BUILDING BETTER

MAKING SUSTAINABLE CONSTRUCTION A REALITY

2024 Sustainability Report

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WELCOME TO OUR 2024 SUSTAINABILITY REPORT

In 2022 we published our Sustainability Strategy, 'Building progress for a Sustainable Future', where we defined our vision to be the UK leader in innovation and sustainable building solutions. In it, we set a series of goals for 2025 under five pillars - Climate, Nature and Environment, Circular Economy, People and Communities and Sustainable Solutions, plus in this report, we present our 2024 progress.

OUR 5 KEY PILLARS

An ever-changing geopolitical landscape and tough market conditions means 2024 has been a difficult year, during which we have seen continuing pressures on everything we do. This has tested our commitment to deliver a sustainable future, but we remain steadfast in our resolve and have delivered some notable achievements under all five pillars.

CLIMATE

On Climate, the installation of Solar PV and progress on low carbon fuels is making a difference right now, while movement on carbon capture, utilisation and storage promises impact in the long-term.

NATURE & ENVIRONMENT

On Nature and the Environment, the launch of our industry leading Nature Strategy spells out our commitment to reducing our environmental impact, restoring ecosystems and championing biodiversity. We saw that commitment in action, with the planting of a 64-hectare woodland at our Glensanda Quarry in Argyle.

CIRCULAR ECONOMY

On the Circular Economy, the acquisition of leading construction demolition materials supplier Land Recovery significantly increased our capacity to process and supply the market with recycled materials.

PEOPLE AND COMMUNITIES

On People & Communities, we have seen a strong volunteering performance and invested in a sustainable talent pipeline with our apprenticeship scheme which we are committed to continuing into 2025.

SUSTAINABLE PRODUCTS

And on Sustainable Solutions, we were excited by the launch of our EcoCycle range of products and by the progress of our 'Your Carbon Report' and Dynamic Environmental Product Declarations. We were also delighted to bring the Holcim Sustainable Construction Academy to the UK, a free resource for architects and engineers that delivers CPD certified training.

Looking ahead to 2025, we will be in the final year of our current Sustainability Strategy and we will be considering what it has delivered along with what the next five years on our journey to a sustainable future will entail.

We are sure you will find the contents of this report a useful update on our progress and if you would like to know more, please do not hesitate contact us - **sustainability@holcim.com.**

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CLIMATE

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CLIMATE

2024 marks the second year of reporting performance against our Net Zero Strategy. Incorporating the entirety of our value chain, it is our routemap to achieving Net Zero.

It has been exciting to see projects start to yield results across the five key workstreams - Renewable Energy, Low Carbon Fuels, Energy Efficiency & Demand Management, Carbon Capture, Utilisation & Storage and Alternative Materials. We continue to work hard with each area of the business to identify the actions required to achieve our targets.

Holcim UK's Absolute Scope 1 & 2 emissions reduced by 118ktCO_2e in 2024, compared to the previous year, and by 594ktCO_2e against our 2020 baseline, illustrating the success of a drive to improve performance and work towards our Net Zero Roadmap Goals.

When we look at these figures per tonne of product produced, we also see continued reduction in Scope 1 & 2 emissions, from 27.4kgCO_2e/tonne in 2020, to 17.4kgCO_2e/tonne in 2023 and to 15.3kgCO_2e/tonne in 2024. This has been achieved despite more challenging market conditions this year and represents both:

AN IMPROVEMENT OF 44% AGAINST THE 2020 BASELINE AND OUR LOWEST FIGURE FOR EMISSIONS PER TONNE TO DATE.

Performance highlights include emissions intensity reductions in both our Aggregates and Concrete Products Business units, the result of using low carbon alternative fuels and the impact of our solar programme coming online.

Less satisfying was an increase in emissions intensity for our contracting business, resulting from an improvement to reporting processes. Likewise, cement – our largest emitting business area - also saw an increase in emissions intensity. This was the result of lower manufactured volumes and, as a result, reduced efficiency. Loss of efficiency due to reduced production volumes also accounts for an increase in emissions intensity in our Ready-Mixed Concrete business.

Finally, after expanding our Scope 3 reporting range in 2024 and accounting on the basis of emissions per tonne of material transported and by vehicle type, it's gratifying to see a reduction in our Scope 3 emissions this year compared to 2023 – a reflection of continuing efforts to transition to a low carbon vehicle fleet and infrastructure.

WHAT WE ARE DOING

RENEWABLE ENERGY

After a review of renewable energy across our estate, 2024 saw our first installations of solar PV. At our Hulland Ward site, 944 solar PV panels were installed, capable of producing over 400MWh of green electricity and saving 87 tonnes of CO_2 each year. Our head offices at Bardon Hill saw 210 solar PV panels installed, enough to produce 27% of the site's annual power needs. We plan to continue the roll out in 2025, with the installation of further rooftop systems alongside the ongoing development of larger ground mount systems.

LOW CARBON FUELS

To achieve Net Zero carbon emissions, we are investing in short term 'transition fuels' that deliver significant reductions in our emissions today, while we develop the long-term solutions that will fully decarbonise our operations.

Cleaner fossil fuels such as natural gas and Liquefied Propane Gas (LPG) can deliver 40% less carbon per litre than Kerosene, so we have been transitioning to these wherever it is practical to do so. A good example is our Heathrow asphalt plant, which moved to LPG this year, delivering an annual saving of 1,920 tonnes of CO_2 and a 20% reduction in their kWh/t. Biofuels, including B20 biodiesel and Hydrotreated Vegetable Oil (HVO) were also used at a number of our sites in 2024 and we successfully trialled a new fuel reformer that enables a more efficient burn of white diesel.

