

Warmup®

The world's **best-selling** floor heating brand™



Development



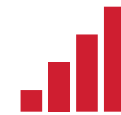
Trust



Sustainability



Innovation



Growth

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Sustainability Report

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Vision & Mission

Our vision is to change the way people heat their homes so that they live in the most comfortable, efficient, & sustainable environments.

Our mission is to be the most trusted, innovative, and accessible radiant heating and cooling brand in the world.

We will do this by driving the global adoption of the most CO₂ efficient and comfortable Smart heating solutions, through research, product development, and exceptional service.

Since 2019, Warmup has helped our customers avoid approximately **445,000 tCO₂e *** in cumulative lifetime savings. In 2025 alone, systems installed delivered **118,653 tCO₂e *** of lifetime savings. Looking ahead, we project a further **1,086,495 tCO₂e *** of savings from 2026-2031. This will require innovative and engaging marketing activity, alongside technical and regulatory influence to change behaviour.

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*



Message from the CEO

The Transition from Start-up, to Dominant Niche Brand, to Mainstream Global Brand

After over 30 years of trading, we have built an immensely strong, well-respected company which is the trusted brand in our niche area of electric & hydronic radiant floor heating in 75 countries and millions of installations. It is now right to restate our strategic objectives, which can guide us over the next few years and lead to the achievement of our goals and keep us on track for our Vision and Mission.

Our Vision

To change the way people heat their homes, so that they live in the most comfortable, efficient & sustainable environments.

Our Mission

To be the most trusted, innovative, and accessible radiant heating and cooling brand in the world by driving the global adoption of the most CO₂ efficient and comfortable smart heating solutions, through research, product development and exceptional service. To maximise the use of Warmup radiant heating, cooling and smart control systems around the world.

Our Strategy

To make radiant heating and cooling important, understandable, and desirable as a recognised path to deliver Net Zero carbon emissions by 2050. To carry this out will take an enormous amount of work, resources, and intellect. However, we have the financial resources to do it and, more importantly, we have the quality team to do it. More crucially, we are compelled to do it, because every time a Warmup System is installed rather than a gas boiler or furnace-powered radiator system managed by outdated thermostats, 80% of the CO₂ generated for heating is saved – hence our Mission leading to our Vision. New tools that we are currently developing will tell us and our clients just how much is saved, in simple, compelling numbers.

* source: International Energy Agency, 2023, <https://www.iea.org/energy-system/buildings>

Why this Vision and Mission?

Energy use in buildings accounts for **18% of global CO₂ emissions***. Our corporate success will reduce this and enable us to keep innovating and keep reducing energy usage and thus make our difference. Our powerful communication of CO₂ savings through reduction of expensive energy usage will foster deeper commitment from all decision makers.

Why us?

After 30 years of researching, developing, manufacturing, training, and installing, we have learnt our trade and assembled a world-beating team. No one is better placed to accept this challenge. One brand name; one global challenge.

Why now?

The world is beginning to understand man-made climate change and governments are legislating in favour of businesses like ours, homeowners are choosing wisely and radiant floor heating with smart climate control should be their preferred choice.

We know it makes sense, but the world needs us to help get it right, and fast.

Andrew Stimpson - CEO, Warmup





BEAMA 2050 Climate Commitment



Warmup Plc is proud to support the BEAMA 2050 Connected Climate Commitment, reflecting our dedication to advancing electric and hydronic underfloor heating and smart home technologies that deliver measurable reductions in both operational and lifecycle carbon emissions. Achieving Net Zero requires coordinated action across the value chain, and BEAMA provides a vital platform for collaboration and consistent progress. Together, we are committed to advancing heating technologies that reduce emissions, support electrification, and contribute to a more sustainable built environment.

Andrew Stimpson - CEO, Warmup



By signing this commitment, Warmup pledges to:

- ❖ **Reduce Scope 1, 2, and 3 emissions** to support value chain decarbonisation and the transition to Net Zero by 2050 at the latest.
- ❖ **Embed sustainability in corporate governance**, making it central to business strategy and decision-making.
- ❖ **Set science-based targets aligned with a 1.5°C future** using rigorous methodologies.
- ❖ **By 2050, integrate circularity principles across relevant design and procurement decisions**, advancing the circular economy through supporting responsible use of materials.
- ❖ **Engage in responsible policy and regulatory development individually and via BEAMA**, advocating for policies that enable sustainable business and product decarbonisation.
- ❖ **Collaborate within BEAMA 2050 Connected** to ensure an ambitious, aligned approach to value chain decarbonisation and circularity, fostering continuous learning and best practice sharing.



UN Global Compact

Warmup Plc is pleased to announce that we have joined the United Nations Global Compact initiative — a voluntary initiative for the development, implementation and disclosure of responsible business practices.

With this announcement, Warmup Plc is proud to join thousands of other companies globally committed to taking responsible business action to create the world we all want.

The UN Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of Sustainable Development Goals (SDGs).

Launched in 2000, the UN Global Compact is the largest corporate sustainability initiative in the world, with more than 20,000 companies based in over 160 countries, and more than 60 Global Compact Networks.

WE SUPPORT



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

Warmup



Sustainable Development Goals Alignment



In 2026 Warmup signed its commitment to the UN's Global Compact. In doing so we recognise the importance of aligning ourselves to the UN's Sustainable Development Goals, in particular:

- 7 – Affordable & Clean Energy
 - Providing heating systems which are energy efficient and compatible with renewable energy sources.
- 9 – Industry, Innovation & Infrastructure
 - Manufacturing products in the construction industry sustainably & that are built to last.
- 11 – Sustainable Cities & Communities
 - Change the way people heat their homes, so they live in the most comfortable & sustainable environments.
- 13 – Climate Action
 - Helping our customers reduce their carbon emissions with every system sold.
 - Monitoring and measuring our carbon emissions.
 - Increase process efficiency and reduce resources needed for production of goods or services.



EcoVadis



In June 2023, Warmup were proud to successfully launch onto the global EcoVadis sustainability platform and be awarded a bronze medal. EcoVadis is a sustainability rating platform that helps businesses assess their own environmental, social, and ethical performance, as well as that of their suppliers.

The internationally recognised accreditation demonstrates Warmup's credentials as a sustainability partner, as we seek to continually reduce our global carbon footprint and strive to cut our carbon emissions in half by 2030, and achieve net zero by 2050. Warmup are aligned with the SME Climate Hub global initiative and the United Nation's Race to Zero campaign, and we continuously measure our day-to-day carbon emissions using the GHG (Greenhouse Gas) Protocol methodology, helping us to keep on track with our targets. As we all become more attuned to the complexities of global supply chains, Warmup are dedicated to improving the impact of our practices on the planet: from optimising freight routes to ensure that we maximise space on every shipment to investing in the usage of more recycled materials in our products and packaging.

For our work on sustainability so far, we have been awarded a bronze medal accreditation from EcoVadis, putting us in the **TOP 8%** of the electrical, plumbing and other construction installation activities industry.





Sustainability Pillar

Develop a sustainable business model that is genuinely focused on addressing climate change and make a meaningful contribution to the reduction of emissions through the adoption of our systems.

Our guiding principles and values mean that we will always strive to be:

Proud of what we do and what our stakeholders think of us.

