBTi Net Zero Reduction Plan	Achieved	●

Emissions reduction

In 2025, Modulaire is pleased to report a 47% absolute reduction of our Scope 1 & Scope 2 market-based emissions (vs 2020).

Modulaire Group GHG emissions



Climate mitigation and adaptation measures

The Group implements a combination of physical, operational, and strategic measures to manage climate-related risks:

- Physical adaptations: installation of VAPS, insulation, upgraded windows and doors, passive design improvements for buildings in high-risk locations (page 34). Where sites have been assessed as high priority for climate adaptation, SBUs are investigating mitigation opportunities such as sustainable drainage and rainwater harvesting.
- Operational changes: revised work schedules, hydration protocols, and heat-stress mitigation for staff and contractors.
- Strategic measures: investment in energy-efficient new builds, retrofits, and electrification of fleet assets; installation of onsite renewable energy; supplier engagement for Scope 3 emissions reductions.
- Monitoring: the Group monitors effectiveness over time and updates its risk assessments and controls where emerging climate information, events or regulatory changes indicate that residual risk levels have changed.

Waste and water reduction

Our operations teams continue working hard across the Group to reduce waste to landfill and reduce the amount of water we use to make our products. Our Policy on Sustainable Use of Water encourages initiatives that raise awareness and deliver efficient water management. Over the past five years, we have reduced our total waste to landfill by 81% per typical unit (page 37-38) and we now use 55% less water per typical unit.

- **Waste to landfill:**
  2025: 3,235,053 tonnes vs 2020: 13,458 tonnes
- **Water purchased:**
  2025: 124,664m³ vs 2020: 224,507m³

Action on climate change *continued*

Promoting biodiversity

We issued our Biodiversity Policy in 2025 and subsequently updated our Biodiversity and Climate Adaptation Protocols. The purpose of these protocols is to establish a baseline level of understanding of biodiversity and climate change adaptation, and to provide guidance for projects that can mitigate impacts or enhance biodiversity and climate resilience. The protocols offer an overview of considerations and opportunities for each country in which we operate.

For each country, information on acute and chronic climate-related hazards and key biodiversity characteristics was compiled using sources including Climate-ADAPT, the World Bank, the Integrated Biodiversity Assessment Tool (IBAT), and national disclosures to the United Nations Framework Convention on Climate Change (UNFCCC) and the Convention on Biological Diversity (CBD). In line with Climate-ADAPT assessments, future climate hazards were categorised under wind, temperature, solid mass, and water. Priority was given to nature-based solutions, recognising their dual potential to enhance climate resilience and support local biodiversity.

As part of this update, a locational screening exercise was undertaken across Modulaire Group's global sites to assess proximity to important biodiversity areas and exposure to potential climate hazards, using globally applicable datasets.

Algeco Dachs volunteering in Eitensheim.

Restoring green spaces

On National Tree Day, the Ausco Brisbane colleagues joined The Hut Environmental & Community Association at Mt Cootha for a day of volunteering, planting, and giving back to the environment. From planting native species to learning about the impact of urban bushcare, our team contributed to restoring one of Brisbane's most iconic green spaces.

Repurposing pallets into planters

In Germany, broken and single-use pallets have been repurposed by colleagues in Stockstadt to construct raised beds, The team have planted a variety of species, including an olive tree and herbs, which are boosting biodiversity for insects onsite. The attractive new planters act as a reminder of the opportunities for reusing materials in our everyday lives for visitors and employees.

Measuring our carbon footprint

We measure the carbon footprint of our operations and a typical product to identify and monitor our impacts. It helps us determine opportunities for cost and carbon savings on our path to Net Zero emissions.

We engaged PricewaterhouseCoopers LLP ('PwC') to provide Independent Limited Assurance over our 2025 greenhouse gas emissions data, in accordance with the ISAE3410 standards.

The numbers subject to assurance are shown by the symbol Ⓐ in the table, 2020, 2022 and 2024 figures are included for comparison.

The PwC Independent Limited Assurance Report and our detailed reporting criteria can be viewed on the Modulaire website.

	2020 Restated**	2022 Restated**	2024	2025
Scope 1 Greenhouse Gas Emissions (tCO_2e)*	19,529	19,443	16,965	Ⓐ15,247
Scope 2 Greenhouse Gas Emissions – location based method (tCO_2e)	11,834	12,533	9,722	Ⓐ 8,658
Scope 2 Greenhouse Gas Emissions – market based method (tCO_2e)	13,995	7,132	2,851	Ⓐ 2,625
Total (market based)	**33,524**	**26,575**	**19,816**	**17,872**

* Scope 1 emissions reported excludes fugitive emissions, due to a lack of available data and methodology.

** Figures updated as a result of an acquisition, in line with our restatement policy within our methodology statement – see our website. The Corporate GHG footprint calculated is based on the principles outlined in the WRI/WBCSD GHG Protocol Corporate Accounting and Reporting Standard. 2020 has been presented as this is Modulaire's baseline.

GHG emissions data for the reporting period of 1st January 2025 to 31st December 2025

As the Directors of BCP V Modular Services Holdings III Limited we confirm that we are solely responsible for the preparation of the ESGS Report including this Directors' Statement and for reporting the specified ESG performance metrics in accordance with the specific reporting criteria set out within this document and ensuring that the reported information is supported by appropriate books and records.

We confirm, to the best of our knowledge and belief, that we have:

- designed, implemented and maintained internal controls and processes over information relevant to the measurement, evaluation and preparation of specified ESG performance metrics that is free from material misstatement, whether due to fraud or error;
- established objective reporting criteria for preparing and presenting the specified ESG performance metrics, including clear definition of the entity's organisational boundaries, and applied them consistently;
- presented information, including the reporting criteria, in a manner that provides relevant, complete, reliable, unbiased/ neutral, comparable and understandable information;
- reported the specified ESG performance metrics in accordance with the reporting criteria.

For and on behalf of the Board of Directors of BCP V Modular Services Holdings III Limited

James Odom
Group General Counsel

Resource in motion for a circular economy

Modulaire Group applies its *Loops within Loops* circular business model to maximise the retention of resources in use, maintaining their value for society and reducing environmental impact. By embedding efficient resource use, recycling, and sustainability into decision-making, the Group actively reduces reliance on virgin materials and drives innovation across operations.

Waste Generation 2025

	kt
Total amount of waste generated	**23.44**
Total amount diverted from disposal	**14.52**
Preparation for reuse	0.68
Hazardous waste	0.00027
Non-hazardous waste	0.68
Recycling	13.85
Hazardous waste	0.21
Non-hazardous waste	13.64
Other recovery operations	0.0
Total amount directed to disposal	**8.91**
Incineration	5.68
Hazardous waste	0.05
Non-hazardous waste	5.63
Landfill	3.24
Hazardous waste	0.42
Non-hazardous waste	2.81
Other disposal method	0.0

Operationalisation of Loops within Loops

- Waste management is governed locally by Strategic Business Units (SBUs) and Operating Business Units (OBUs) by strict protocols for hazardous and non-hazardous substances, designed to minimise environmental risks and ensure compliance with applicable regulations.
- SBUs and OBUs adopt a structured Loops within Loops hierarchy – an approach which includes **prevention, reduction, reuse, and recycling**.
- Continuous improvement programmes are implemented to increase resource efficiency and reduce environmental impacts.

Our process

We use the 5R waste hierarchy to manage materials efficiently on-site; it encourages everyone to consider five alternative steps before sending materials to landfill, to Refuse; Reduce; Reuse; Repair and Recycle. Our Operational efficiency programme has focused on four themes: 1. Production planning and productivity tracking; 2. Materials management; 3. Production workflow; and 4. Standard work.

This Loops within Loops methodology transforms waste management into a driver of innovation, cost efficiency, and sustainability. By cascading resources through multiple loops of value, SBUs and OBUs ensure that environmental impact is minimised, regulatory compliance is maintained, and the Group's broader ambition of advancing a circular economy is realised.