Longer term we are looking to electrify more of our fleet, and we increased our EV truck fleet to three vehicles in 2024 as we trialled new suppliers. While the electrification of our mobile plant continued with trials of wheel loaders and telehandlers, alongside this, we continued to invest in more efficient plant, working with our suppliers to introduce equipment delivering 27% efficiency improvements against previous models.

Meanwhile, opportunities to use hydrogen continue to grow; we are involved in a project in the south-west of England which has been shortlisted for the Hydrogen Allocation Round 2 (HAR2), a UK government funding mechanism designed to support the development of low-carbon hydrogen production. We have also submitted further applications to support the generation and supply of green hydrogen to a further eight sites across our estate.

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WHAT WE ARE DOING

ALTERNATIVE MATERIALS

The use of Ground Calcium Carbonate (GCC - also known as limestone fines) is crucial in reducing the climate change potential of ready-mix concrete. With the production of cement making the largest contribution to the environmental impact of concrete, the use of GCC allows for a reduction in the amount of CEM I cement required in a mix. In 2023, fifteen of our eighty-six ready-mix plants were equipped with silos for GCC. This year we increased that number to thirty.

At the end of November 2023, British Standard BS:8500 was updated to incorporate multi-component cements. Following this change, we began supplying ternary mixes – which contain Portland cement and two other materials in the binder - composed of CEM I, GCC, and Ground Granulated Blast Furnace Slag (GGBS).

We also started blending GCC and CEM I at our ready-mix plants to produce CEMII A-L, a blend that contains up to 20% limestone fines. Our sales of CEMII A-L increased significantly in 2024, contributing to a reduction in the embodied carbon of our concrete mixes.

Also this year, our Battersea ready-mix plant supplied calcined clay ECOPact, part of our commitment to developing future-proof cementitious materials to further reduce the carbon footprint of concrete.

CARBON CAPTURE & STORAGE

Peak Cluster is a project which will help address the climate impact of the cement industry, responsible for 7.5% of all human-made CO_2 emissions globally. It will facilitate the capture, transport and permanent storage of CO_2 emissions from cement and lime producers across Derbyshire and Staffordshire, including our own Cauldon cement plant.

ITS SUCCESS WILL DECARBONISE 40% OF THE UK'S CEMENT AND LIME PRODUCTION CAPACITY, PROTECT THOUSANDS OF EXISTING UK JOBS AND CREATING MANY MORE WHILE DELIVERING A £180M ANNUAL BOOST TO THE ECONOMY.

In 2024, we completed an initial feasibility study for the capture of CO_2 at our Cauldon cement plant and we are now taking the shortlist forward to the first phase of full engineering design, which will be completed in 2025. 2024 also saw the completion of the first stage engineering design work for the Peak Cluster pipeline.

The consortium has identified additional partners to support with the financing of the planning and design work required for the project and it is anticipated that Peak Cluster Ltd will launch in 2025 as a joint venture to drive this nationally significant infrastructure project forwards.

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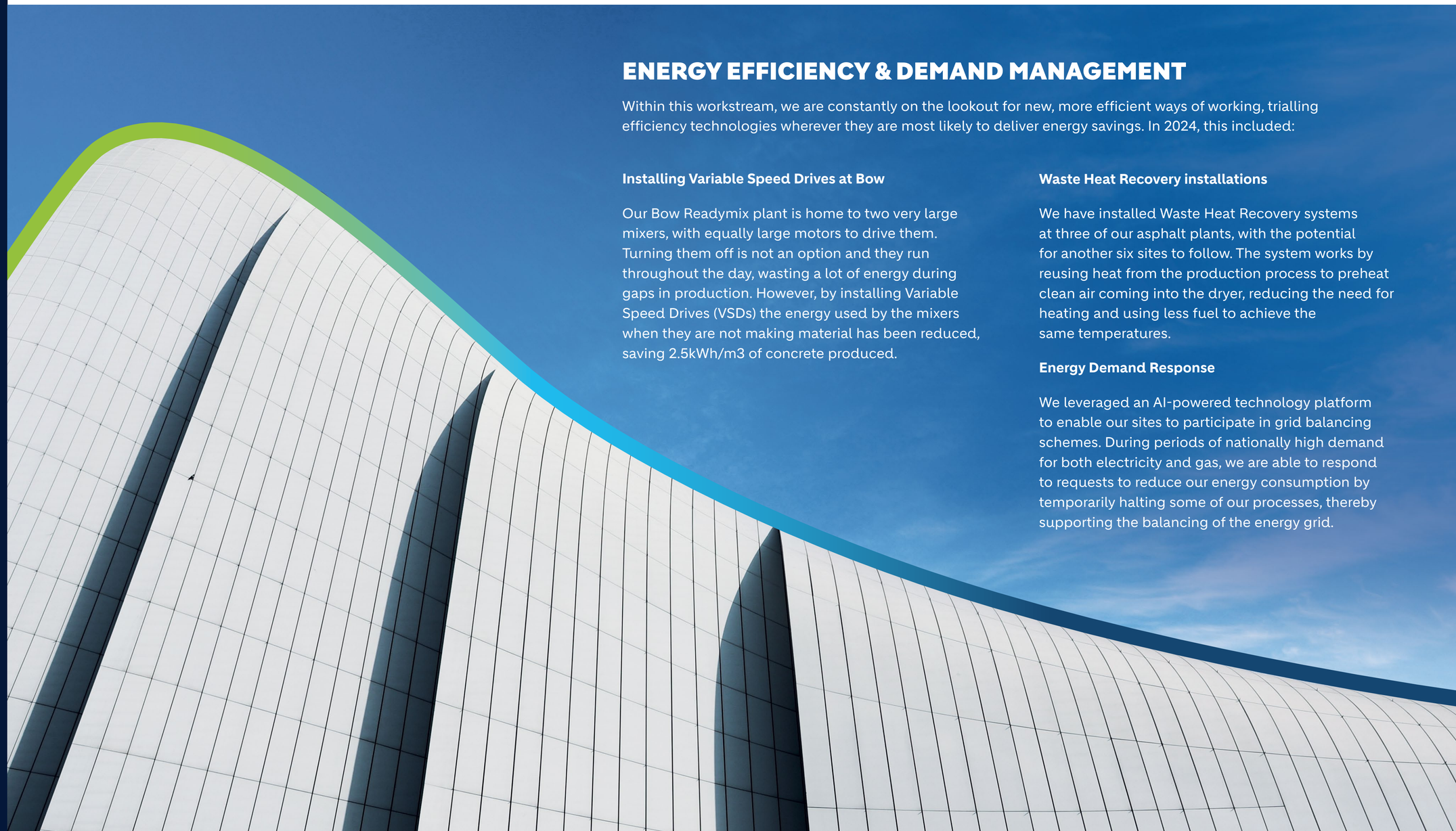
WHAT WE ARE DOING