Positive in our mindset, attitude and the way we interact with all stakeholders.

Proactive in delivering what our stakeholders need, before they ask.

Person to person accountable by helping each other to succeed, learn and advance, while always treating each other with the respect we deserve.



Sustainability Pillar

Our planet is experiencing climate change driven by human emissions of greenhouse gases.

It is estimated that **18%*** of CO₂ emissions globally are from energy use in buildings.

We must reduce global emissions, and we will contribute as heating experts, as an organisation, and as individuals.

We can help in two distinct ways; internally through working towards achieving net zero greenhouse gas emissions by 2050 as an organisation and externally through delivering our vision to help others live more sustainably using our products and services.

* source: International Energy Agency, 2023, <https://www.iea.org/energy-system/buildings>



Sustainability Pillar

Our ambitions are to:

INTERNALLY - Halve our greenhouse gas emissions by 2030, achieve net zero by at least 2050, and report our progress on an annual basis. By doing so we are proud to be aligned with the United Nations' Race to Zero Campaign.

EXTERNALLY - Make a meaningful contribution to the global reduction of CO₂ emissions by increasing the adoption of energy efficient radiant heating and cooling solutions, worldwide.

To get there, we will:

INTERNALLY - Build on our existing efforts to reduce our carbon footprint by engaging in an accredited environmental impact program. In 2023 Warmup achieved this goal through EcoVadis and was awarded a bronze medal.

EXTERNALLY - Create technical models of our system benefits and use these to create marketing materials aimed at our audiences and industry groups to increase desirability and influence regulatory changes to support the adoption of our systems.



Sustainability Pillar

More specifically, we will:

INTERNALLY - Review our products and packaging to reduce non-recyclable materials. Measure and reduce our operational carbon footprint by looking at our equipment, travel, waste, and energy sources.

EXTERNALLY - Invest time and resources to drive the adoption of our systems through optimised marketing to our audience groups, enhanced technical demonstration of the benefits of our products and using our influence to press for regulatory change.

Our challenges are:

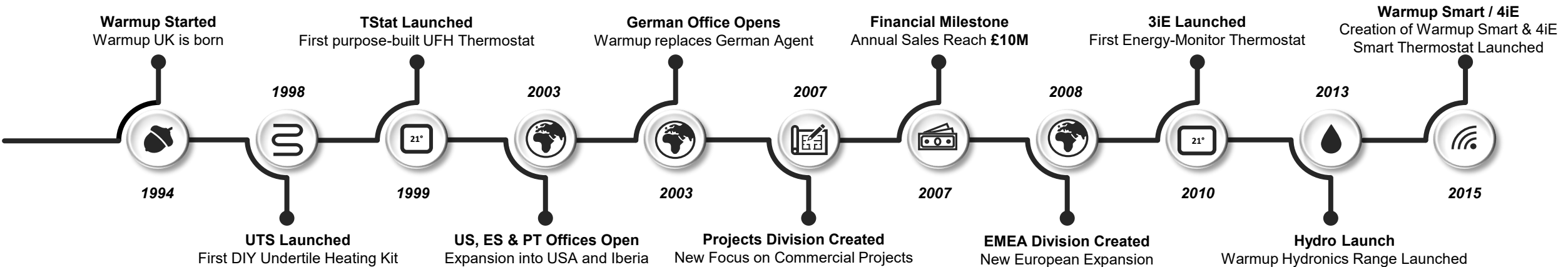
INTERNALLY - To embed sustainability into our day-to-day business practices.

EXTERNALLY - To convince our audiences and industry groups to change decades-old habits.



Striving for the Best

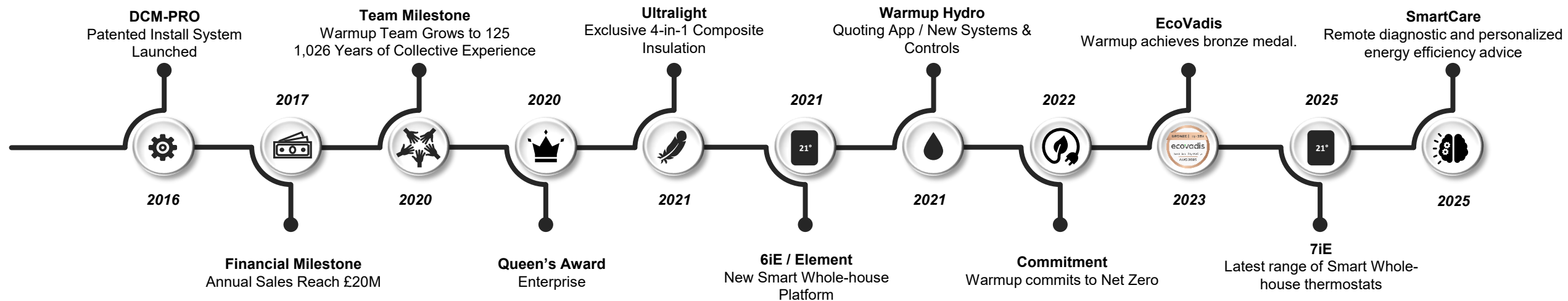
Since our start in 1994, Warmup made a commitment to always provide the absolute best in terms of products, services, warranties, and information, and is still the guiding principle for everything we do. We invest heavily in product lines based on proprietary information, gathered during over 20,000 hours of testing in our multi-million-pound EN442-2-designed German Research Centre, ensuring we maintain our position as thought leaders. Our lab work, combined with information from our global network of occupied test-houses and connected devices, gives us the hard data required to respond to ever-changing industry trends. This guarantees swift delivery of the latest innovations for heating design, energy efficiency improvements, and CO₂ emission reduction. As a company, we have taken plenty of risks over the years, but in doing so, have built a smart, conscientious, energetic, and loyal team, eager and able to make the world a better place.





And Becoming the Best

The fruits of Warmup's R&D investment are most visible in products such as our international range of Smart Controls, as well as our DCM-PRO range, which holds multiple international patents and has rapidly become the gold-standard for electric floor heating installations. Developments, such as our Ultralight 4-in-1 insulation, the first insulation made specifically for radiant floor heating, helps further differentiate Warmup from its rivals who must rely on mass exporters for their product development. The international expansion of our Hydro Range offers the latest in quoting tool and digital development, making the entire process of specifying, buying and installing as simple as possible. Our approach of designing only the best products and providing the best services, warranties and information resources, based on a solid foundation of research, means that while others wait for the future to arrive, we make it happen.