Our policies and actions support the transition to a circular economy through continued investment and focus in sustainable products, operational excellence, and waste-reduction initiatives, while maintaining full compliance with relevant waste regulations. We are advancing our production processes, including the use of alternative and circular raw materials, the application of Life Cycle Analysis and collaboration with reuse partners to enhance recyclability and strengthen product design. Waste is managed responsibly through safe disposal of hazardous and non-hazardous materials, improved material efficiency and increased internal reuse. We are also enhancing methodologies for assessing resource inflows and outflows and improving data quality to support more accurate reporting. Looking ahead, we will further integrate circular economy principles and climate-change mitigation strategies across our operations.

Impacts, Risks, and Opportunities

Type	**Resource use and circular economy**	
IRO	Opportunity	
Strategy	Loops within Loops	LCA
Policy	ESGS	Electrification
	Waste and Water	Local compliance
Action	Operational Excellence	Electrification
	Waste management	
Target	Reduce waste to landfill by 85% by 2026 vs 2020	

Case studies: resource efficiency

Energy efficiency: LEDs and Infrared

The Algeco site in Servon encompasses around 1,000 m² of office space, with nearly 8,300 m² dedicated to workshops. Because it is subject to the French Tertiary Decree, the site must achieve a 40% reduction in energy consumption by 2030. To help meet this requirement, both the office and workshop spaces have been upgraded with LED lighting and motion sensors. It has resulted in a reduction in energy consumption and improves working conditions for those using the facilities.

Algeco has another large production hall in Moerdijk and in June, to improve energy use, traditional radiators for heating were replaced with ceiling-mounted infrared panels that heat people and surfaces directly, instead of the whole space. The new setup is expected to save about 60,000 m³ of natural gas annually.

Innovation: turning waste into revenue

In Poland, where some recycling options are limited, Algeco is developing new strategies for waste management with the aim of achieving zero landfill waste. The team has formed new partnerships – with Silva to repurpose wood from module renovations and with Tarkett to recycle old flooring into fresh products – creating fresh revenue opportunities from materials that would otherwise be discarded. Additionally, by switching to water-based paints, hazardous waste is reduced and metal cans are recycled. The team is also considering silicone alternatives, such as "sausage tubes," to further decrease plastic waste. The team have saved nearly €300,000 a year and cut waste, inspiring similar efforts across our Group.

In France, two Algeco sites are sending our end of life windows to the Saint Gobain value chain, where they are remade into new glass and plastic window frames. Algeco France also partners with Eco'Logic, enabling the recycling and reuse of professional clothing like overalls, helmets, safety glasses, and earplugs. Employees can dispose of worn-out gear into designated bags at any site for convenient collection.

Saving water: smart meters and aerators

Smart meters help our teams track water flow and quickly detect leaks. Across five regions in the UK, water supply is under growing stress in the summer months due to climate change. Recognising this issue, in March, Algeco UK installed a smart meter at Scunthorpe Service Centre, Lincolnshire. By April, the real time data identified abnormal water use from a boiler-related pipe burst. It was fixed in July, stopping a leak of 144,000 litres and normalising water consumption. In Herrenhof, Germany, the team installed low-flow aerators on taps as an easy and cost-effective way to help improve water efficiency onsite.

Reducing waste: circular strategy in France

Modulaire Group follows a circular business model, to keep resources in motion for as long as possible. When Algeco France renewed national waste management contracts this year, the process offered an opportunity for our purchasing and ESG teams to learn more about the latest innovations in material reuse. Partnerships are now agreed with five key regional suppliers located close to our sites, while increasing the types of waste we can recycle in France and boosting the sorting rate to up to 62.5% versus Q3 2024.

Case studies: resource efficiency

European Sustainable Development Week

In September, as part of European Sustainable Development Week, the Algeco France team participated in an eco-driving challenge organised by WeNow. This initiative aimed to encourage safer, more energy-efficient, and environmentally responsible driving practices. Competing against 12 other organisations, the team achieved a score of 8 out of 12. Additional activities included a series of interactive training videos with quiz components designed to enhance awareness of Biodiversity and Gender issues. Approximately 112 employees engaged in these activities, earning an average score of 8.7 out of 10, compared to the Civitime user average of 8.1.

Electrification: EVs on the rise

In the Netherlands, Algeco accelerated its Electrification Policy for company cars by integrating it in procedures for new orders and lease renewals. Starting from Q4 2024, every new company car and lease renewal is now electric, except vans used for installation work. By making this rule clear and consistent, Algeco aimed to eliminate any confusion and ensure that choosing electric vehicles is the standard at crucial points during the lease cycle. The policy applies to staff in diverse roles, such as sales, finance, operations, and management, showing Algeco's commitment to a company-wide shift rather than restricting electrification to only certain jobs or travel types. By the close of 2025, 26.5% of Algeco's company cars in the Netherlands were electric. Algeco has introduced an electric forklift at the Bucharest site, which marks an important milestone, expanding electrification beyond more mature markets on the path to Net Zero emissions. This 2.5-ton electric forklift cuts fuel use and lowers onsite emissions, saving an estimated 1150kg CO_2e each year.

Climate adaptation: reflective paint trial

Our Ense SBU is testing new climate adaptation methods. At the Algeco Sevilla site, which faces extreme summer heat, we rely on energy for cooling. To boost efficiency, our operations and ESG teams are trialling reflective roof paint – applied to half the building – to measure its effect on indoor temperatures over 12 months.

Energy Efficiency: rental hires

Ausco is turning up the comfort and turning down the noise across their modular hire fleet, by rolling out new and improved air conditioners. With smart inverter technology, it will help rental customers to save on running costs and energy use. The aircon units provide a reliable performance at 1.5HP of power.

Energy efficiency: driving practices

The choices drivers make behind the wheel have a powerful impact on fuel use and the environment. Small shifts in behaviour add up across our whole fleet. It's why Algeco UK has been working with Cambridge University on a project to celebrate energy-efficient driving practices including: smoother acceleration, avoiding unnecessary idling and route planning. The project has launched with our HGV drivers in Livingston and our aim is to replicate it widely, targeting a reduction in diesel consumption of 30% by 2028.

Our social purpose

Our modular solutions are designed with a social purpose – as smart spaces where people work, learn and live. They are frequently used for schools, healthcare facilities, housing and other vital social infrastructure. We measure our impact on people and the planet as social value.

Algeco Italia employees participating in the Solidary walk in Marcignago for the International Day for the Elimination of Violence against Women in November – along with their families, school children and guests of the RSA.

Actions for social value

We use our Loops within Loops circular model not just for environmental resource efficiency, but also to create social value. This approach ensures that fairness, inclusion and opportunity keeps circulating through our workforce and communities.

