E.F.B. Group Holdings Ltd 2024/25 Sustainability Statement

1. Introduction

1.1. Executive Summary

E.F.B. Group Holdings Ltd (henceforth referred to as Euro Food Brands) works with premium producers around the world to bring exceptional food and drink products to the UK and Ireland. Euro Food Brands understands the often long and complex nature of food supply chains, and the positive and negative impacts that this can have.

We are committed to improving the environmental impact of our business and to this end for the past 6 years we have assessed our Scope 1, 2, and 3 emissions (full Scope 3 from 2023/24 onwards). Alongside this, at a minimum we have compensated for our Scope 1, 2, and business travel emissions using high integrity carbon offset credits since 2021.

For the 2024/25 carbon footprint assessment period, activities from the Euro Food Brands Ireland entities have also been included. The 2023/24 baseline year has also been updated to reflect this inclusion to ensure consistency.

As a business we have already started to implement schemes to help with our carbon reduction journey such as moving to 100% renewable electricity tariffs, installing EV car chargers at work and setting up electric car salary sacrifice schemes for all members of staff. As we continue our path towards becoming Net Zero, we will implement more measures and work with our product and service suppliers to ensure we continue in the right direction. Many of our suppliers also have positive programs in place to ensure the sustainability of the products and services provided and we will continue to work in partnership with our suppliers and customers to improve in this regard.

1.2. Methodology

Euro Food Brands partner with Carbon Footprint Ltd who provide consultancy services to help calculate our carbon footprint. Carbon Footprint has calculated emissions using the conversion factors developed by the UK Department for Environment, Food and Rural Affairs (Defra)[1] and the Department for Business, Energy & Industrial Strategy (BEIS) for the year of reporting. These factors are multiplied with the Euro Food Brands' GHG activity or spend data. Carbon Footprint Limited has selected this preferred method of calculation as a government recognised approach and uses data which is realistically available from Euro Food Brands, particularly when direct monitoring is either unavailable or prohibitively expensive.

The GHG protocol corporate accounting and reporting standard has been used as the basis for the calculation of Euro Food Brands' carbon footprint emissions. The standard is a globally recognised guide in calculating, categorising, and reporting an organisation's greenhouse gas emissions. The dual-reporting approach for location- and market-based emissions has also been used.

Activity data has been used throughout the assessment where reasonably possible. The majority of supply chain emissions are still assessed using a spend-based approach however we are striving to improve the accuracy of the GHG inventory annually to reduce the reliance on such spend-based

[1] Greenhouse gas reporting: conversion factors 2025 - GOV.UK

factors which use industry averages. Certain third-party suppliers have already started to provide this, and we aim to expand this further.

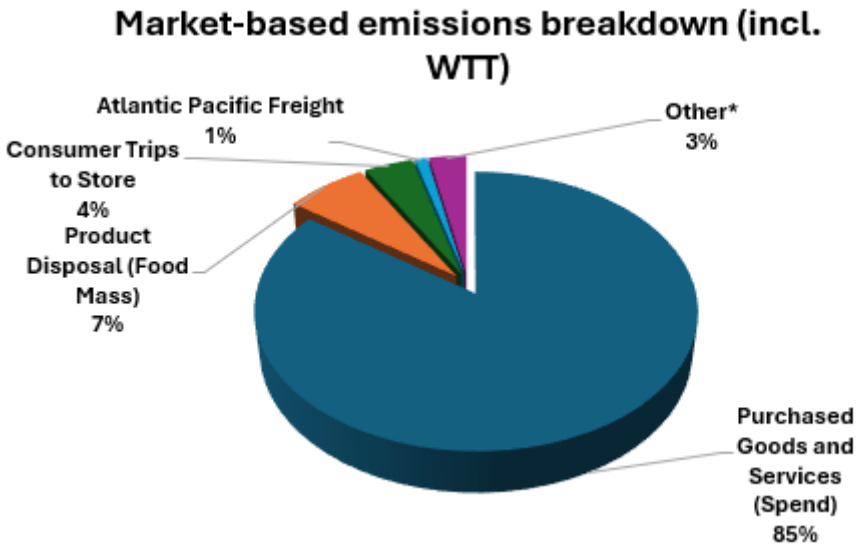
2. 2024/25 Carbon Footprint Results

The carbon footprint results as prepared in line with the GHG Protocol Corporate Accounting and Reporting Standard for the 2024/25 reporting period can be seen below.