Sustainability Timeline

Committed to Net Zero target

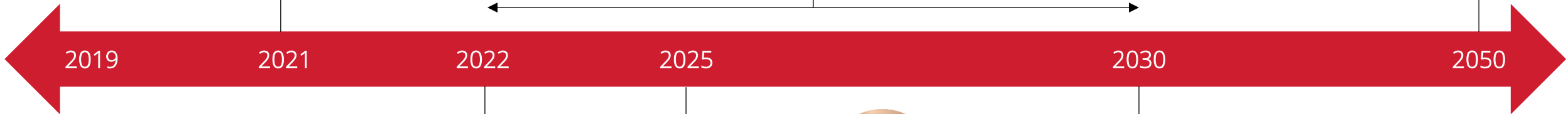
- Organised by BEAMA, aligned with UN
- B Impact Assessment – benchmark
- Mapped operational footprint
- SLT engagement
- Incorporated sustainability in strategy



Reduce our & our value chains' emissions:

- Remove plastics from packaging
- Electric fleet
- Green energy supply (offices & warehouses)
- Product design / manufacturing
- Reduce waste from warehouse
- Engage suppliers & value chain
- Adopt green methods of transport

Net Zero carbon emissions



Measuring our emissions

- GHG Protocol
- Scope 1, 2 & 3 (Global)



NOW

- EcoVadis Bronze
- Un Global Compact
- FSC



Cut our emissions by 50%



Highlights



EXTERNAL It is estimated that **18%** of CO₂ emissions globally are from energy use in buildings. We must work together to reduce global emissions and Warmup are committed to being an industry leader in this effort. We want to help people reduce their environmental impact by transitioning to a more sustainable way to heat and cool their homes. Our ambition is to make a meaningful contribution to the global reduction of CO₂ emissions by increasing the adoption of energy efficient radiant heating and cooling solutions, worldwide. We will invest time and resource to drive the adoption of low-carbon systems whilst pressuring for regulatory change. We are focused on becoming the most authoritative provider of radiant heating and cooling solutions in the world.

As a trusted heating and smart controls company based in the UK for over 30 years, we've been invited to the technical committee advising the Government Department for Energy, Security & Net Zero on the upcoming Future Homes Standard. Our team of experts are dedicated to providing guidance and support to help make Net Zero a reality for homes around the world and are actively facilitating this through our work improving building standards. We're proud to have earned a reputation for technical excellence and innovation.

INTERNAL In our work as a company that believes in being a force for positive change in the world, we will also focus on sustainable business practices. Warmup will halve our greenhouse gas emissions by 2030 and are working towards Net Zero by 2050. We are committed to the United Nation's Global Compact, BEAMA's 2050 Climate Commitment, and aligned with the SME Climate Hub's global initiative to become a carbon neutral organisation. Warmup has applied the GHG (Greenhouse Gas) Protocol methodology to accurately calculate our carbon emissions, helping us to keep on track with our targets. We are proud to have been awarded a Bronze Medal by EcoVadis, a leading institution providing business sustainability ratings through independent analysis. This award represents our first step towards becoming one of the world's most sustainably accredited under floor heating companies.

Our target is to achieve an EcoVadis Silver Medal in 2026.



Our Progress So Far

As people across the world actively look at reducing their carbon footprint, we want to be a part of the solution. We are actively reducing our own carbon emissions and are working towards a Net Zero position.

INTERNAL We are committed to becoming a Net Zero company with a focus on environmentally conscious supply chains. We are actively reducing our CO₂ emissions created by the production and delivery of our products to market. We are proud to be aligned with the SME Climate Hub global initiative and the United Nation's Race to Zero campaign. We are committed to halving our carbon emissions by 2030. We are focused on reaching a Net Zero output by 2050. We will continue to measure our carbon footprint annually.

EXTERNAL Our technologies actively help with global reduction in CO₂ levels. Our products reduce energy usage by **up to 35%** compared to traditional radiator systems whilst still achieving the same level of comfort. The smarter use of energy provided by our heating systems will facilitate renewables and Net Zero technologies. From **2026 to 2031** we plan to facilitate an additional **1,086,495 t*** of lifetime CO₂e savings. We are committed to sharing our values and mission with our customers.

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*



Our Challenges Ahead

Warmup are dedicated to the research and development of new technologies to bring sustainable warmth to people's lives. We want to ensure that every aspect of our business is working in harmony with the natural world.

We will continue to measure our emissions annually.

As part of our optimisation strategies, we are continually improving our data capturing methods.

We have a defined **strategy for reduction targets**, with the first pledge being the halving of our emissions by 2030.

Our strategy includes a firm **execution for reductions**.

We are **committed to integrating sustainability** within day-to-day business decisions.

With our global reach, **we want to influence others around us** to take their carbon reduction targets seriously.

As the energy sector looks towards more sustainable heating and cooling solutions, such as the **electrification of domestic heating** and the use of **heat pumps**, our range of **electric and water systems and Smart controls** are positioned to be the **future of heating**.

We are dedicated to enhancing the **efficiency** of our technologies. Our **research and development-led approach** to design means we are continually **optimising** our existing products whilst **innovating** new directions in low-carbon heating and cooling.



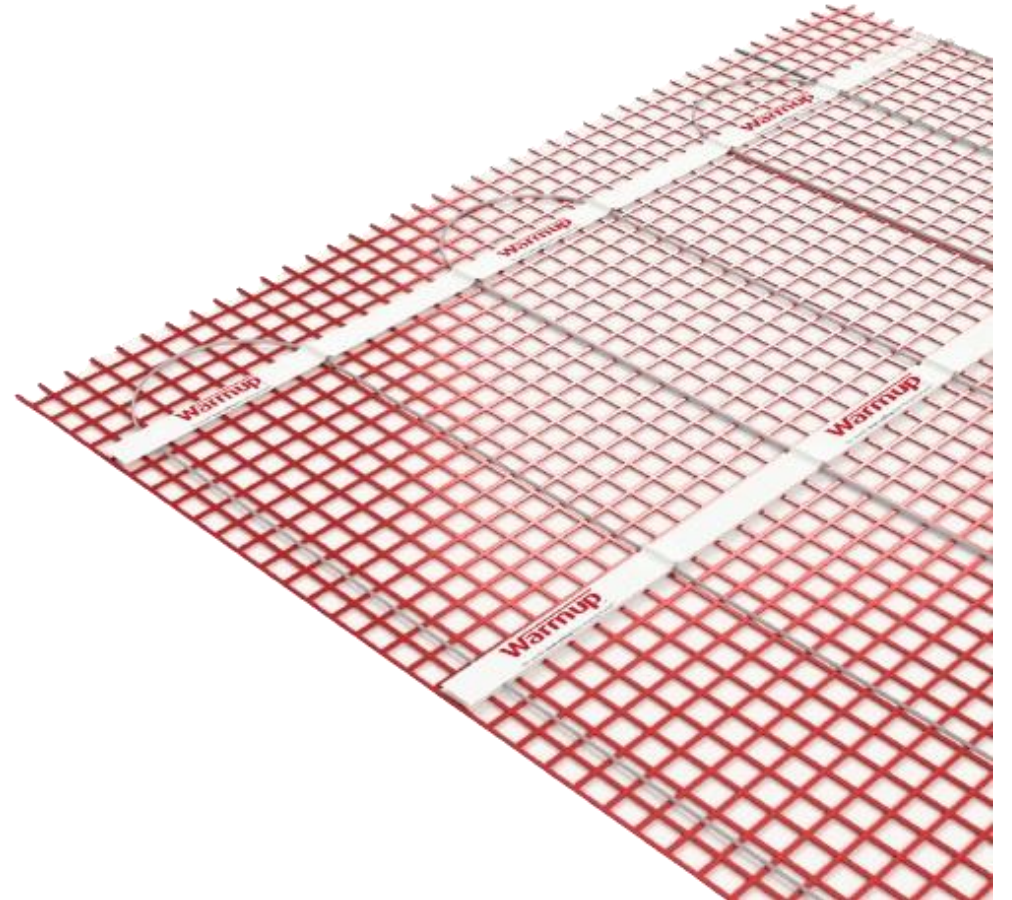
Our Range of Solutions

Our heating systems utilise radiant heat technology which is **up to 35%** more efficient than traditional heating methods. As we work towards a carbon neutral position, our team of experts can measure the total CO₂ saved per m² through the adoption of our systems – meaning we can **stay on-track with our targets**.