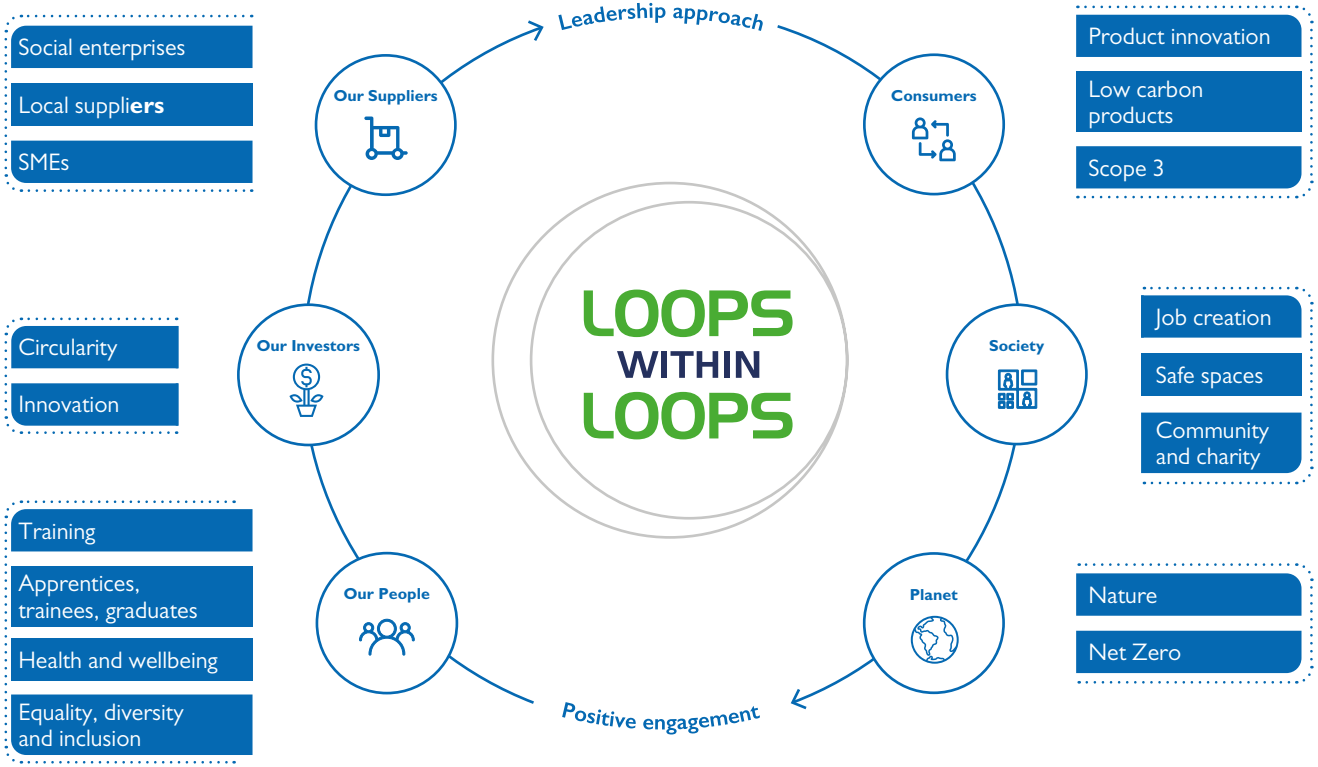
Through responsible business practices, we're proud to create social value for our people, communities, customers, suppliers and the planet. Our work provides employment, education and practical experience that support income, career development and the emergence of future leaders, while promoting fair opportunities and upholding freedom of association.

By strengthening skills, supporting innovation and encouraging circular economy practices, we help build social prosperity and expand access to new employment pathways. Our low carbon products contribute to healthier, more resilient workforces and communities, supporting safety, wellbeing and long-term capability. At the same time, our actions help decarbonisation efforts, improve resource efficiency, reducing environmental risks and promoting biodiversity. Together, these outcomes enhance resilience, support sustainable growth and deliver lasting social and environmental benefits.

Progress on our Social KPIs

We have achieved all of our Social KPIs in 2025.

KPI	Progress	Status
Zero fatalities	Achieved	●
Increase overall female participation at board and senior management level	Achieved	●
Increase overall proportion of female employees	Achieved	●
Paid voluntary time of 5,000 hours pa	Achieved	●
Reduce Recordable Incident Rate by 40% vs 2024	Achieved	●
Group participation in three UN Days: March 8th – International Women's Day; April 28th – World Day for Safety and Health at Work; 5th June – World Environment Day	Achieved	●



Actions on Social value *continued*

Process and policies for social value

We measure our contribution to social equity, inclusion and workforce resilience, reinforcing our role as a responsible employer and our collaboration with stakeholders on social impacts, risks and opportunities.

Equal and fair treatment is embedded across all aspects of work and pay, underpinned by robust HR governance, inclusive policies and programmes including, EDI, HR, ESGS, Mental Health, Code of Ethics, Modern Slavery Statement and Healthier Workforce. The Group upholds fair treatment, meaningful work, equitable pay and safe working conditions in line with international standards, supported by constructive engagement with Unions and Works Councils. We operate unbiased recruitment, contributing to above-industry female representation in leadership and continued progress against gender-related KPIs.

Transparent engagement and consistent leadership communication strengthens trust across the organisation, while investment in training, apprenticeships and updated equality policies supports skills development, improved gender participation and wider community engagement.

Our approach to social value aligns with ESRS, the UN Global Compact Principles, the Sustainable Development Goals, and core UK social value themes, ensuring that our practices reflect recognised international standards as well as national expectations for fair, responsible, and socially beneficial business conduct.

Working conditions

Employees must review and acknowledge the Group's core policies when they join, using the documentation and onboarding materials provided. These policies include the Code of Ethics covering integrity, compliance, conflicts of interest, anti-bribery and corruption, respectful conduct, confidentiality, and reporting concerns, as well as wider policies on data protection, health and safety, equal opportunities, whistleblowing, cybersecurity and acceptable IT use. Connected employees receive structured compliance training at onboarding, with regular refresher modules such as the Code of Ethics and data protection (e.g. GDPR). All employees are expected to understand and follow the policies relevant to their role and location, supporting the Group's commitment to responsible and ethical business conduct.

We provide meaningful and secure employment to 4,650 colleagues across our operations. Our approach prioritises fair pay, safe working environments and access to wellbeing support. In 2025, we achieved zero fatalities and delivered a 40% reduction in Recordable Incident Rate (RIR) compared with 2024, reflecting our commitment to health and safety excellence. All employees have access to our Employee Assistance Programme, supporting mental health and wellbeing. We maintain constructive engagement with Unions and Works Councils, with approximately 66% of employees covered by collective representation, ensuring effective social dialogue and worker voice. The organisation is committed to maintaining positive and constructive labour relations, demonstrating resilience, transparency, and a sustained dedication to delivering meaningful social value.

Women represent 26% of our workforce. This proportion exceeds global construction-sector benchmarks, as aggregated International Labour Organization (ILOSTAT) data indicates that women comprise approximately 10–15% of construction employment worldwide.*

Metrics:

- 4,656 employees
- 64% annual performance reviews coverage
- 100% health schemes available to all employees
- 66% covered by Unions & Work Councils

* Ref: ILO. (2023). Employment by sex and economic activity (ILOSTAT). International Labour Organization.

Equal treatment, diversity and inclusion

We are committed to equal opportunities and eliminating discrimination across all employment practices, conducting EDI training (2025: 483 hours) to promote the Group's EDI policy. Gender equality remains a strategic priority, supported by transparent gender pay reporting and inclusive recruitment processes. We share progress against gender related KPIs in this report, including increased female participation in Modulaire's leadership roles.

Level	Female	%	Male	%
The Board	3	38%	5	62%
All employees	1,224	26%	3,432	74%

Gender Pay Gap data is measured and disclosed in four countries: Australia, France, Spain and the United Kingdom to provide transparency on pay equality across our workforce and support our commitments to fair treatment, equal opportunity and compliance with national legislation. It is published on the respective statutory or government approved websites for each country (see links), ensuring public accessibility and external scrutiny.

Gender Pay Reports published

→ Modulaire Group – Australia Gender Pay report

→ Modulaire Group – France Gender Pay report

→ Modulaire Group – Spain Gender Pay report

→ Modulaire Group – UK Gender Pay report

Metrics:

- EDI policies issued
- 483 hours EDI training "Stronger Together"
- 38% female representation at board level
- 26% female representation across the workforce
- Participation in International Women's Day and other UN Days to promote awareness and inclusion

Actions on Social value *continued*

Skills, training and development

In 2025, Modulaire invested in future talent with 65 apprentices, interns, trainees and graduates, and we continue to strengthen capability across all career stages. Our leadership engagement programme reached 140 leaders, supporting consistent culture, communication and performance expectations. Ongoing development of our apprentices and interns, provides young people with valuable skills and career opportunities. Our people are guided by a strong policy framework including: EDI, Safety, Ethics, IT and ESGS.

Metrics:

- 65 apprentices, graduates and trainees
- 43,606 hours of safety training
- 3,765 hours of compliance training incl. Code of Ethics, ABC, EDI and GDPR, Corruption and Competition training
- 4,955 hours of Cybersecurity training

Worker engagement and social dialogue

We maintain open and transparent communication with employees through Group CEO messages, town hall meetings, newsletters and regional leadership visits. Engagement with Unions and Works Councils ensures employees are consulted on business performance, organisational change and working conditions.