Year/Element	Location based	Market based
Total number of employees	119.4	
Turnover in £ million	285	
Tonnes of CO_2e	**221,172.30**	**221,249.97**
Tonnes of CO_2e per employee	**1,852.36**	**1,853.01**
Tonnes of CO_2e per £ million turnover	**776.04**	**776.32**
kg CO_2e per product case sold	**8.41**	**8.41**
kg CO_2e per unit sold	**0.71**	**0.71**
Scope 1 & 2 Emissions		
Tonnes of CO_2e	**39.83**	**23.94**
Tonnes of CO_2e per employee	**0.33**	**0.20**
Tonnes of CO_2e per £ million turnover	**0.14**	**0.08**

Scope	Emission Source	Location-Based (tCO_2e)	Market-Based (tCO_2e)
1	Natural Gas	9.31	9.31
	Refrigerants	3.85	3.85
	Company vehicles (fuel)	3.03	3.03
	Site Biogas	<0.01	<0.01
1	**Scope 1 Total**	**16.19**	**16.19**
2	Company vehicles (EV) charging	3.76	7.75
	Electricity	19.88	0.00
2	**Scope 2 Total**	**23.64**	**7.75**
3.1	Purchased Goods and Services (Spend)	187,901.67	187,901.67
	Supplier Emissions (Activity Data)	1,623.52	1,623.52
	Water	0.05	0.05
3.2	Capital Goods (spend)	18.17	18.17
3.3	Transmission & Distribution (Upstream)	27.29	27.29
	Scopes 1 and 2 WTT	10.03	4.87
	Cash opt Out EV vehicles T&D	0.49	0.49
	Company EV vehicles T&D	0.48	0.48
	Grey Fleet EV vehicles T&D	0.02	0.02
	Transmission & Distribution	2.53	0.00
3.4	Atlantic Pacific Freight	2,289.86	2,289.86
	Freight (Spend)	1,684.01	1,684.01
	Upstream lorry freight	521.68	521.68
	Upstream sea freight	177.41	177.41
3.5	Waste	3.27	3.27
	Wastewater	0.05	0.05

Scope	Emission Source	Location-Based (tCO_2e)	Market-Based (tCO_2e)
3.6	Flights	71.35	71.35
	Cash opt Out vehicles (fuel)	50.55	50.55
	Cash opt Out vehicles (EV) charging	4.84	8.91
	Rail	7.58	7.58
	Grey Fleet (fuel)	7.56	7.56
	Hotel Stays	6.52	6.52
	Taxi	3.64	3.64
	Grey Fleet EV charging	0.18	0.33
3.7	Commuting	66.80	66.80
	Homeworking	15.62	16.40
3.8	Electricity (Upstream)	270.30	338.21
	Site LPG (Upstream)	15.16	15.16
3.9	Consumer Trips to Store	9,094.15	9,094.15
	Retailer Warehouse to Store Freight	1,448.04	1,448.04
3.11	Use-of-Sold Products	36.92	65.25
3.12	Product Disposal (Food Mass)	15,048.02	15,048.02
	Product Disposal (Packaging)	708.51	708.51
	Product Disposal (Other)	16.22	16.22
3	**Scope 3 Total**	**221,132.47**	**221,226.03**
All	**Tonnes of CO_2e**	**221,172.30**	**221,249.97**
	Tonnes of CO_2e per employee	**1,852.36**	**1,853.01**
	Tonnes of CO_2e per £ million turnover	**776.04**	**776.32**
All	**kg CO_2e per product case sold**	**8.41**	**8.41**
	kg CO_2e per unit sold	**0.71**	**0.71**



**Other= Freight (Spend), Supplier Emissions (Activity Data), Retailer Warehouse to Store Freight, Product Disposal (Packaging), Upstream lorry freight, Electricity (Upstream) (Market-Based), Upstream sea freight, Flights, Commuting, Cash opt Out vehicles (fuel), Use-of-Sold Products (Market-Based), Transmission & Distribution (Upstream) (Market-Based), Electricity (Market-Based), Capital Goods (spend), Product Disposal (Other), Home-working (Market-Based), Site LPG (Upstream), Scopes 1 and 2 WTT, Natural Gas, Rail, Grey Fleet*

(fuel), Hotel Stays, Cash opt Out vehicles (EV) (Market-Based) charging, Refrigerants, Company vehicles (EV) (Market-Based) charging, Taxi, Waste, Company vehicles (fuel), Transmission & Distribution (Market-Based), Cash opt Out EV vehicles T&D (Market-Based), Company EV vehicles T&D (Market-Based), Grey Fleet EV (Market-Based) charging, Water, Wastewater, Grey Fleet EV vehicles T&D (Market-Based), Site Biogas, Check T&D name (Market-Based).