Warmup has a full range of solutions to lower CO₂e emissions. For example:

- Replace your central heating controls with Warmup Smart Controls to save **421 kg CO₂e** per year (17% reduction).
- Upgrade your kitchen and bathroom to Warmup Electric floor heating with smart controls to save **885 kg CO₂e** per year (35% reduction).
- Transform your home with a full Warmup Water floor heating system with a heat pump to save **2067 kg CO₂e** per year (82% reduction). Combine with a renewable energy source such as solar for a zero-carbon home heating system.

* Based on typical 100m² home meeting Part L 2002 building regulations and 2022 GHG Protocol emission factors.





Our Pathway to Net Zero

In June 2019, the United Kingdom became the first major country to set a net-zero target for carbon emissions by 2050. The future of home heating is therefore not in fossil fuels but in renewable energy and more energy-efficient heating and cooling solutions. Warmup are proud to support BEAMA's Future Homes Standard initiative to future-proof new homes across the country through the specification of low-carbon heating systems. Our work within the sustainable energy sector will help make our world a greener place.

From **2026 to 2031** we plan to facilitate an additional **1,086,495 t*** of lifetime CO₂e savings. We are committed to sharing our values and mission with our customers.

These savings are equivalent to the consumption of approximately **2.53 million barrels of crude oil!****

These **reductions in CO₂e will increase** each year as we welcome more users.

** Internal calculation based on GHG protocol methodology (category 11 – use of emissions). Assumes a lifetime of products for 25 years vs gas boiler & radiators.*

*** Equivalent calculated using the EPA greenhouse gas equivalency factor of 0.43 tCO₂e per barrel of crude oil consumed. Equivalencies are provided for communication purposes.*





Efficiency of Our Products

Underfloor heating is up to 35% more efficient than traditional heating systems.

Underfloor heating is a **cleaner**, more **sustainable** way to heat a building. Warmup's systems require **less energy** to reach optimal comfort temperatures than traditional radiators and our range of heat controls will maximize on this **energy performance**.

From our international centres of expertise, including our in-house research centre in Germany, we are continually developing our existing product range whilst working on new sustainable heating solutions to meet the ever-changing heating requirements of today's consumers.

Our systems utilise the Radiant Effect

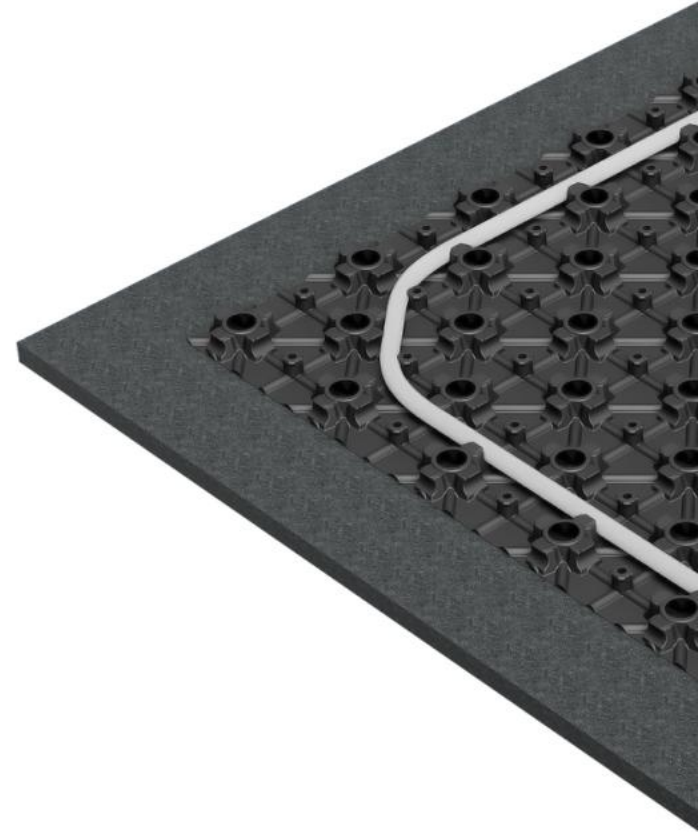
Warmup's heating systems utilise radiant heat technology to gently warm the people and objects in a room directly, from the ground up. This process reduces heat loss and uses less energy and lower air temperatures to reach optimal comfort temperatures compared to traditional heating systems.

Our systems require lower water temperatures

Our water systems operate at lower temperatures than other heating systems whilst still retaining the same level of warmth and also improves the efficiency of the heat source, including low-carbon heat sources such as ground or air source heat pumps and biomass boilers.

Our systems are controlled more efficiently

Smart multi-zone thermostats improve energy performance by ensuring only the spaces that are required to be warm are heated. Our Smart technology facilitates automatic heat functionality; offering radiant warmth at the right temperature, at the right time, automatically with less wasted energy.





The Radiant Effect

Our systems utilise the Radiant Effect

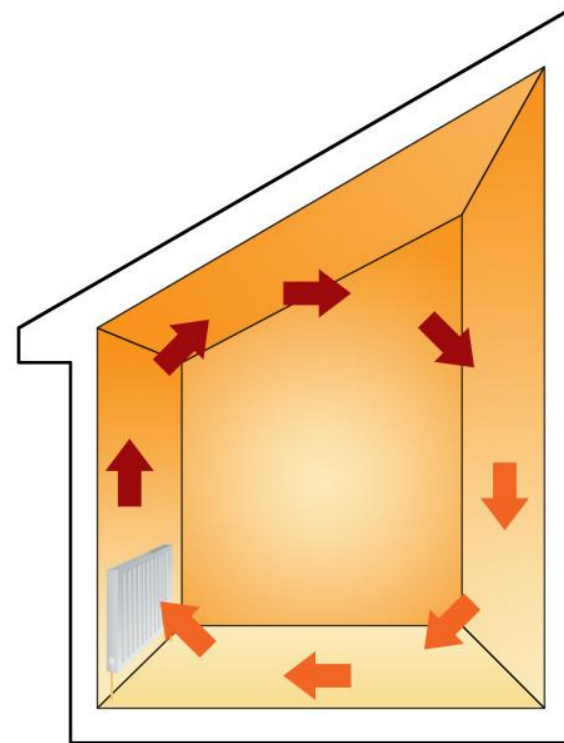
Warmup's heating systems utilise radiant heat technology to gently warm the people and objects in a room directly, from the ground up. This process reduces heat loss and uses less energy and lower air temperatures to reach optimal comfort temperatures compared to traditional heating systems.