Stakeholder engagement: Modulaire engages transparently with stakeholders across all levels to ensure open communication and meaningful participation in decision-making. We strengthen accountability through robust governance practices and public reporting.

Metrics:

- 66 stakeholders interviewed for double materiality (page 28)
- 4 ESGS Group Forums: with speakers including customers, suppliers, industry experts, and over 200 staff attendees (avg.)
- Knowledge share at universities and conferences (page 55)

Community engagement and social contribution

By addressing global challenges at a local level, we deliver focused and measured actions that promote shared values, whilst strengthening our brand and culture. This year, we participated in four UN International Days, raising awareness and discussion around these important societal issues (pages 46, 49):

- World Engineering Day for Sustainable Development, March 4th
- International Women's Day, March 8th
- World Day for Safety & Health at Work, April 28th
- World Environment Day, June 5th

Our paid volunteer programme provides every employee with one day of paid leave each year to support a nonprofit, community or environmental initiative. In 2025, colleagues contributed 5,296 volunteer hours, supporting charities, schools, care homes, biodiversity projects and community events. These initiatives strengthen community resilience and reinforce employee engagement, with examples this year including:

- Australia: 68 meals prepared using 34kg of rescued food
- Nordics: Free 20 foot containers provided to support nonprofits, supporting 30,000+ annual users
- UK: Raised £3,899 for charity partners Dementia UK through sponsored walks and activities

Supply Chain workers and Modern Slavery

Our SBUs work with a number of social enterprises and indigenous suppliers in Australia. We apply responsible procurement standards through our policy, handbook and supplier assessments (page 54).

In Australia, most of our goods and services are sourced locally with vendors and contractors based in Australia or New Zealand. In 2025, we engaged 1,941 suppliers, of which, 25 have been confirmed as indigenous suppliers and 23 have been identified as social benefit vendors. Approximately 160 vendors represented 80% of our spend, of which 2 are social enterprises.

In the UK, Algeco has scored 81% on the Modern Slavery Statement and MSAT (Modern Slavery Assessment Tool), achieving the UK Government's green category.

Metrics:

- 15 social enterprises
- Responsible Sourcing Supplier Handbook issued
- 81% UK MSAT Score
- 46% completion rate for responsible sourcing supplier self-assessment (Top 80% high spend)

Meeting standards, frameworks and assurance

We meet recognised standards, frameworks and external assurance requirements through established certification, accreditation and independent ratings. This approach reinforces transparency, accountability and confidence in the quality and integrity of our practices, including performance benchmarking, safe spaces projects, environmental risk reduction and product governance. We disclose data annually around employment, diversity, training, supply chain and stakeholders in this report.

Metrics:

- 12 EcoVadis ratings: Platinum (Advante, Italy, Netherlands, Spain), Gold (Belgium, Germany, Poland, UK), Silver (Australia, France, Nordics), Bronze (Altempo) (page 53)
- Low-carbon product portfolio (page 23)
- 74% coverage for ISO 14001 certification
- Shared in our annual public ESGS report

A visit from the Minister of Building & Construction, Chris Penk MP, to our Auckland facility.

Safety: a key social value

Modulaire is committed to fostering a culture where health and safety are the foremost priorities for employees, contractors and agency workers. Safety is embedded across our circular business model, Loops within Loops – reinforcing behaviours, refreshing practices, and cascading accountability across all levels of the organisation.

Through continuous learning and development, we equip individuals with the skills and confidence to uphold world-class safety standards, ensuring a secure and responsible working environment.

We ensure that health, safety and social value remain core priorities across our organisation, providing safe and fair working conditions for all. Governance structures reinforce this commitment, with Board level and management incentives directly linked to safety and social value performance, supported by weekly safety conversations and structured reporting loops that keep performance metrics grounded in real workforce engagement. Our engagement loops are strengthened by a global HSE team operating across 23 countries, delivering extensive safety training, observations and initiatives that enhance risk awareness, mutual care and injury prevention. Lessons learned are continually reintegrated into training, policy and practice, creating a cycle of continuous improvement. As a result, safety performance continues to advance, with measurable improvements in risk perception, injury prevention and workforce resilience, strengthening trust, accountability and long term social value creation.

Safety performance and continuous improvement in 2025

- 43% reduction in RIR
- 69,320 safety observations
- 43,606 Health & Safety training hours

	2019	2020	2021	2022	2023	2024	**2025**
Recordable Incident Rate (RIR) per 200,000 hrs	2.74	2.22	1.94	1.69	1.48	1.16	**0.66**
Safety observations	–	–	–	–	51,636	102,616	**69,320**

The following table our approach to social value is built on a strong foundation of health, safety and fair working conditions, supported by governance structures that embed accountability at every level. Through aligned incentives, active workforce engagement and a global HSE capability, we strengthen risk awareness, mutual care and injury prevention across our operations. Continuous improvement is reinforced through structured feedback loops, ensuring lessons learned are reintegrated into training, policy and practice.

The following table summarises our key social value themes, the actions taken, and how these align with the European Sustainability Reporting Standards (ESRS) and the UN Sustainable Development Goals (SDGs).

Safety theme	Summary of actions for social value	ESRS ref	SDG ref
Commitment	Health, safety and social value are core priorities, ensuring safe and fair working conditions for all.	ESRS S1, ESRS S2	SDG 3, SDG 8
Governance & incentives	Board level and management incentives are linked to safety and social value performance, supported by weekly engagement and structured reporting loops.	ESRS S11, ESRS S4	SDG 8
Engagement loops	The HSE team of 49 people delivers training, safety observations and targeted initiatives that strengthen risk awareness, mutual care and injury prevention.	ESRS S15, ESRS S114	SDG 3
Continuous improvement	Lessons learned are reintegrated into training, policy and practice, creating ongoing feedback loops that enhance performance.	ESRS S4	SDG 8
Outcomes	Safety performance continues to improve, with measurable gains in risk perception, injury prevention and workforce resilience.	ESRS S1 (Outcomes & KPIs)	SDG 3, SDG 8
Framework alignment	Actions align with recognised workforce, governance, human rights and social value expectations.	ESRS S1–S4	SDG 3, SDG 8

Safety: a key social value *continued*

2025 Enhancement metric update:

- Transitioning from Lost Time Injury Frequency Rate (LTIFR) to the Recordable Incident Rate (RIR).
- This metric calculates the number of OSHA-recordable injuries or illnesses per 100 full-time employees annually and allows for benchmarking against industry standards.
- RIR Formula: Total OSHA-recordable incidents x 200,000/ Total hours worked
- Understanding recordable incidents: these include workplace injuries or illnesses that meet criteria such as medical treatment beyond first aid, days away from work, restricted duties or job transfers, loss of consciousness due to workplace events. Diagnosed work-related illnesses, include chronic conditions like hearing loss or respiratory issues.

Enhanced safety observations:

The focus will shift to improving the quality of safety observations by removing entries that do not meet defined quality criteria.

Metrics:

Workers covered by H&S management system based on legal requirements and/or recognised standards or guidelines	100%
Fatalities as a result of work-related injuries and work-related ill health	0
Total recordable work-related accidents	47
Rate of recordable work-related accidents	0.66
Total recordable work-related ill health	0
Total lost time work-related accidents	43
Rate of lost time work-related accidents	0.6
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees	367
Total cases of lost time work-related ill health	43
Number of training hours of Health & Safety	43,606

2026 Safety goals

- Reduce Recordable Incident Rate (RIR) by 20% compared to 2025, setting a target of 0.53.
- Achieve 48,168 quality safety observations, focusing on meaningful and impactful entries.

Impacts, Risks, and Opportunities

Type	**Safety**
IRO	Negative
Strategy	Safety
Policy	Health, Safety, Environment, and Wellbeing Local compliance
Action	5 Year Safety Plan
Target	20% reduction in RIR vs 2025 48,168 Safety observations

World Engineering Day 2025

Modulaire Group is dedicated to advancing modular build solutions that integrate environmental and social needs. Engineering sits at the cornerstone of our vision for a sustainable future. Our engineers work with purpose to achieve Net-Zero, guided by the UN Sustainable Development Goals, using design skills and innovation to help customers respond faster to changing needs in the world around them.