ENERGY EFFICIENCY & DEMAND MANAGEMENT

Within this workstream, we are constantly on the lookout for new, more efficient ways of working, trialling efficiency technologies wherever they are most likely to deliver energy savings. In 2024, this included:

Installing Variable Speed Drives at Bow

Our Bow Readymix plant is home to two very large mixers, with equally large motors to drive them. Turning them off is not an option and they run throughout the day, wasting a lot of energy during gaps in production. However, by installing Variable Speed Drives (VSDs) the energy used by the mixers when they are not making material has been reduced, saving 2.5kWh/m3 of concrete produced.

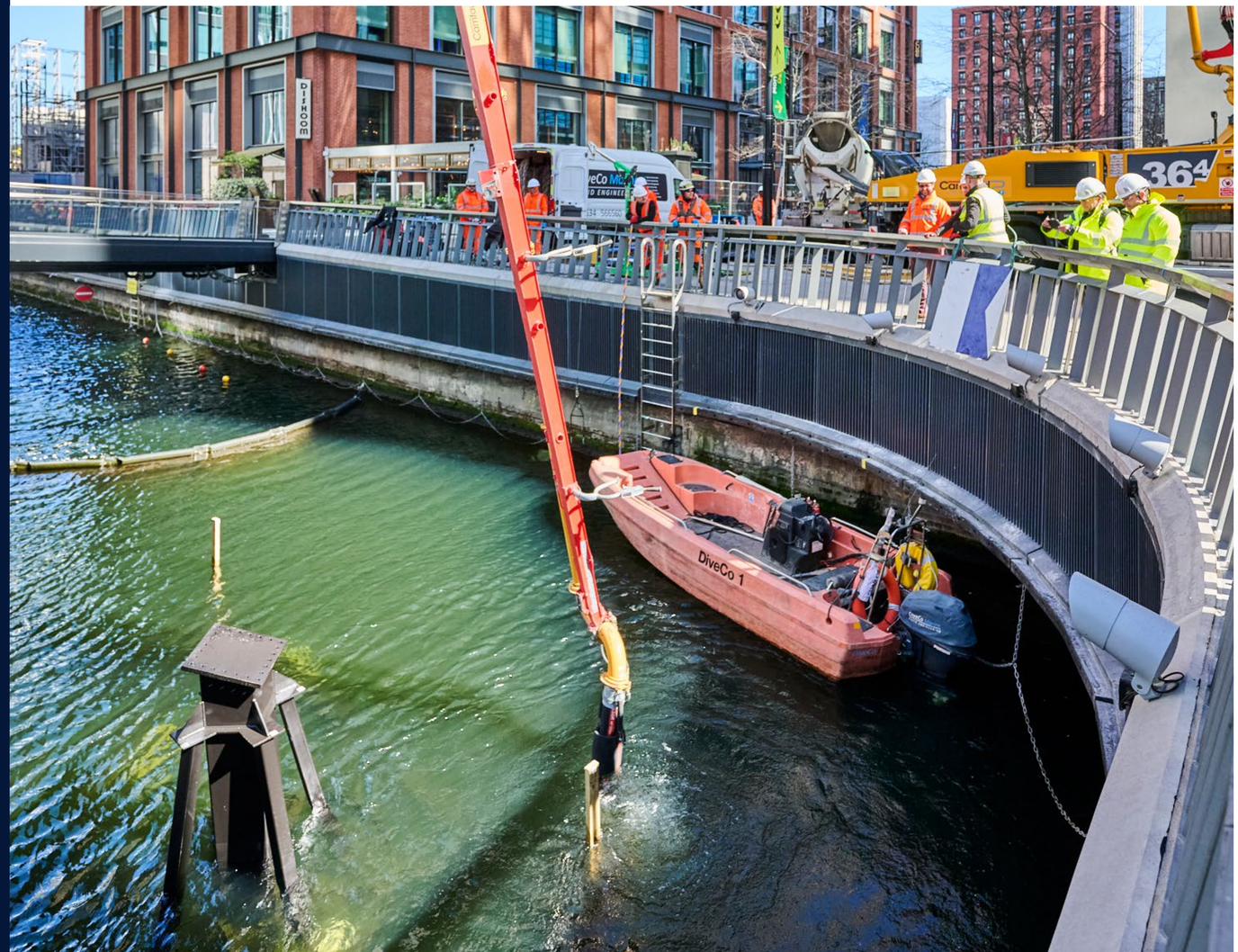
Waste Heat Recovery installations

We have installed Waste Heat Recovery systems at three of our asphalt plants, with the potential for another six sites to follow. The system works by reusing heat from the production process to preheat clean air coming into the dryer, reducing the need for heating and using less fuel to achieve the same temperatures.