Example: A 20m² living room with 'typical' insulation levels of a UK home and a target comfort temperature of 18.5 °C

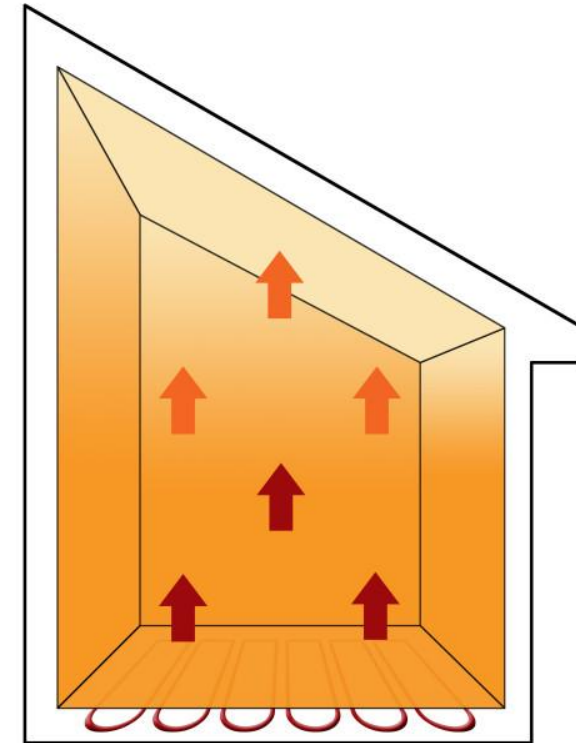
Required air temperature with **UFH** = 18.5 °C

Required air temperature with **radiators** = 19.1 °C

Saves 505 kWh/yr (8% reduction in energy use as a result of UFH radiant effect)



Radiator Heating



Underfloor Heating



Lower Water Temperatures

Our systems require lower water temperatures.

Our water systems operate at lower temperatures than other heating systems whilst still retaining the same level of warmth which improves the efficiency of the heat source, including low-carbon heat sources such as ground or air source heat pumps and biomass boilers.

Radiator operating temperatures:

Flow: 55°C Return: 50°C

Typical heat pump efficiency coefficient: **2.7**

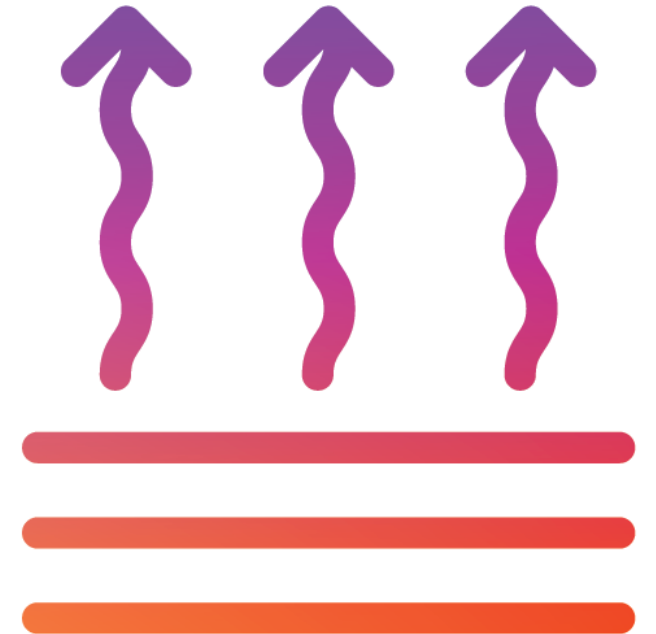
Underfloor heating operating temperatures:

Flow: 35°C Return: 30°C

Typical heat pump efficiency coefficient : **3.2**

(+18.5% reduction in energy usage vs radiators)

Underfloor heating also uses a larger mass of water than radiator systems, which works more effectively with the limited cycles of heat pumps.





Smart Controls

Our systems are controlled more efficiently.

Smart multi-zone thermostats improve energy performance by ensuring only the spaces that are required to be warm are heated. Our Smart technology facilitates automatic heat functionality; offering radiant warmth at the right temperature, at the right time, automatically with less wasted energy.





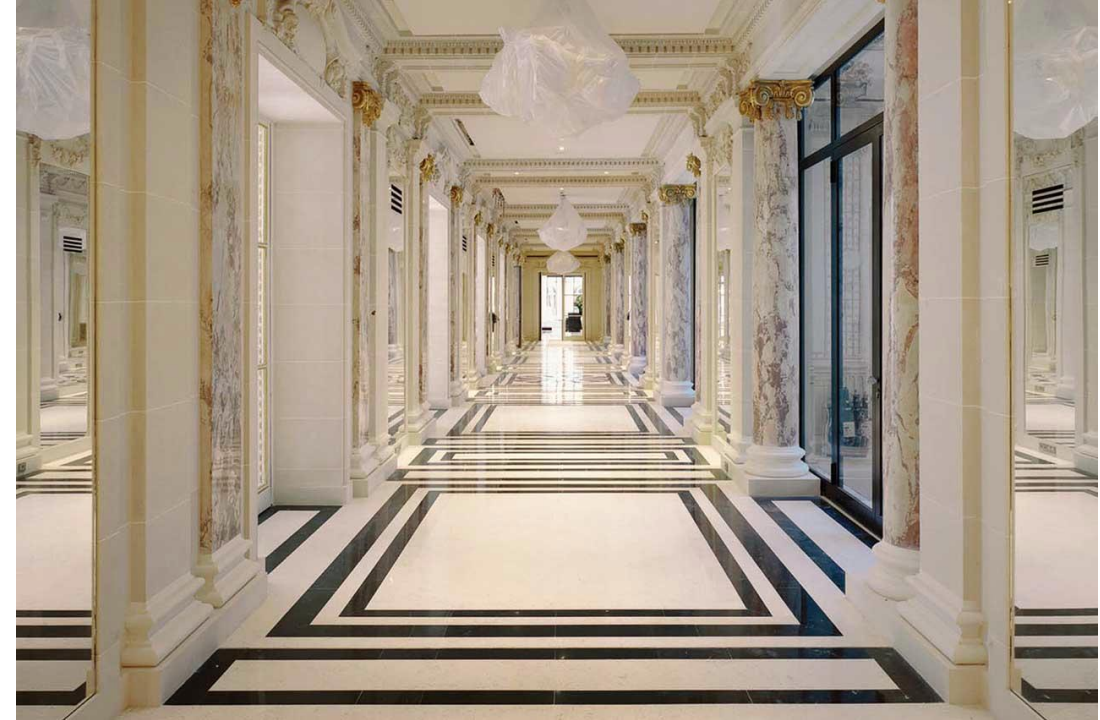
Case Studies

Warmup products are helping to reduce the carbon footprint of over 2.7 million homes across the world.

Our Global Projects Division work with leading developers in both the domestic and commercial sector to create a more sustainable future for the construction industry and with our latest advancements in hydronic technology, we are positioning ourselves as the go-to partner for radiant heating and cooling solutions.

"The assistance provided by Warmup is first class. Right from the warehouse team who load up our vans in the mornings to the accounts department, the project managers, the directors - they offer us support constantly, allowing us to do our job smoothly. I would recommend Warmup to anyone in our profession. The best product, the best value for money and the best service"

Adam Brundell, Circa Installations Limited.