In 2025, Modulaire Group became an official partner of World Engineering Day (WED), a year-long international campaign of events, films, and news highlighting the pivotal role of engineering in reaching the UN Sustainable Development Goals.

An official International Day (March 4th), as proclaimed by UNESCO, WED is operated by the World Federation of Engineering Organisations (WFEO), the global body that spans members from more than100 countries and represents over 30 million engineers worldwide.

WED 2026 has an estimated global reach of more than 100 million individuals, and provides a springboard for governments, UN-associated organisations, policymakers, educators and leaders in the public and private sectors to raise awareness of the importance of engineering around the world.

Modulaire promoted the campaign across our media channels, sharing profiles of our own engineers and the daily contribution they make to our business and a short film was produced, sharing our approach to sustainable development.

→ Learn more about World Engineering Day

Watch the video below:

In 2025, Modulaire Group produced and shared a short film in support of WED 2025, outlining the circular approach we use to deliver low-carbon modular infrastructure and services.

Official Partner 2025
WORLD ENGINEERING DAY FOR SUSTAINABLE DEVELOPMENT
An International Day proclaimed by UNESCO

> "We are committed to seizing the moment and leading the way in engineering sustainable products that seamlessly integrate environmental and social needs. Together, we are not just shaping a better tomorrow – we are building it with every design and every innovation."
>
> **Inder Poonaji**
> ESG & Sustainability Director, Modulaire Group

> "World Engineering Day 2025 is all about putting engineering in the global spotlight, showing how engineers are leading the way in the effort to meet the UN's Sustainable Development Goal targets, and inspiring the next generation to find out more about what a career in engineering has to offer."
>
> **Jacques de Mereuil**
> Executive Director, WFEO

Case studies: volunteering and community support

Cooking for a cause

Ausco Brisbane team decided to put their volunteer hours to good use, teaming up with OzHarvest as part of their 'Cooking for a Cause' initiative. They cooked up 68 nutritious and delicious meals for local charities, using 34kg of food that would have otherwise gone to landfill. In their efforts, they prevented 33kg of CO_2 emissions, providing benefits not only to the local community, but also the environment.

Caring communities

We are proud to see our volunteering programme bringing people together, in a spirit of kindness and community. These are valuable days full of connection, small gestures and big smiles. Here's just a few of the many examples...

- Algeco colleagues in the Netherlands spent a day at Zorgboerderij Buitengewoon, a special place where people with dementia are cared for. They brightened up the garden with cheerful plants and cycled with the residents.
- Advanté in the UK, volunteered to clear leaves from the Little Havens Hospice sensory, peaceful and play areas; maintaining access for residents and visitors.
- In Germany, 11 Algeco employees used their volunteer hours to brighten a local school, installing soccer goals, painting playground games, and tidying the tool shed. In Eitensheim, they helped ready a terrace for a nature classroom by clearing soil and roots.
- Our NET team brought smiles to Ronald McDonald House Charities Northern NSW in Newcastle by preparing a delicious Australian dinner for families whose children were in hospital.

Case studies: health, safety and wellbeing

RU Ok? Day

On 11th September 2025, Ausco employees across Australia took a moment to pause and reflect as they celebrated 'RU Ok? Day'. The national day of action encourages everyone to meaningfully connect with those around them. The celebrations served as an important reminder of the power of connection and conversation in supporting mental health. Teams hosted events, shared resources and fostered an open environment to encourage staff to look out for one another.

Defibrillator training

Algeco ENSE has purchased and installed an external AED defibrillator at the Trnava branch in Slovakia. It is registered with the emergency medical service for public use if needed. Branch employees have received emergency response training to handle situations effectively. Resuscitation and defibrillator training has also taken place at various service centres in Spain and Romania.

Environmental risks training game

In September, Algeco France held safety training days in Lille and Rouen, with a focus on environmental risks to human health from pollution. The team introduced an interactive card game illustrating common situations, pollution hazards, and potential impacts, such as the risk of respiratory disease from plaster powder. The visually engaging game encouraged discussion and ongoing learning among employees.

Supporting United Nations Days

UN International Women's Day

We are dedicated to building an inclusive environment where everyone is empowered to thrive. On March 8th, our Group celebrated International Women's Day with a range of activities:

- We hosted a webinar on women in STEM, with open discussion on the gender pay gap, and mentoring.
- Algeco France raised €3,500 for girls' education in Cambodia, using a health app to turn exercise into donation points and logging nearly 30,000km in two weeks.
- Our Italian colleagues joined an online event on gender equality, breaking stereotypes and promoting inclusivity.
- Female staff in Germany led online 'active breaks' for everyone, including yoga and boxing.
- Czech Republic and Slovakia marked the day with bouquets and gifts as tokens of appreciation for energy and dedication
- In Australia, Stayover by Ausco sponsored a breakfast for over 150 people, celebrating the achievements of women and supporting community action.

UN World Safety Day

On April 28th, we celebrated UN World Day for Safety and Health at Work, focusing on one of our key challenges – slips, trips, and falls – and the proactive measures underway to mitigate these risks. A video featuring contributions from employees across all levels of the Group was launched, sharing the importance of safe working and our commitment to achieving Zero harm. In Belgium, two interactive workshops were held for employees and subcontractors: 'Shared Vigilance' with Safety Coach Jamal Lagrib and 'Addiction & ADM Policy' with psychologist Davy Casa. In Italy, colleagues participated in a group quiz designed to reinforce occupational safety and health practices in an engaging way. Also, in the Czech Republic, a practical demonstration took place on the correct use of fire extinguishers, providing hands-on experience for participants.

UN World Environment Day

On 5th June, Modulaire Group celebrated World Environment Day with a campaign to 'Beat Plastic Pollution'. Employees were challenged to reduce single-use plastic consumption by changing everyday habits and to share their actions via QR code/email. The results included switchovers to reusable water bottles, shopping bags, coffee cups and less food packaging. In France, a presentation took place to share our ESGS targets and projects, whilst protecting waterways was popular with teams volunteering to clean up along the Regent's Canal, Thames Estuary and the Yangtze River. In New Zealand, Portacom announced their switchover to 100% recyclable wrap on buildings during transit.

Case studies: volunteering and community support

Charity challenges

Charity walks and runs have proved popular amongst our teams this year, with colleagues from all over Germany taking part in the Company Run. In Lahr, our team "Algeco Heldinnen" even took first place for the best costume. Our Nordics SBU laced up their trainers for Norway's legendary Holmenkoll relay, all in support of the Norwegian Cancer Society. In the UK, Advanté organised a 13km charity walk in Benfleet during August, raising £760 for The Lighthouse Charity, which provides 24/7 wellbeing support for construction workers and their families. We congratulate everyone taking part, for walking, running, cheering and celebrating together.

Container Aid community campaign

Our Nordics SBU launched the Container Help campaign, inviting the public to nominate associations or non-profit organisations for the chance to use an Algeco 20-foot container free of charge for six months. Winners included Ringerike Diskgolfklubb in Hønefoss, where over 30,000 rounds are played each year, resulting in many forgotten disks that needed our secure storage. Funkibator in Växjö was also selected; a group enhancing the lives of people with disabilities at activity centres and by lending leisure aids. The container provided space not only for wheelchairs and bicycles but also for repairs and maintenance. Algeco has also supported Molde Municipality Free Shop for two years, providing a container to store clothing through the year. Thanks to public donations, their volunteer staff distribute between 50,000 and 60,000 free garments each year to 11,000 people in need.

Case studies: volunteering and community support

Dementia UK partnership

Since July 2024, Algeco UK employees have supported Dementia UK as their selected charity partner. By the end of December, they raised £3,899 through various activities and events, including a company-wide 5K Walk or Run Challenge using company-sponsored volunteering hours. Each initiative was designed to promote employee wellbeing, recognising that social engagement and physical activity are key factors in living well and may contribute to reducing the risk of dementia.