Energy Demand Response

We leveraged an AI-powered technology platform to enable our sites to participate in grid balancing schemes. During periods of nationally high demand for both electricity and gas, we are able to respond to requests to reduce our energy consumption by temporarily halting some of our processes, thereby supporting the balancing of the energy grid.

TRANSFORMING FOUNDATIONS



During the foundation works for a major development at London's Canary Wharf, we successfully trialled an innovative concrete mix aimed at tackling the issue of embodied carbon.

Our engineering and design teams introduced CEM VI concrete, a multi-component mix that incorporates limestone fines alongside traditional materials like Portland cement and ground granulated blast-furnace slag (GGBS). By replacing a portion of the GGBS with limestone fines, the mix reduces the demand for GGBS, a globally constrained resource.

THE INCLUSION OF LIMESTONE FINES, COMPRISING 20% OF THE CEMENTITIOUS MATERIAL, SUCCESSFULLY DECREASED EMBODIED CARBON TO AN IMPRESSIVE 199 KGCO_2E/M^3.

The trial demonstrated that the CEM VI concrete mix performed well during pumping, placement, and reinforcement cage installation, confirming its suitability for large-scale foundation applications and setting a new benchmark for sustainable engineering.

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KEY MILESTONE ACHIEVED AT HULLAND WARD

The installation of solar panels at Hulland Ward, our large Concrete Products manufacturing hub near Ashbourne in Derbyshire, has long been an ambition for the site. This year, that ambition was realised when 944 panels were installed on rooftops, capable of producing over 400MWh of green electricity - the equivalent of seven per cent of the site's annual power needs and saving 87 tonnes of CO_2.

HULLAND WARD MARKS THE FIRST OF 30 MW OF RENEWABLE ENERGY PROJECTS WE HAVE IN THE PIPELINE. BY 2035 WE AIM TO BE PRODUCING 200 GWH OF OUR OWN CLEAN ELECTRICITY.

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LPG – AN ALTERNATIVE SOLUTION

Many of our asphalt plants are located in areas without a natural gas supply, meaning they are reliant on fuel delivered by tanker, such as kerosene or fuel oils. Burning these fuels means higher CO_2 emissions than running on natural gas, but where there is no gas supply, options are limited.

LPG EMITS ALMOST 40% LESS CARBON PER LITRE THAN KEROSENE AND WAS AN EXCELLENT ALTERNATIVE SOLUTION FOR OUR HEATHROW PLANT, AND SINCE INSTALLATION IS DELIVERING A SIGNIFICANT CO_2 SAVING FOR THE PLANT OF 1,900 TONNES ANNUALLY.

A further 2 sites have had LPG installed and a further 8 are being investigated, as looking further ahead, LPG infrastructure is adaptable for use with renewable Dimethyl Ether (rDME), an even lower carbon fuel of the future, which can deliver a further 50% reduction in carbon emissions compared with LPG.

KEY PERFORMANCE INDICATORS

SUSTAINABILITY STRATEGY TARGETS	2020	2021	2022	2023	2024
ABSOLUTE EMISSIONS CO_2e					
Scope 1 & 2 ($kTCO_2$)	1,193	1,155	774	717	599
Scope 3 ($kTCO_2$)*	972	1,361	1,519	1,281	1,152
SCOPE 1 & 2					
Holcim UK Ltd ($kgCO_2e$/tonne)	27.41	25.1	17.80	17.40	15.3
Aggregates ($kgCO_2e$/tonne)	3.89	3.68	3.78	3.67	3.62
Asphalt ($kgCO_2e$/tonne)	22.54	22.24	20.94	22.69	22.60
Concrete Products ($kgCO_2e$/tonne)	5.40	5.34	4.94	5.23	5.21
Contracting ($kgCO_2e$/tonne)	1.69	1.66	1.06	0.91	1.45
ReadyMix ($kgCO_2e/m^3$)	1.09	1.24	1.08	1.15	1.35
Cement (Net $kgCO_2$/tonne cementitious)	612	591	601	555	603
Holcim UK Ltd Scope 3 ($kgCO_2e$/tonne)*	23.70	29.45	34.86	31.02	29.36

*Scope 3 emissions includes categories 1-10 and 12.
**Scope 2 - location-based approach

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NATURE & ENVIRONMENT

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NATURE & ENVIRONMENT

In September 2024 we launched our Nature Strategy, a UK industry first. Aligned to the Science Based Targets for Nature (SBTN) framework and following the 'Control, Guide and Influence' management hierarchy, it sets out eighteen measurable actions. These include finalising the biodiversity baseline scores of our quarries, the establishment of a Wildlife Enhancement Fund to support local projects and engaging with our suppliers to map the impact on nature of our supply chain.

We were also delighted that the launch of our strategy drew attention from edie who are widely seen as the leading sustainability focussed media outlet for business. This included the publication of a thought leadership article for the development of a nature strategy.

The foundation for measuring biodiversity at our quarries is the Biodiversity Indicator Reporting System (BIRS), developed in partnership with the International Union for Conservation of Nature (IUCN). In 2024, we completed BIRS assessments at all of our active and inactive quarry sites. This means we now have a baseline score against which we can measure biodiversity performance on our journey to a nature positive future by 2030.