The Peninsula Hotel, Paris, France



Progress Graphs

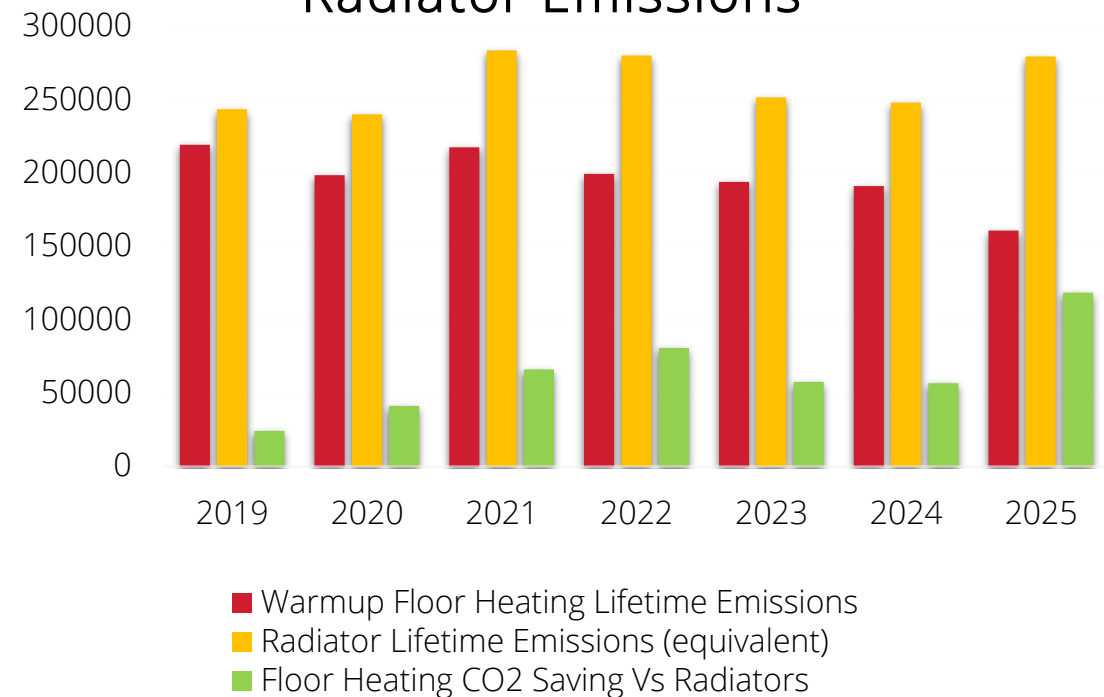
The UK electricity factor is prone to fluctuate from year to year as the fuel mix consumed in UK power stations (and auto-generators) and the proportion of net imported electricity changes.

These annual changes can be large as the factor depends very heavily on the relative prices of coal and natural gas as well as fluctuations in peak demand and renewables.

Since 2019 the UK's electricity grid has become progressively "cleaner" due to reduced coal generation, increased renewable share, and lower natural gas consumption.

In 2025 DESNZ/DEFRA officially reported that the UK's Electricity CO₂e factor had decreased **14.5%** as the UK continues to invest in and power the grid through renewable sources of electricity generation.

Warmup Floor Heating Lifetime Emissions (tCO₂) vs Equivalent Radiator Emissions





Internal Sustainability

As well as reducing the energy usage, and energy wastage, of our customers, we are also committed to reducing the energy usage of our operations. At Warmup, we refer to this as 'internal' sustainability.

We have **clear goals, objectives, procedures, and policies** in place to manage our CO₂e emissions.

We focus on three strategic areas of our business; **environment, labour & human rights, and ethics.**

We are **dedicated to assessing our carbon footprint** throughout our supply chain, from product design and development to freight transportation methods and our own office emissions.

Our team are expected to ensure that **environmental issues are given adequate consideration** whilst conducting their own works. We pride ourselves on delivering the best service possible and do so by having the **industry's best people on our team.**



GHG Protocol

Warmup has applied the GHG (Greenhouse Gas) Protocol methodology (<https://ghgprotocol.org>) to accurately calculate its carbon emissions. The process involved a comprehensive assessment of various emission sources which are detailed in the body of the report.

By adhering to the GHG methodology, Warmup ensured transparency and accountability in its carbon calculations, enabling the company to identify key areas for emission reduction and further enhance its commitment to combat climate change.

These include direct and indirect emissions from electricity to run our buildings, manufacturing, transportation, and energy consumption throughout the product lifecycle.

GHG Protocol Scope and Boundaries: Our sustainability report covers Scope 1, Scope 2, and selected Scope 3 emissions as defined by the GHG Protocol.

For 2025, a new tool from Equipoise through SME Climate Hub has been used to more reliably and accurately report our emissions figures. This, coupled with more accurate and numerous data sources is providing us with our clearest vision yet as to the quantities and locations of our emissions as a group.



GREENHOUSE
GAS PROTOCOL





Operational Boundaries

Scope	Sub-scope	Activity	Essential?	Data Quality
Scope 1 – Direct Emissions	1.1	Stationary combustion	Yes	High
	1.2	Mobile Combustion	Yes	High
	1.3	Fugitive emissions from air-conditioning	Yes	Medium
	1.4	Other fugitive or process emissions	No	No
Scope 2 -Energy	2.1	Purchased electricity – location based	Yes	High
	2.2	Purchased electricity – market based	No	No
	2.3	Purchased heat and steam	No	No
Scope 3 – Upstream	3.1	Purchased goods and services	Yes	Medium
	3.2	Capital goods	No	No
	3.3	Fuel and energy related activities (not included in scope 1 or scope 2)	No	No
	3.4	Upstream transportation and distribution	Yes	Medium
	3.5	Waste generated in operations	Yes	Medium
	3.6	Business travel	Yes	Medium
	3.7	Employee commuting	No	No
	3.8	Upstream leased assets	No	No
Scope 3 - Downstream	3.9	Downstream transportation and distribution	Yes	Medium
	3.10	Processing of sold products	No	No
	3.11	Use of sold products	Yes	High
	3.12	End of life treatment of sold products	No	No
	3.13	Downstream leased assets	No	No
	3.14	Franchises	No	No
	3.15	Investments	No	No

Warmup's operational boundaries report at the **GROUP LEVEL**. Calculating Warmup's total climate impact is an extensive process, especially for emissions within scope 3.

An impact analysis was performed to determine the boundaries of Warmup's emissions in each category to identify the overall impact. High impact emissions categories are included whilst minor or no impact categories are excluded.

Overall, Warmup's reported emissions can be considered comprehensive, and can be expected to cover at least 98% of the entire value chain emissions.

Scope 2.1 emissions include all the heating requirements of Warmup premises some of which utilise their own products as heating methods.

Employee commuting is kept to a minimum with many employees utilising a work from home option.

Scope 3.11 emissions are based on an average kWh consumption for all systems in Warmup's electrical & hydronics ranges over their lifespan.



Scopes of Emissions

Scope 1



- Gas for Buildings & Fleet
- >1% total emissions
- Electrification of buildings & fleet

Scope 2



- Electricity for buildings
- >1% total emissions
- Solar / renewables

Scope 3



- Products, transport, waste
- 99% of total emissions
- Product design, optimising transport, *'remove, reduce, reuse, recycle', use of sold products emissions*



Scopes 1, 2, & 3

Scope 1 includes direct emissions from company-owned or controlled sources, such as fuel combustion in company vehicles, gas emissions from manufacturing processes, and leakages.