Dalby's Delicious and DeLIGHTful Festival

Along with service provider Sodexo, the Stayover by Ausco team were proud to again sponsor and volunteer at Dalby's Delicious and DeLIGHTful Festival. Since 2010, the Dalby Welcoming Committee has hosted this signature event, which celebrates multiculturalism through food, entertainment, and a fantastic lantern parade.

Collecting toys and packing parcels

Algeco Spain organised a toy collection for children in Honduras, working alongside ACOES. The team volunteered time to help load the truck, which included not only toys but also tables, clothing, monitors, and wheelchairs. At Algeco UK, our HSE Training Coordinator, volunteered at River Kids, packing parcels of toys for disadvantaged local children and their families in the West Lothian area.

Governance

Ausco modular social housing in Cooktown, Northern Queensland

Actions for Governance

Steady progress continues to be made; we are embedding core ESGS processes, including business performance reviews, assurance, and risk management. This approach strengthens accountability, and our results demonstrate encouraging progress. We remain determined to accelerate delivery against our stated commitments.

Sustainability ratings

As demand for sustainable goods and services grows, our customers increasingly ask for trusted sustainability ratings. In a recent survey of nearly 500 Algeco customers in the DACHS region, 51% rated sustainability rankings as 'important' or 'very important' for their business, while only 12% considered them unimportant – showing they deliver value to our customers.

The EcoVadis assessment includes a review of ESGS performance in four key areas: Environment, Ethics, Labour & Human Rights, and Sustainable Procurement. Overall, our sustainability rating, based on EcoVadis scores, has slightly improved with more regions moving into the Platinum and Gold categories and reflecting our commitment to ESGS continuous improvement.

In 2025, we achieved 12 ratings:

- Platinum rating: Advanté, Italy, Netherlands, Spain;
- Gold rating: Belgium, Germany, Poland and UK;
- Silver rating: Australia, France and Nordics; and
- Bronze rating: Altempo.

Platinum is the highest possible rating given by EcoVadis and signifies that a company is ranked in the top 1% of all businesses they have assessed, whilst a Gold rating is ranked as top 5%, a Silver rating as top 15%, and a Bronze ratings as top 35%.

Progress on our Governance KPIs

We have achieved three of our four Governance KPIs in 2025.

KPI	Progress	Status
CSRD-ready	Legislative delay	●
Progress Cybersecurity and ABC training	Achieved	●
Implementation of Biodiversity policy	Achieved	●
Increase EcoVadis ratings to 12	Achieved	●

ESG management systems

Modulaire Group continues to expand ISO 14001 accreditation across our sites, recognising the advantages it offers for environmental management governance. At present, we have 74% coverage and over the next year our target is to achieve 80%.

Stakeholder engagement

We engage with stakeholders to understand their expectations and the impacts of our sustainability strategy. Feedback is integrated into our governance processes, creating a loop-back mechanism where insights inform risk assessments, strategy development, transition planning, double materiality assessments, supplier assessments and investor relations.

We hold regular ESGS Forums, attended on average by 200 employees from across the organisation, where external speakers are invited from customer organisations, suppliers and community groups. Our employees participate in talks and speaking engagements at conferences and academic institutions (page 55).

Training

The Group focus on key material topics includes a range of courses for all computer users, delivered through online training and managed by the Legal and IT departments. In 2025, employees completed 4,955 hours of Cybersecurity training and 3,765 hours of Code of Ethics and Compliance training, which included 483 hours on Diversity, Equity, and Inclusion.

Modern Slavery Assessment

Algeco UK achieved a score of 81% on the Modern Slavery Statement and MSAT (Modern Slavery Assessment Tool), achieving the UK Government's green category for public sector organisations' suppliers.

CSRD preparation

We have completed a gap analysis of the Corporate Sustainability Reporting Directive (CSRD) and will perform an updated double materiality analysis ahead of reporting requirements under the revised CSRD legislation. We have also started working on the interoperability of disclosure requirements, incorporating ASRS and UK TPT.

Policy updates

In 2025, we updated our ESGS Policy and introduced a new Biodiversity Policy, Climate Change Adaptation Protocols and Climate Change Scenarios to reflect recent developments in the ESGS context. ESGS commitments are promoted across Modulaire from the Board and senior leaders to management teams and customer service centres.

Impacts, Risks, and Opportunities

Type	**Cybersecurity, business conduct, ethics & assurance**	
IRO	Negative	
Strategy	Governance	
Policy	Code of Ethics ESGS IT Policies	Code of Conduct Anti-Bribery and Corruption
Action	Training Ratings	ISO 14001 coverage
Target	12 EcoVadis ratings ISO 14001 80% coverage	Cybersecurity 4000 hrs training

Responsible procurement

Responsible procurement ensures that all goods and services purchased are safe, efficient, high-quality, and fairly priced, while embedding environmental and social responsibility into procurement practices. It remains complex due to global supply chain dynamics, differing regulatory requirements, and the need for continuous improvement in transparency and performance.

Key action: Responsible Sourcing Policy

We rely on our suppliers and their products and services to deliver our own. In 2025, to strengthen oversight of our ESGS impacts across the value chain, we introduced the Modulaire Group ESGS Responsible Sourcing Policy which embeds environmental, social, governance, and sustainability principles at every stage of the procurement process. Regular reviews are undertaken to monitor performance, strengthen accountability, and drive continuous improvement. The policy is aligned with the European Sustainability Reporting Standards and UK procurement requirements, setting clear expectations for suppliers and partners to comply with legislation and established frameworks. While not exhaustive, this approach provides a consistent foundation for responsible procurement, transparency, and resilience across operations and supply chains.

In 2025, we screened suppliers against our ESGS criteria, covering the top 80% of our spend, and received responses from 46%. We plan to transition to a third-party platform to improve efficiency and broaden coverage. These measures are designed to embed ESGS expectations at every stage of the sourcing process, support collaboration with suppliers, review performance, build knowledge and drive continuous improvement. In 2026, we will pilot a UN Global Compact ESGS supplier training programme to build capability across our supply chain further.

Key action: Responsible Sourcing Handbook

In 2025, Modulaire Group introduced a new Responsible Sourcing Handbook to help suppliers contribute towards value chain good practice.

Developed over two years by the ESGS and Purchasing teams, the handbook aligns with our latest policy and supplier screening process, addressing evolving customer expectations and future legislation. It encourages sustainable and low-carbon practices, supports progress towards Net Zero emissions, and provides suppliers with clear guidance on ESG requirements and processes, raw material risk areas, and practical tools such as checklists.

The handbook is simply written and direct. It has been translated into several languages and provides our suppliers with clear guidance on both what to do and how to do it in order to meet our ESGS requirements. It is publicly available through Modulaire's website, extending its benefits to the wider business community and reinforcing collaboration across the value chain.

Customer satisfaction

We conduct regular customer satisfaction surveys to assess the quality, accessibility and performance of our products and services across the SBUs. Feedback is being collected on key topics such as service delivery, responsiveness, product reliability and overall customer experience. Survey results will be analysed to identify material impacts, emerging risks and opportunities for improvement. Insights are shared with relevant teams and integrated into operational planning, product development and continuous improvement processes.

Social enterprises

To deliver our modular spaces and services, we work a number of social enterprises (see page 15), offering our customers the same specifications (or better), whilst making a positive impact for social good. These partnerships deliver benefits for all parties, and each product generates a Social Return on Investment.