We continue to deliver for nature through the implementation of Biodiversity Management Plans at all of our active quarries. These ensure that we not only maintain existing biodiversity but, wherever possible, enhance it. The plans provide for a wide range of actions, including species monitoring, tree and hedgerow planting and habitat creation.

A notable success this year came at our Bardon Hill Quarry, which hosted two breeding pairs of peregrine falcons, which we will continue to monitor and support.

We have maintained our steadfast commitment to reducing freshwater consumption, with our Readymix business continuing to lead the way with its established network of water champions sharing best practice and project ideas.

IN 2024, THEY CONTRIBUTED TO A REDUCTION IN FRESHWATER INTENSITY OF 5.81 LITRES/M3, WHICH IS EQUIVALENT TO 59.5 MILLION LITRES COMPARED TO 2023 - THE EQUIVALENT OF 24 OLYMPIC-SIZED SWIMMING POOLS.

Meanwhile, our Cauldon cement plant continued to make improvements, building on its industry-leading closed loop freshwater system, while our new methodology for calculating aggregates freshwater consumption is now fully embedded.

With our rebrand to Holcim UK, 2024 was also a year for looking to the future and the drive to become a sustainable construction leader in the UK. This has kick-started an increased focus on environmental performance, as part of which we undertook a full risk review of all operational sites within Holcim UK. This comprehensive review has enabled us to understand where best we need to focus our efforts.

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WOODLAND PLANTING AT GLENSANDA

In May 2024, we completed the planting of a 64-hectare woodland at our Glensanda Quarry in Argyll.

THE NEW WOODLAND BUILDS ON A SMALLER 14-HECTARE SCHEME COMPLETED IN 2014 AND HAS INVOLVED THE PLANTING OF 105,000 TREES TO CREATE UPLAND OAK, UPLAND BIRCH AND WET WOODLAND ENVIRONMENTS.

They will mature to recreate a part of the temperate rainforest which was once abundant in this part of Scotland and new habitat for species such as Wood Warbler, Chequered Skipper and Otter.

REDUCING WATER CONSUMPTION AT HEATHROW RMX

Colleagues at our Heathrow Readymix Plant saw an opportunity to reduce water consumption at the site by recommissioning three recycled water tanks.

BY REUSING THIS RESOURCE AND OPTIMISING THE RECYCLED WATER SYSTEM TO MAKE BEST USE OF THEM, THEY WERE ABLE TO REDUCE FRESHWATER CONSUMPTION AT THE SITE BY AN IMPRESSIVE 35%.

As Heathrow is a high production plant, the impact of these savings went beyond the site, with the wider London Readymix business seeing an overall reduction in freshwater consumption of 6% as a result of this innovative solution.

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RESTORING NATURE WHILE BUILDING FOR THE FUTURE

This year we completed the first phase of restoration at our Muldron Quarry in West Lothian. Quarried since the 1800s, the site today produces high-quality specialist sands used in a variety of applications.

The project exemplifies our dedication to environmental stewardship, creating a nature-positive future while ensuring the site remains a vital contributor to the UK's industrial supply chain. The site is being transformed into a haven for biodiversity through innovative restoration initiatives including planting nearly 3,700 native trees, establishing a heath-grassland mosaic and creating seasonal wetlands to provide critical habitats for bird species such as Little Ringed Plover, which have already been observed nesting in the area. Local partnerships and the careful monitoring of natural regeneration will ensure that gains like this are sustainable.

The initiative is a pivotal example of our Nature Strategy in action, which launched this year.

IT ENCAPSULATES OUR COMMITMENT TO REDUCING ENVIRONMENTAL IMPACTS, RESTORING ECOSYSTEMS AND ADVOCATING FOR BIODIVERSITY AND WILL BUILD ON OUR £24 MILLION INVESTMENT IN RESTORATION OVER THE LAST FIVE YEARS.

KEY PERFORMANCE INDICATORS

NATURE & ENVIRONMENT	2018 (BASELINE)	2020	2021	2022	2023	2024
Freshwater Withdrawal Intensity Cement (litres / t)	16.80	15.36	11.64	14.27	13.71	13.28
Freshwater Withdrawal Intensity Aggregates (litres / t)	89.02	78	82.44	33.60	29.89	14.44
Freshwater Withdrawal Intensity Ready Mix (litres / m^3)	153.60	156.11	155.02	148.03	166.69	160.88
% Compliant with water quality standards	100	100	100	100	100	100
% of Quarry with Biodiversity Management Plan (BMP	-	-	-	100	100	100
% of cement and aggregates sites with BIRS baseline roadmap in place	-	-	-	59	84	100
# sites with a place for nature	-	-	-	5	29	49

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CIRCULAR ECONOMY

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CIRCULAR ECONOMY

2024 has seen us continue to make progress on our commitment to increase the amount of material we recycle, with volumes growing by more than 400kt when compared to 2023, reaching 2mt for the first time.

The key driver here has been our focus on reusing Construction Demolition Materials (CDM), both within the business and through acquisitions. We have established a dedicated recycling hub in Bordesley Green, Birmingham, which is set to support the redevelopment of the UK's second city. We also acquired Land Recovery, a leading supplier of CDM, including the handling of spent rail ballast for recycling into new products such as readymix, precast concrete and asphalt. Our Asphalt and Contracting businesses continue to lead the way, using over 1 million tonnes of Recycled Asphalt Planings (RAP) in 2024. A new asphalt plant at Cauldon Lowe, which we commissioned in March, will build on this, reusing not just RAP but also recycled rail ballast from Land Recovery to further increase the circularity of its product.