Scope 2 covers indirect emissions from purchased electricity.

Scope 3 includes emissions from activities that are not directly owned or controlled by the company that occur upstream and downstream in the value chain, such as purchased goods and services and transportation.

Total greenhouse gas emissions are quantified in carbon dioxide equivalents (CO₂e). This recognises that different greenhouse gases (Carbon dioxide, Nitrogen oxides, Methane etc.) have different global warming factors.

For each emission calculation, relevant GHG protocol emission drivers and factors have been used. The emission factors come from DEFRA, EPA, and GHG.

All our GHG figures are pending verification from an external verified body and have been calculated to the best of our ability.

Warmup intends to obtain external verification of 2025 GHG figures during 2026 and will publish verified figures once complete.



Summary of Emissions

Group Overview CO₂e (tonnes)

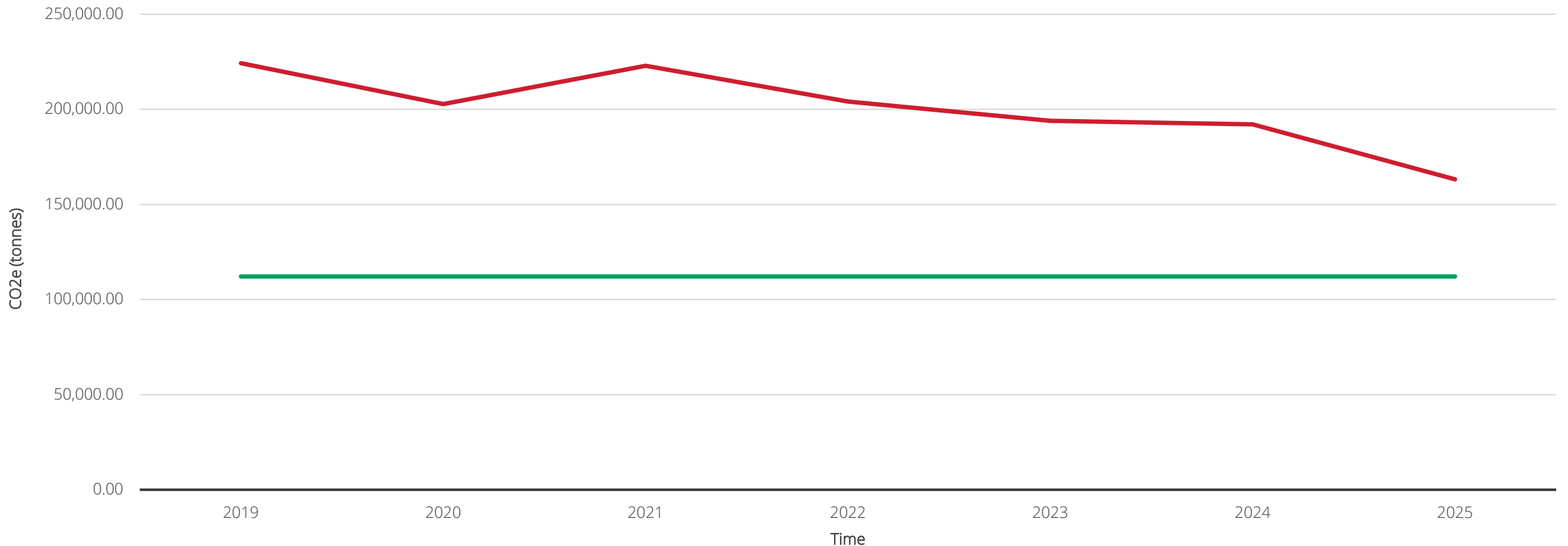
Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	224,273.35	202,864.12	223,100.19	204,619.95	194,005.54	192,158.25	163,209.79	-27.23%
Scope 1	136.02	46.69	78.45	101.00	57.91	58.97	68.52	-49.63%
Scope 2	72.90	52.88	56.97	55.68	48.65	50.51	42.69	-41.44%
Scope 3	224,064.43	202,764.55	222,964.77	204,463.27	193,898.98	192,048.77	163,098.58	-27.21%

2030 Target – 112,136.675 tonnes CO₂e



Summary of Emissions

Total Summary of Emissions in CO₂e (tonnes)



2030 Target – 112,136.675 tCO₂e



Emissions: Scope 1

We have made fantastic progress in reducing our emissions from our fleet & heating our buildings. In 2025, we have achieved a reduction of 49.63% against a 50% target.

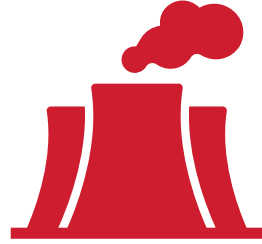
In the UK, we have moved away from the use of gas as a primary energy source in all our buildings. During 2022, we handed back our oldest and least efficient building which was run off gas powered heating and replaced it with a new facility with much higher levels of insulation and which runs off electricity and this is reflected in our 2023 figures and beyond.

In terms of our fleet, we have transitioned our fleet to electric so are no longer relying on fossil fuels to carry out our trips for company owned vehicles. At the end of 2024, **80%** of our fleet was fully electric and **16%** hybrid models. Only **4%** of our company owned fleet was still running solely on diesel fuel sources. Our electric fleet covered 82,000 miles in 2025. In 2026 we are looking to replace our last remaining diesel vehicle with an electric equivalent.





Emissions: Scope 1 Data



Scope 1 Overview CO₂e (tonnes)

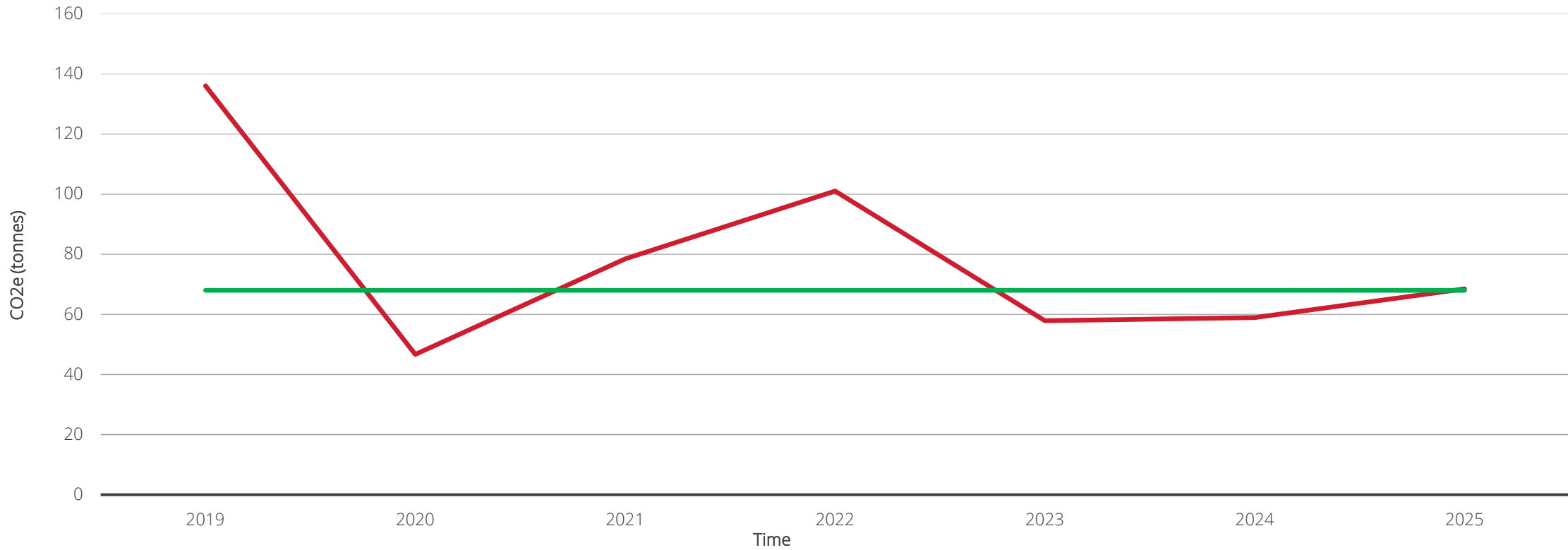
Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	136.02	46.69	78.45	101.00	57.91	58.97	68.52	-49.63%
Stationary Combustion	20.75	19.28	36.10	37.02	21.30	25.43	33.98	63.76%
Mobile Combustion	115.27	27.42	42.35	63.98	36.61	33.55	34.54	-70.04%