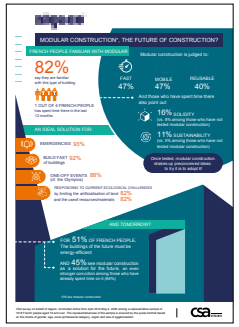
Impacts, Risks, and Opportunities

Type	**Procurement**	
IRO	Negative	
Strategy	Responsible sourcing	
Policy	Responsible Sourcing Anti-Bribery and Corruption Code of Ethics EDI ESGS	Gift and Entertainment Health and Safety Modern Slavery and Human Trafficking Compliance Statement
Action	5 year procurement plan	
Target	Assessment of T1 High spend by 2027	

Case studies: community engagement

Collaborative research

Algeco France shared results of a study conducted by CSA Institute on the perceptions of the French population to modular construction: nearly half seeing it as a solution for the future. The study, funded by Algeco, has revealed 82% in France are familiar with modular buildings, and nearly one in four has stayed in one in the last twelve months. Those who spent time in modular buildings highlight the sturdiness and durability of this type of construction. They consider it an ideal solution for emergencies, for building quickly, for supporting one-off events such as the Olympic Games, or for addressing environmental challenges. Participants recognise its ability to optimise resource and material management, based on tangible advantages: speed of execution, mobility, and the reusability of the buildings, which limit environmental impact throughout the entire lifecycle of modular construction.
The full report is shared through the Algeco France website.



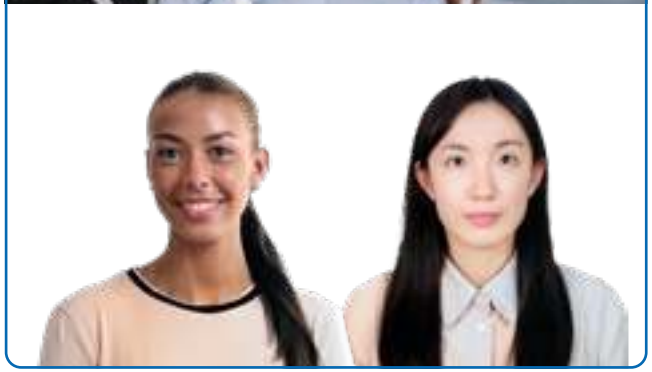
TNFD & Biodiversity risk conference

On 6 November 2025, Modulaire Group's ESG and Sustainability Director, Inder Poonaji, chaired and moderated the SFR conference 'TNFD & Biodiversity Risk Reporting 2025' in London, attended by 200 investors and sustainability professionals. Algeco ESGS Manager Janin Wascinski spoke on a panel about incorporating biodiversity into corporate strategy, sharing insights and practical examples from Algeco's Rhein-Main service centre in Germany (page 20).

©TNFD & Biodiversity Reporting – Informa Connect

Opportunities for young people

Modulaire provides young people with practical work experience across our Group. This year, we've welcomed 65 interns, apprentices and graduates into business, operations, ESGS, HR, procurement, and sales roles. In Italy, Algeco was recognised as a finalist at the Employer Branding Awards for its efforts to develop new talent through the Algeco Academy, which integrates theoretical training, mentoring, and practical hands-on learning.



ESGS Interns: Auriel Franklin and Ruiyue Hong

Sharing ESGS knowledge

Our team members share knowledge and insight with the next generation of professionals at universities and colleges, by guest lecturing about our circular approach to modular construction. The questions and ideas raised at each event are always inspiring: reminding us that sustainability thrives on collaboration, through partnerships across the value chain, and continuous improvement. Visits took place this year to the University of Surrey by Giang Tran (ESG Manager, UK) and the University of Cambridge Judge Business School by Inder Poonaji (Group Director ESGS), providing hands-on case studies for students to learn from.

Case studies: responsible business

Achieving best practice, UK

In the UK, Algeco has achieved Platinum status with Constructionline. This top-tier accreditation recognises our commitment to excellence in health & safety, quality, environmental standards, and ethical business practices. Whilst, Advanté participates in the Considerate Constructors Scheme, committing to conform to the Code of Considerate Practice: respecting the community, caring for the environment, and valuing the workforce.

CSR training bites, France

All Algeco France employees were invited to 15-minute interactive CSR training sessions this year, focused on key environmental and societal topics. Over 100 colleagues joined each event, which included a Q&A and was recorded for those unable to attend.

Modern Methods of Construction Awards, UK

Algeco UK and Advanté attended the Modern Methods of Construction Awards in May and were honoured to be shortlisted in a number of categories:

- **Client of the Year:** McDonald's and Algeco UK
- **Manufacturer of the Year:** Algeco UK & McDonald's
- **Project of the Year:** GRIDSERVE and Algeco UK

Safe driving training, UK

As part of their Fleet Operator Recognition Scheme Gold accreditation, Advanté drivers focus on safe driving and vulnerable road user awareness. The team completes "Safe Urban Driving" CPC course training, and lorries feature DVS PSS upgrades to meet TfL regulations, supporting Vision Zero's goal for safer London roads. This technology alerts drivers to moving objects in blind spots, helping protect pedestrians, cyclists, and road users. Advanté also bans all planned or non-urgent calls while driving, including hands-free, to keep roads safe.

Future actions and intent for 2026

In 2026, Modulaire Group's ESGS and sustainability agenda is focused on accelerating decarbonisation, reducing environmental impacts, strengthening social value, embedding robust governance, and driving circular economy innovation.

These actions reflect our ongoing commitments to: align with global frameworks, meet regulatory requirements and deliver measurable progress across our operations and supply chain.

By setting clear targets and accountability measures, we seek to build resilience, create long-term value, and ensure our ESGS strategy remains responsive to stakeholder expectations.

Our focus	Targets and KPIs	Baseline year	Deadline
Decarbonisation	35% reduction in Scope 1 & 2 emissions	2020	End 2026
	5% reduction in Scope 3 emissions	2022	End 2026
Environment	85% reduction in landfill waste per typical unit	2020	End 2026
	58% reduction in purchased water per typical unit	2020	End 2026
	Biodiversity action plans for all sensitive sites	–	End 2026
Social	Increase or maintain proportion of female employees	2020	End 2026
	5,000 hours of paid voluntary time annually	–	End 2026
	20% reduction in RIR	2025	End 2026
	48,168 safety observations	–	End 2026
	4 UN observance days	–	End 2026
	2 organisation-wide town hall meetings to support effective social dialogue	–	End 2026
	40% completion rate for UNGC Sustainable Suppliers Training	–	End 2026
Governance	80% of EcoVadis Ratings achieve Gold Medal status	–	End 2026
	500 hours of Anti-bribery & Corruption training for prevention of bribery	–	End 2026
	300 hours of EDI training for the prevention of discrimination	–	End 2026
	80% coverage for ISO 14001 for the Group		End 2026
	600 hours of Code of Ethics and core policies training for ethical conduct.	–	End 2026
	4,000 hours of Cybersecurity training for responsible management information	–	End 2026
	80% coverage for ISO 14001 certification for the Group	–	End 2026
Circular Economy	Set circular targets for reduced material usage & increased reuse/recycling	–	End 2026

Official Partner 2026

An International Day proclaimed by UNESCO

World Engineering Day 2026

Modulaire Group has been selected as an official partner of World Engineering Day (WED) for the second year running in 2026. By supporting the campaign, we continue to foster new opportunities for engineers to drive forward positive action for social good and help inspire diverse talent in this crucial industry.