We demonstrated our clear commitment to increasing circularity in construction in September with the introduction of ECOCycle to the UK. ECOCycle products are manufactured with at least 10% CDM and are only categorised as such following independent verification to ensure they are compliant with the applicable clauses of ISO14021:2016. The ECOCycle label is also applied to sites which are capable of processing recycled materials and by the end of 2024 there were 39 plants across our Asphalt, Aggregates and Readymix businesses certified to ECOCycle standard.

TURNING CONCRETE WASTE INTO NEW POSSIBILITIES

In 2023 we acquired OCL Regeneration Limited, a leading provider of recycling solutions. This year, its Avonmouth depot has been receiving concrete waste from our nearby Readymix plant for processing and reuse.

The process involves feeding the waste into a crusher, breaking it down into smaller pieces which are then sorted by size to create different recycled concrete aggregates. The separated materials can then be used to produce new materials, for example dense concrete blocks.

EVERY CUBIC METRE OF CONCRETE WE REUSE IN THIS WAY CAN PREVENT A NEW CUBIC METRE FROM BEING CAST, PROVIDING BOTH A CARBON SAVING, LIMITING PRESSURE ON RESOURCES AND REDUCING THE SPACE REQUIRED FOR LANDFILL.

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GETTING FIRED UP FOR RECYCLED POTTERY

Circularity is central to our aim of moving from a 'take-make-waste' economy to focus instead on 'reduce-recycle-regenerate'. A new trial provides an excellent example, by taking local waste and introducing it into another production cycle.

STOKE-ON-TRENT BASED BROWN RECYCLING SUPPLIED THOUSANDS OF TONNES OF "PITCHER WASTE" - THE POTTERY THAT HAS BEEN BROKEN OR REJECTED IN THE COURSE OF MANUFACTURE – TO OUR CAULDON CEMENT PLANT. THE MATERIAL WAS CRUSHED THEN DELIVERED IN BULK, FOR USE AS AN ALTERNATIVE RAW MATERIAL, MIXED WITH OTHER COMPONENTS TO CREATE CEMENT.

The waste would ordinarily be disposed of in landfill, so its reuse at Cauldon not only minimises its environmental impact but also reduces the volume of natural resources required for cement production.

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KEY PERFORMANCE INDICATORS

CIRCULAR ECONOMY	2020	2021	2022	2023	2024
Volume of materials reclaimed or recycled (tonnes)	835,581	976,257	1,160,192	2,312,692	2,799,931
% Waste diverted from landfill	87.2	90.2	93.6	93.9	96.4
# Circularity initiatives and opportunities	-	-	10	9	6

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PEOPLE AND COMMUNITIES

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PEOPLE AND COMMUNITIES

At Holcim UK, our commitment to social impact is deeply embedded in how we operate. We aim to add value, supporting both the communities in which we work and wider society. People are central to this mission — our employees, our customers and neighbouring communities all have a vital role to play in creating meaningful change and a legacy we can all be proud of. Thanks to the dedication of our colleagues, united by this shared purpose, we've already made a real difference.

In our industry, social impact is especially important. We know our operations can have a significant influence on surrounding communities and the local environment. It's a responsibility we take seriously, which is why we are committed to ensuring our activities make a positive contribution to the long-term social and economic development of the areas where we operate.

At its core, social impact is about doing good and improving lives by working together and understanding our stakeholders' priorities. Our Community Engagement Plans are instrumental in this approach, facilitating monetary contributions, material donations, staff volunteering and site visits. They are crucial for our understanding of how we can make the most effective local contribution, based on local circumstances. And where we learn what works, we can share best practice throughout the business.

NOW, WE WANT TO BUILD ON THE MOMENTUM WE'VE ACHIEVED. DRAWING ON OUR EXPERIENCE, WE WILL STRENGTHEN EXISTING PARTNERSHIPS, FORM NEW ALLIANCES AND SET MEASURABLE TARGETS TO INCREASE OUR IMPACT — ALL WITH THE AIM OF SHAPING A MORE EQUITABLE AND SUSTAINABLE FUTURE.

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COLLABORATION REVITALISES SCHOOL FOR VISION IMPAIRED YOUNG PEOPLE

Working together with supply chain partners, we helped give a new lease of life to facilities at New College Worcester, a school for visually impaired young people aged 11 to 19 where infrastructure, such as worn-down crossing points and uneven surfaces, had become unsuitable for the students' needs.

Working with the school, and supply chain partners, colleagues identified critical infrastructure improvements which would enhance safety and accessibility across the school grounds. A range of upgrades were carried out, including laying 160sqm of asphalt in place of uneven slabs and installing tactile blocks supplied by our Concrete Products Division.

OVER THE COURSE OF FOUR DAYS, MORE THAN 460 HOURS AND MATERIALS WORTH £14,000 WERE COMMITTED TO THE PROJECT, ENSURING STUDENTS HAVE A SAFE, QUIET, AND COMFORTABLE AREA TO PRACTISE THE SKILLS THEY WILL NEED TO NAVIGATE THE REAL-WORLD CHALLENGES THEY FACE.

TRILOGY RCC & ST ANDREW'S HOSPICE: AN INSPIRING PARTNERSHIP

Colleagues at our Trilogy Regional Customer Centre near Motherwell provided an inspiring example of how we can create meaningful social impact by giving back to local communities.

In 2020, Trilogy RCC established a partnership with St Andrew's Hospice in Lanarkshire, organising fundraising initiatives and participating in community events, to raise awareness and vital funds for the hospice's life-changing services.