3. Net-Zero Targets

In early 2026 Euro Food Brands engaged further with Carbon Footprint Ltd to undergo an emissions forecasting and target setting assessment. From the results of these forecasts Euro Food Brands has now committed to the following targets from a 2023/24 baseline year.

Short-term targets

- A decrease of 99.9% in Market-based Scope 1 & 2 emissions by 2029 (Scopes 1 & 2 Net-Zero).
- A decrease of 43.2% in Market-based Scope 3 emissions by 2030.

Long-term targets

- A decrease of 91.4% in Market-based Scopes 1, 2, and 3 emissions by 2050 (Net-zero).

Our accepted definition of Net-Zero follows the Science Based Targets approach for a reduction of at least 90% in emissions from the baseline year and using carbon removal credits to offset the remaining residual emissions.

3.1. Target Setting Models

With the help of Carbon Footprint Ltd we have forecasted our emissions and modelled our Net-zero targets using the following two approaches:

Passive reductions

These are carbon reductions that would happen without any action needed by the company e.g. the decarbonisation of the electricity grid will gradually reduce the carbon emissions associated with the electricity you use and purchase. This would otherwise be referred to as the do-nothing approach where Euro Food Brands would be reliant on sector and country wide emission reductions and legislation.

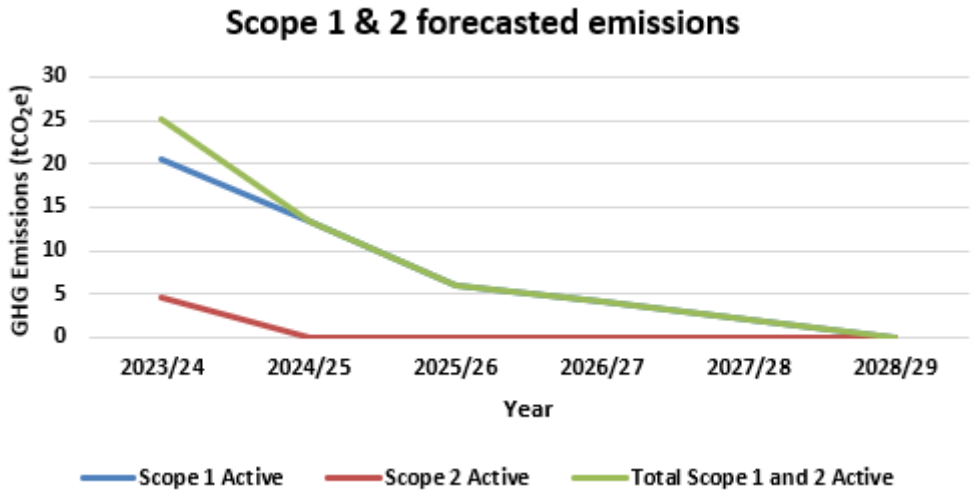
Active reductions

These are achieved by making technological, behavioural and operational changes within the business. E.g. choosing to reduce the number of miles driven in cars; choosing to put a limit on the number of flights people make; investing in new technology to reduce energy consumption etc. This approach means that Euro Food Brands is actively engaging with suppliers and making changes throughout the business to help combat emissions and accelerate their reductions in comparison to the passive approach.

Euro Food Brands has set the aforementioned targets using the active reductions approach. It should be noted that using the passive reductions approach the company is not forecasted to hit Net-Zero by 2050 and consequently the active approach is required.