See our short films for WED 2026:

"When I see her"

"Full circle"

KPIs status and future targets

Environment KPIs

Green

2025*

	Target	Department	Materiality index	Baseline		2024	2025	SDG	UNGC	TCFD	Status
10% absolute reduction in Scope 1 and 2 emissions vs 2020* (tonnes CO_2e)	by 2025	SBU	E1-3, E5-6	2020	33,524**	19,816	17,872	9,11,12,13	7-9	G,S,RM,M	●
Reduce Scope 1 and 2 market-based emissions intensity ratio tonnes vs 2020 (kg CO_2e per unit)	by 2025	ESGS	E1-3, E5-6	2020	91	60	57%	13	7-9	S,M	●
Reduce Group waste to landfill by 50% per typical unit vs 2020 (kg)	by 2025	SBU	E5	2020	52	8	10	9,11,12,13	7-9	S,M	●
Reduce Group water use by 10% per typical unit vs 2020 (m3)	by 2025	SBU	E5	2020	0.87	0.38	0.39	9,11,12,13	7-9	S,M	●

2026

	Target	Department	Materiality index	Baseline		2025	2026	SDG	UNGC	TCFD	Status
35 % reduction in Scope 1 and 2 emissions vs 2020* (tonnes CO_2e)	by 2026	SBU	E1-3, E5-6	2020	19,529	17,872	–	9,11,12,13	7-9	G,S,RM,M	
5% reduction in Scope 3 emissions	by 2026	SBU	E1-3, E5-6	2022	1001,294	897,574	–	9,11,12,13	7-9	G,S,RM,M	
12.5% reduction in Scope 1 and 2 emissions vs 2020* (tonnes CO_2e) Financing	by 2026	SBU	E1-3, E5-6	2020	19,529	15,247	–	9,11,12,13	7-9	G,S,RM,M	
Reduce Group waste to landfill by 85% per typical unit vs 2020 (kg)	by 2026	SBU	E5	2020	52	10	–	9,11,12,13	7-9	S,M	
Reduce Group water use by 58% per typical unit vs 2020 (m3)	by 2026	SBU	E5	2020	0.87	0.39	–	9,11,12,13	7-9	S,M	

* Targets amended to provide better clarification based on priorities
** Rebaselined in 2021

Key
E1: Climate change
E2: Circular economy, materials & product design (incl. LCA)
E3: Carbon impact of transport
E4: Biodiversity and ecosystems
E5: Environmental (air, water, and soil) and Quality Management System
E6: Resource efficiency in operations and customer use
ESGS: Environment, Social, Governance and Sustainability
SBU: Strategic Business Unit
SDG: United Nations Sustainable Development Goals
TCFD: Task Force on Climate-related Financial Disclosures
UNGC: United Nations Global Compact

Disclosure statement for TCFD

For the current reporting period, disclosures are consistent with the TCFD recommendation. Where disclosures do not apply to Modulaire Group or where a complete disclosure is still under development, an explanation is provided here:

- Risk assessment timeframes: Climate-related risks and opportunities for our business are included in this report.
- Climate scenarios: To plan for transition to a zero carbon economy, we are building on quantified outcomes of TCFD Strategy a) disclosure. This report includes our results analysis.
- Scope 3 emissions: This report includes our Scope 3 figures, meeting the recommended guidelines of the TCFD Metrics & Target b) disclosures.
- We publish further information on ESGS financial matters on our website, including our sustainability-linked financing and related limited assurance of data in accordance with the recommendations of the TCFD and initiated by the Financial Stability Board.

KPIs status and future targets *continued*

Social KPIs

2025

	Target	Department	Materiality index	Baseline		2024	2025	SDG	UNGC	TCFD	Status
Increase overall female participation at Board and senior management level (CEO-1)	by 2025	HR	S3	2020	12.6%	17%	38%	4,5,11	1-6	SM	●
Increase overall proportion of female employees	by 2025	HR	S3	2020	25%	28%	26%	4,5,11	1-6	SM	●
Paid voluntary time of 5,000 hrs pa.	by 2025	HR	S4,S5	2022	4,616	5,442	5,296	1,6	1-6	SM	●
Group participate and undertake three UN Days: March 8th – International Women's Day; April 28th – World Day for Safety and Health at Work; 5th June – World Environment Day	by 2025	HR	S2,S4	2025	yes	yes	yes	4,5,9,11,13	1-6	SM	●
Zero fatalities	ongoing	Safety	S1	2020	0	0	0	4,9,11	1-6	RM	●
Reduce Recordable Incident Rate per 200,000 hrs by 40% vs 2024	by 2025	Safety	S1	2024	1.16	1.16	0.66	4,9,11	1-6	RM	●

2026

	Target	Department	Materiality index	Baseline		2025	2026	SDG	UNGC	TCFD	Status
Increase or maintain overall proportion of female employees	by 2026	HR	S3	2020	25%	26%	–	4,5,11	1-6	SM	
Paid voluntary time of 5,000 hrs pa.	by 2026	HR	S4,S5	2022	4,616	5,296	–	1,6	1-6	SM	
40% completion rate for UNGC Sustainable Suppliers Training	by 2026	Prcrmnt/ ESGS	S4S5	2015	–	–	–	4,5,9,11,13	1-6	SM	
Group participate and undertake 4 UN Days: March 4th – Engineering Day; March 8th – International Women's Day; April 28th – World Day for Safety and Health at Work; 5th June – World Environment Day	by 2025	HR/ESGS	S2,S4	2025	yes	yes	–	4,5,9,11,13	1-6	SM	
Zero fatalities	ongoing	Safety	S1	2020	0	0		4,9,11	1-6	RM	
Reduce Recordable Incident Rate by 20% vs 2025	by 2026	Safety	S1	2025	0.66	1.16		4,9,11	1-6	RM	
2 organisation-wide town hall meetings to support effective dialogue	by 2026	Group	S4,S5	new				4,5,9,11,13	1-6	RM	

Key
S1: Health and safety
S2: Human rights & working conditions in the value chain
S3: Employee diversity, inclusion & talent management
S4: Corporate citizenship & supporting affected communities
S5: Employee wellbeing and working conditions

KPIs status and future targets *continued*

Governance KPIs

2025

	Target	Department	Materiality index	Baseline		2024	2025	SDG	UNGC	TCFD	Status
Progress Cybersecurity and Antibribery & corruption training (hours)	by 2025	Legal	G1	2022	362 hours	2,070	4,955	4,5,9,11,13	1-10	RM	●
Report on customer and user feedback	by 2025	Sales	G5	2025	new	n/a	yes	4,5,9,11-13	1-10	G,S,RM,M	●
Progress business conduct and ethics training (hours)	by 2025	Legal	G4	2023	1,373	2,070	3,765	4,5,9,11,13	1-10	RM	●
Increase EcoVadis ratings to 12	by 2025	SBU	G1-G5	2024	11	11	12	4,5,9,11,13	1-10	G,S,RM,M	●

2026

	Target	Department	Materiality index	Baseline		2025	2026	SDG	UNGC	TCFD	Status
500 hours of Antibribery & corruption training for prevention of bribery	by 2026	Legal	G1	-	new	-		4,5,9,11,13	1-10	RM	
300 hours of EDI training for the prevention of discrimination	by 2026	Legal	G5	-	new	-		4,5,9,11-13	1-10	G,S,RM,M	
Progress business conduct and ethics training (hours)	by 2026	Legal	G4	-	new	-		4,5,9,11,13	1-10	RM	
80% EcoVadis ratings achieve Gold Medal status	by 2026	SBU	G1-G5	-	new	-		4,5,9,11,13	1-10	G,S,RM,M	
600 hours of Code of Ethics and core policies training for ethical conduct	by 2026	Legal	G4	-	new	-		4,5,9,11,13	1-10	G,S,RM,M	
4000 hours of Cybersecurity training for responsible management of information	by 2026	IT	G1	-	new	-		4,5,9,11,13	1-10	G,S,RM,M	
80% coverage for ISO 14001 certification for the Group	by 2026	SBU	E5, G4	-	new	-		4,5,9,11,13	1-10	G,S,RM,M	

Key
G1: Cybersecurity
G2: Antibribery & corruption
G3: Responsible sourcing
G4: Business conduct and ethics
G5: Customer, consumer and user rights

Glossary

Abbreviations:

ABC	Anti-bribery and corruption
CSRD	Corporate Sustainability Reporting Directive
ESG	Environment, Social and Governance
ESGS	Environment, Social, Governance and Sustainability
EV	Electric vehicle
Group	Modulaire Group or Modulaire
ILO	International Labor Organization
LTAFR	Lost Time Accident Frequency Rate
LTIFR	Lost Time Incident Frequency Rate
OBU	Operational business unit
RIR	Recordable Incident Rate
SBTi	Science Based Targets initiative
SBU	Strategic business unit
SDGs	Sustainable Development Goals
TCFD	Task Force on Climate-related Financial Disclosures
UNGC	United Nations Global Compact
VAPs	Value Added products and services
5R	Refuse, Reduce, Reuse, Repair and Recycle

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