This year, the team supported a colleague who quick-stepped out of his comfort zone to participate in 'Strictly St Andrew's', a two-night Strictly Come Dancing-style charity event.

WITH THE ENCOURAGEMENT OF FAMILY, FRIENDS AND COLLEAGUES, HE RAISED AN INCREDIBLE £4,700. SEVEN OTHER COLLEAGUES PARTICIPATED IN THE HOSPICE'S MIDNIGHT WALK, A CHALLENGING 13-MILE NIGHTTIME TREK AROUND LOCAL LANDMARKS, RAISING A FURTHER £800 AND BRINGING THE TOTAL FOR 2024 TO £5,500.

APPRENTICESHIP OPPORTUNITIES

IN 2024 WE WELCOMED 34 NEW APPRENTICES, HIGHLIGHTING OUR STRONG COMMITMENT TO BUILDING A SUSTAINABLE TALENT PIPELINE AND - WITH 24% OF THE COHORT IDENTIFYING AS FEMALE - BUILDING A MORE DIVERSE AND INCLUSIVE WORKFORCE.

Apprentices have taken on technical and operational roles in asphalt production, engineering maintenance, quarrying operations and laboratory services, reflecting the breadth of our business and our ambition to invest in young people across the entire value chain. Many of them are undertaking advanced and higher apprenticeships, equipping them with essential hands-on experience alongside formal qualifications.

They are supported by experienced mentors and training providers, ensuring a well-rounded development experience from day one, while more collaboration between our early careers and operational teams has improved onboarding, training consistency, and development planning — all critical for increasing retention and setting our apprentices up for success.

KEY PERFORMANCE INDICATORS

PEOPLE AND COMMUNITIES	2020	2021	2022	2023	2024
Health & Safety Culture Maturity Level	Proactive	Proactive	Proactive	Proactive	Proactive
Lost Time Injury Frequency Rate (LTIFR)	0.38	0.52	0.54	0.49	0.59
# Of apprenticeships	3	0	38	52	37
% Female Leaders	21	22	24	25.1	25.9
% Female Representation	18	19	20	18.5	19
% Of suppliers assessed	100	100	100	100	100
# Of people benefiting from Holcim UK activity	-	-	26,747	30,478	56,945
# Of volunteering hours	249	36	1,070	1,799	3,219
% of sites with community engagement plans	-	-	100	100	100

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SUSTAINABLE SOLUTIONS

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SUSTAINABLE SOLUTIONS

While 2024 saw a slight reduction in the percentage of our turnover derived from sustainable products compared to the previous year, we remain deeply committed to rigorous engagement with our customers and relentless innovation in this critical space. Our resolve to meet and exceed the evolving demands of a rapidly growing green economy remains unshaken.

We continued to expand our portfolio of sustainable solutions, which are meticulously designed to empower our customers on their own journey towards a more sustainable future. This included the exciting launch of our ECOCycle range. All products with an ECOCycle label are independently audited and verified to contain at least 10% recycled content. They are now available in our Aggregates, Asphalt and ReadyMix Concrete businesses, with plans to roll them out to our Cement and Concrete Products businesses.

ECOCycle complements our existing range of 'ECO' products, but for our customers to have confidence in them, we recognise that the availability of high quality, credible data is fundamental, particularly in relation to embodied carbon.

THIS YEAR, WE WERE THEREFORE DELIGHTED TO SEE A 54% INCREASE IN THE NUMBER OF 'YOUR CARBON REPORTS' DELIVERED TO OUR CUSTOMERS WHEN COMPARED TO 2023.

Your Carbon Reports account for all emissions associated with the manufacture and transport of our products. Rather than relying on generic carbon data, they provide data that is specific to any given project and which is independently audited to provide further assurance as to its credibility.

2024 also saw us grow the number of Dynamic Environmental Product Declarations (EPDs) that we supplied to our customers of our verified Readymix Concrete plants. Dynamic EPDs provide transparent, quantifiable environmental data on a product throughout its life cycle and in real time, meaning our customers can understand the impact of any changes in mix designs instantly. Dynamic EPDs are currently available at Readmix concrete plants in London, Manchester, Birmingham, Liverpool, Lancaster, and Leicester with the number set to grow further in the coming years.

We believe we can help customers, designers and architects to better appreciate concrete's role in sustainable construction. Therefore, we were pleased to collaborate with our parent company to bring the Holcim Sustainable Construction Academy to the UK. With a curriculum designed by Holcim's experts and partners from leading research institutions, architects and engineering firms, the Academy is a free online training program aimed at upskilling professionals who want to drive low-carbon, circular and regenerative design in the building sector. From early in the design process, it equips them with all the tools they need to measure the impact of their projects and to understand the latest innovations that are supporting circularity in our industry.

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SUSTAINABLE ASPHALT TRIAL BREAKS NEW GROUND

This year we passed a significant milestone on the road to sustainable asphalt with the completion of a successful trial of our innovative Foamix® product.

Already well-established within the industry as a replacement for traditional asphalt, Foamix has been widely recognised for delivering a very low carbon footprint, due to its cold manufacturing process and recycled content. Building on this success, we undertook further development of Foamix by incorporating carbon negative aggregates and a biogenic binder to create the lowest carbon asphalt construction material to date.

The trial was conducted in partnership with Lancashire County Council on an M65 slip road.

EXISTING CARRIAGEWAY PLANINGS WERE RECYCLED USING MOBILE PLANT FOR PRODUCTION AND INSTALLATION ON SITE, SO THAT THE END RESULT WAS A COST-EFFECTIVE, HIGH-QUALITY CARBON NEUTRAL ASPHALT SOLUTION, REDUCING EMBODIED CARBON EMISSIONS TO NET ZERO WITHOUT THE USE OF CARBON OFFSETTING.