3.2. Forecasted Emission Reductions

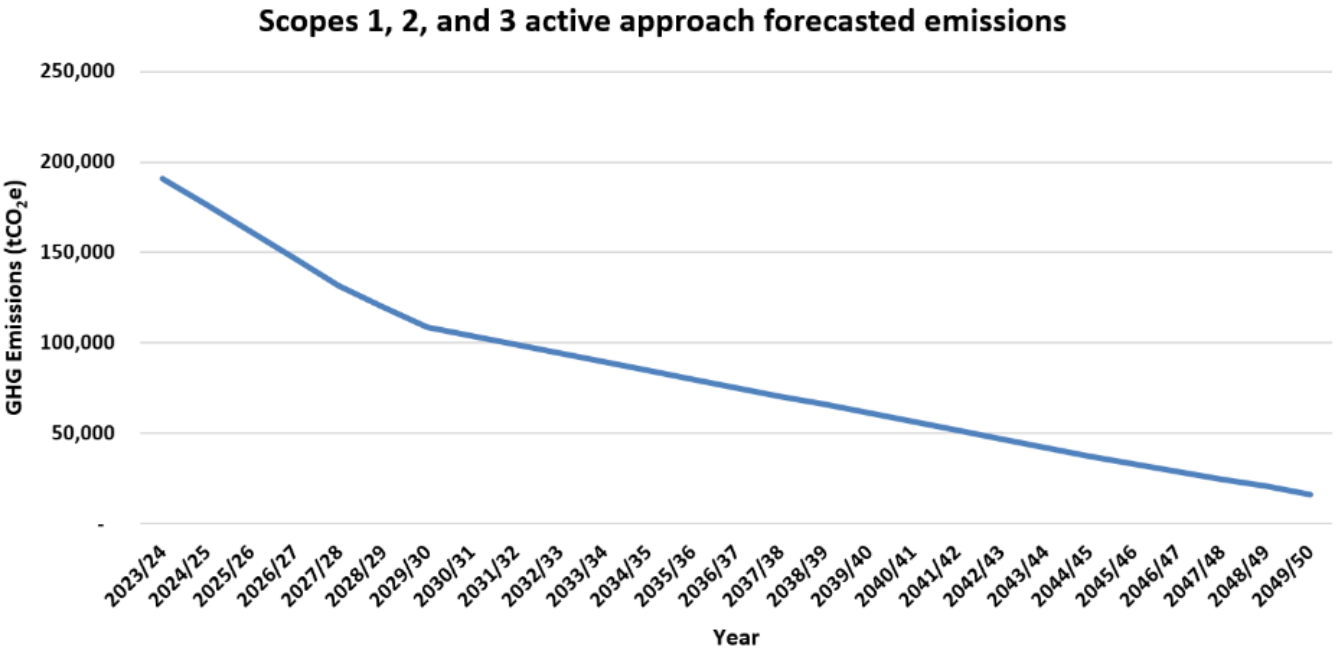
The following chart shows the forecasted Scope 1 and 2 emissions using the active reductions approach.



Our Scope 1 and 2 forecasted emissions are based on the following assumptions:

- Natural gas is transitioned to biogas from 2026 onwards resulting in significantly decreased emissions from 2026 onwards.
- From 2029 there will be no traditional internal combustion engine (ICE) company vehicles are per the company vehicle leasing policy. All vehicles are on a 3-year lease and the last ICE vehicles were issued to staff in early 2026.
- All electricity procured at the controlled offices will transition to 100% renewable energy contracts from the 2024/25 year onwards.
- Refrigerant gas leaks remain at zero due to constant maintenance and A/C servicing.

Ther following chart shows the forecasted emissions across all scopes using the active reductions approach.



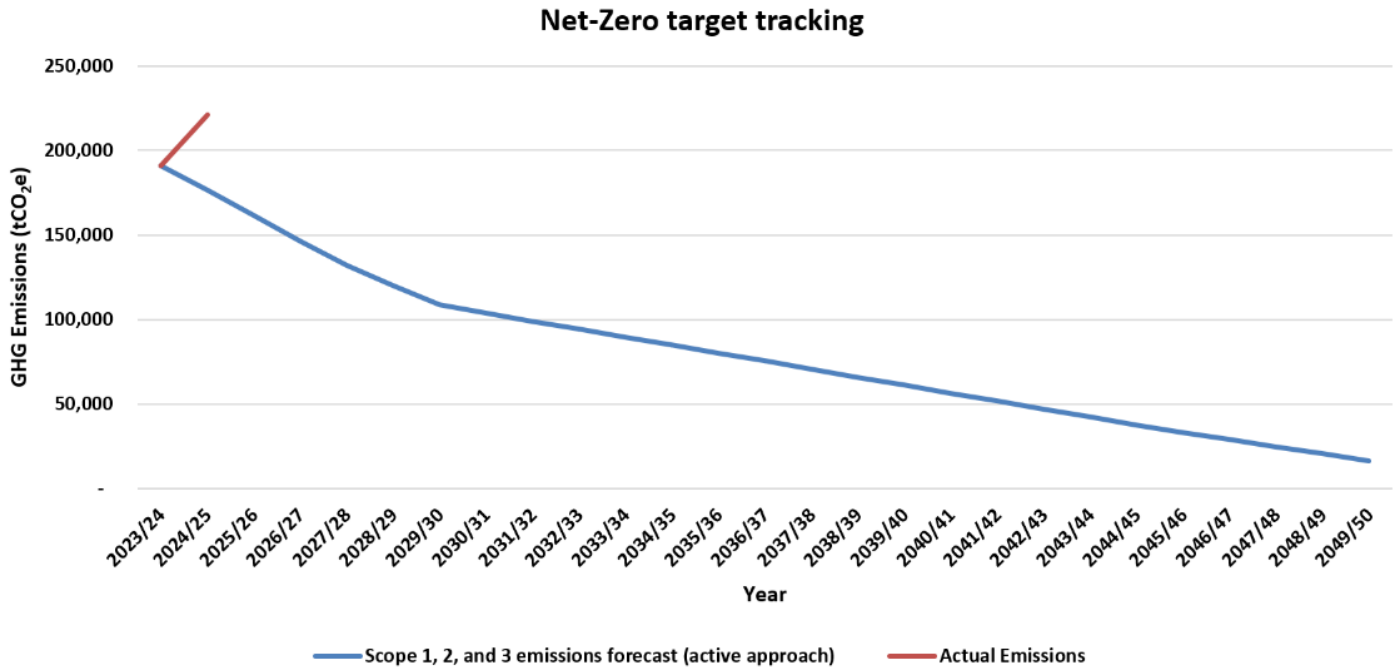
Additional reductions for scope 3 emission sources using the active approach include:

- Emissions from water supply and wastewater will decrease to zero by 2030 in line with UK net-zero commitments for water companies.
- Emissions from capital good purchases (in particular computing equipment) fall to net-zero by 2050 in line with UK government goals and through the purchasing of refurbished equipment.
- Sea freight emissions are expected to decrease linearly until net-zero in 2050 in line with the UK Government's Maritime 2050 net-zero plan.
- All waste (office and packaging disposal) is diverted from landfill by 2028 and then assuming a linear decrease to 2050 for all remaining emissions.
- All rail travel and associated freight will decrease to zero by 2050.
- Hotel stays are assumed to decrease to zero by 2050 in line with UK Government net-zero goals.
- Emissions from air travel are forecast to decrease to zero by 2050 as part of the Jet Zero ambitions.
- Homeworking emissions assuming electricity emissions decrease to zero by 2035 and remaining natural gas emissions remain constant through until 2050.
- Emissions from all Purchased Goods and Services are forecasted to drop by 40% by 2030 due to increased reporting accuracy and the use of supplier specific data. emissions are then assumed to linearly decrease by 90% from baseline year by 2050.
- Outsourced electricity emissions decrease to zero from 2026 due to the supplier implementing a 100% renewable electricity contract.
- All lorry freight decreases to zero from 2045 considering a 5-year lag after the internal combustion engine heavy goods vehicle ban in 2040. This results from improved communication with suppliers and selecting new suppliers based on their environmental commitments.

- Grey fleet and commuting vehicle travel will decrease to zero in 2040 considering a 5-year lag after the 2035 internal combustion engine vehicle ban due to the implementation and promotion of an electric vehicle salary sacrifice scheme encouraging employees to transition to electric vehicles.
- Assumes that LPG is not used past 2035 due to increase supplier electrification.

3.3. Net-Zero Target Tracking

The following charts show the current progress towards the aforementioned Net-Zero targets based on the current year (2024/25 GHG emissions results).



GHG emissions have increased in 2024/25 from the baseline year (2023/24) primarily due to an increase in product purchases which has also resulted in an increase in sold product categories and associated emissions.

4. Conclusion

This year Euro Food Brands has made good progress towards further engaging with suppliers and ensuring that valid science-based emission targets have been set with a realistic approach to emissions reduction. All aspects of the business and their associated emission sources have now been captured, and the company is ready to start tackling reducing emissions immediately.

All GHG emission results can also be found published on the Carbon Data Intelligence (CaDI) website as well as on the sustainability page on our website. For any further questions please contact technical@eurofoodbrands.co.uk.