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NEARING THE FINISH LINE FOR 100% RECYCLED ASPHALT

Our Asphalt division has set new records for repurposing recycled aggregate materials into new surfacing material for roads and pavements. It means we're closing in on our goal of producing 100% recycled asphalt, without compromising on the quality and performance of the finished product.

WE HAVE BEEN WORKING WITH NON-HAZARDOUS CONTAMINATED WASTE MATERIAL WHICH IS CLEANED, CRUSHED AND RE-GRADED TO PRODUCE A BINDER COURSE MADE UP OF MORE THAN 95% RECYCLED MATERIALS.

The only element left to deal with is the 3-5% of virgin bitumen in the end product – and that is something our experts have their sights firmly set on.

HOLCIM

TACKLING COASTAL EROSION IN NEWHAVEN

Coastal erosion is a concern affecting coastal communities across the UK, with sea level rise and storm surges attributed to climate change. The port of Newhaven in East Sussex has been grappling with the steady erosion of its harbour revetment each year.

To help combat this issue, we delivered 820 tonnes of angular rocks, varying in size from a football to a fridge freezer, to form a resilient barrier against the sea, each one carefully selected to ensure it interlocks with the next. At high tide, the sea brings in sands that wash over the rocks to settle and remain in place, a method known as beach recharge, creating a buffer to absorb wave energy and reduce erosion.

PROJECTS LIKE THIS PROVIDE A SUSTAINABLE SOLUTION TO THE ONGOING CHALLENGE OF EROSION, PROTECTING INFRASTRUCTURE, NATURAL HABITATS AND RECREATIONAL SPACES FROM THE DESTRUCTIVE FORCES OF THE SEA FOR FUTURE GENERATIONS.

KEY PERFORMANCE INDICATORS

SUSTAINABLE SOLUTIONS	2020	2021	2022	2023	2024
# Carbon calculations provided to customers	-	-	-	236	364
# Of products and solutions	29	41	66	66	72
% Turnover from sustainable products	22.9	23.0	31.4	31.4	28.8

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IN SUMMARY

We took some important steps on our journey to Net Zero in 2024, while developing and evolving our Nature and Environment and Circular Economy ambitions. The progress we made working with local communities and investing in volunteering is fantastic, especially in terms of the legacy potential. Plus, we continue to innovate and develop sustainable products and solutions which help our customers deliver their own sustainability goals.

2025 will prove to be another critical but exciting year, with key projects for our renewable roll out, carbon capture progress, nature strategy delivery and social value strategy development. I look forward to sharing our achievements, challenges and learnings with you. But for now, I hope you find this look back on 2024 interesting and a sign of our intent for things to come.

For more information, or if you'd like to speak to us about anything in this report, please email: sustainability@holcim.com

Tom Redfearn, Head of Sustainability

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VERIFICATION STATEMENT

CM Environmental

Over the years, Responsible Sourcing has become an ever-increasing part of the way that construction products manufacturers have to operate. This has resulted in large numbers of manufacturers involved in supplying the construction industry opting for independent certification to the internationally recognised responsible sourcing standard, BES 6001.

This standard contains a number of mandatory requirements and a number of optional requirements and, depending upon the levels of achievement that the company can demonstrate, results in a possible rating of Pass, Good, Very Good and Excellent.

Having certain Key Performance Indicators (KPI) independently verified allows a company to achieve a higher rating.

NATURE AND SCOPE OF VERIFICATION

CM Environmental has carried out an independent verification of the Holcim UK KPIs and can confirm that they have not, in any way, been involved in the preparation of this data. The verification study has included a number of environmental and social issues which relate to specific clauses of BES 6001.

The scope of the data verification included all Holcim UK sites listed on the main certificate, as well as its UK cement site.

The purpose of this verification exercise was to ensure that the information conveyed to stakeholder and other interested parties is accurate and supported by appropriate documented evidence.

The specific clauses of BES 6001 relevant to this verification exercise include the following:

4.4.1	Greenhouse gas emissions
4.4.2	Energy use
4.4.3	Resource use and product circularity
4.4.4	Waste prevention and waste management
4.4.5	Water usage or abstraction
4.4.8	Transport impacts
4.4.12	Employment and skills
4.4.13	Local communities

In addition to these issues, the data verification exercise also included a review of Production figures, Health and Safety statistics, Nature, Suppliers and Sustainable Solutions.

STATEMENTS OF THE INDEPENDENCE OF THE VERIFIERS

CM Environmental has been providing support to a large number of clients involved in the manufacture of concrete building products since 2016. Although a small company, the team has many years experience in supporting companies in a range of services, including Environmental Management Systems (ISO 14001), Responsible Sourcing (BES 6001) and also a range of Quality Management issues (ISO 9001) and Health and Safety Management (ISO 45001).

CM Environmental is completely independent from Holcim UK and has no bias or conflict of interest.

The verification exercise was carried out by Christine Morris, who has experience of Responsible Sourcing in the concrete and quarrying industry, and is approved by the Building Research Establishment (BRE) as an independent KPI data verifier.

CONCLUSION

Based on the procedures followed by CM Environmental during this independent verification exercise, there has been no evidence that the data supplied to the Holcim Sustainability Report, for the period 1st January to 31st December 2024, has not been obtained on a reliable basis, that the information is not adequately presented, or that significant deviations or omissions exist.

C. Morris.

20 May 2025

Environmental Consultant
CM Environmental

VERIFICATION STATEMENT