2030 Target – 68.01 tonnes CO₂e



Scope 1: Total Summary

Scope 1: Total Summary Emissions

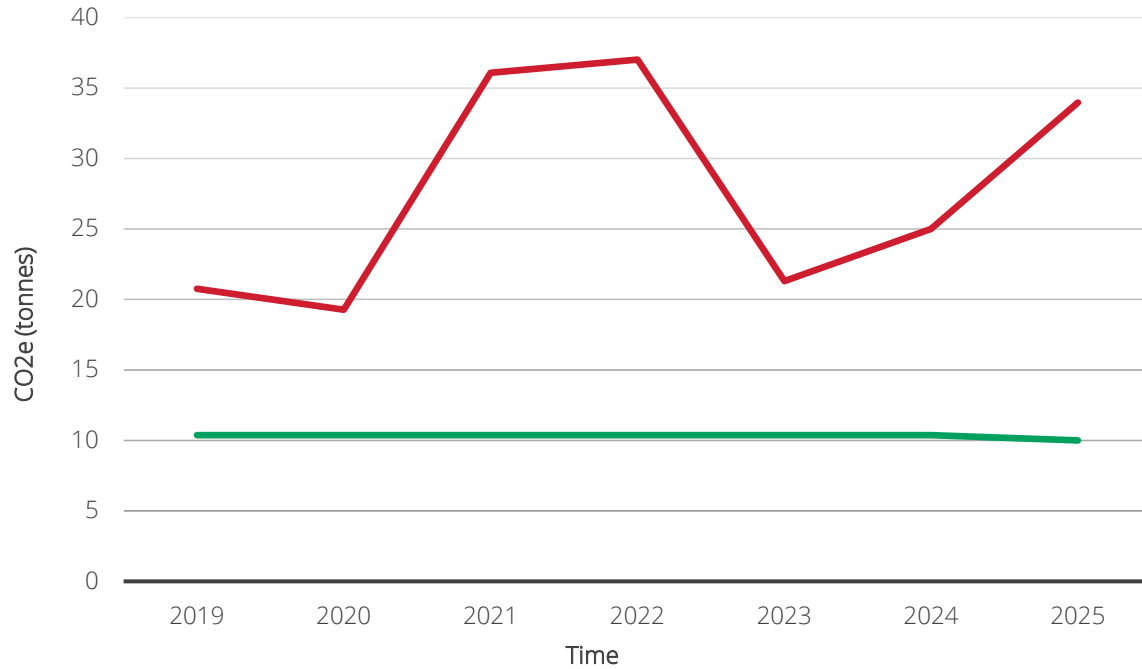


2030 Target – 68.01 tCO₂e



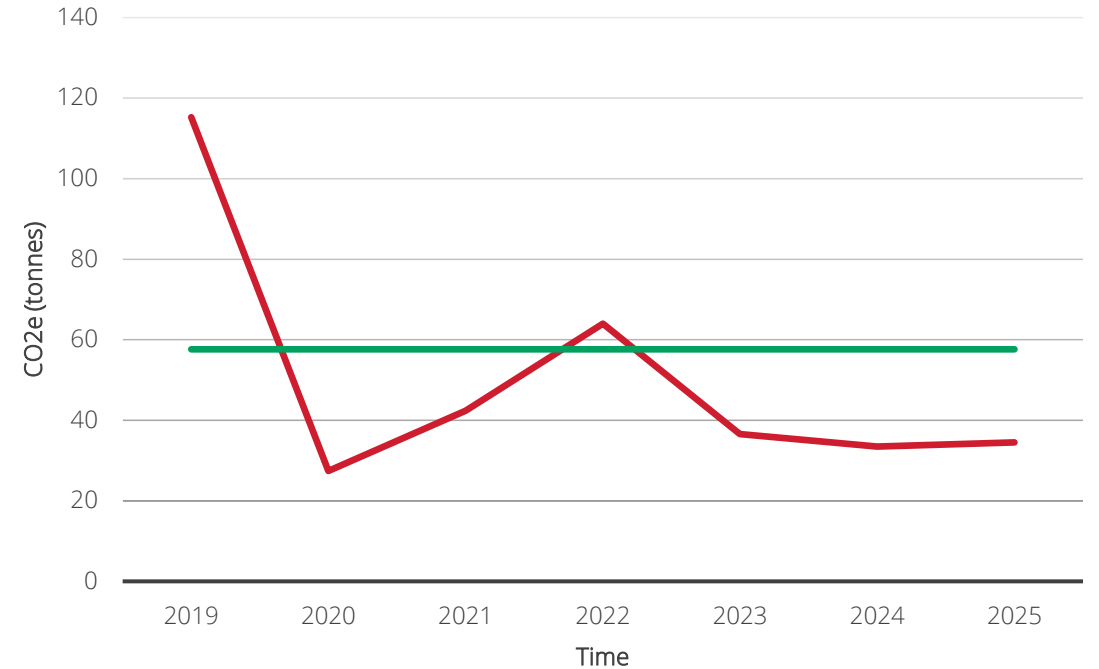
Scope 1: Stationary and Mobile

Scope 1: Stationary Combustion



2030 Target – 10.375 tCO₂e

Scope 1: Mobile Combustion



2030 Target – 57.635 tCO₂e



Emissions: Scope 2

As we expand our global operations and adopt the usage of electricity instead of gas to power our buildings, our electricity demands will increase. However, through our energy conservation measures, we have reduced our electricity emissions by 41.44% already. These measures include:

- The use of solar panels on our buildings, creating our own green energy. All our UK buildings generate solar energy, and we are looking to expand this initiative through the installation of solar panels across our other operations.
- Committing to renewable energy tariffs across our global business operations. These tariffs cover 90% of our global operations at the end of 2025!
- Educating staff to minimise the use of unnecessary electricity.
- Using energy-efficient operational equipment.





Emissions: Scope 2 Data



Scope 2 Overview CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
Purchased Electricity	72.90	52.88	56.97	55.68	48.65	50.51	42.69	-41.44%

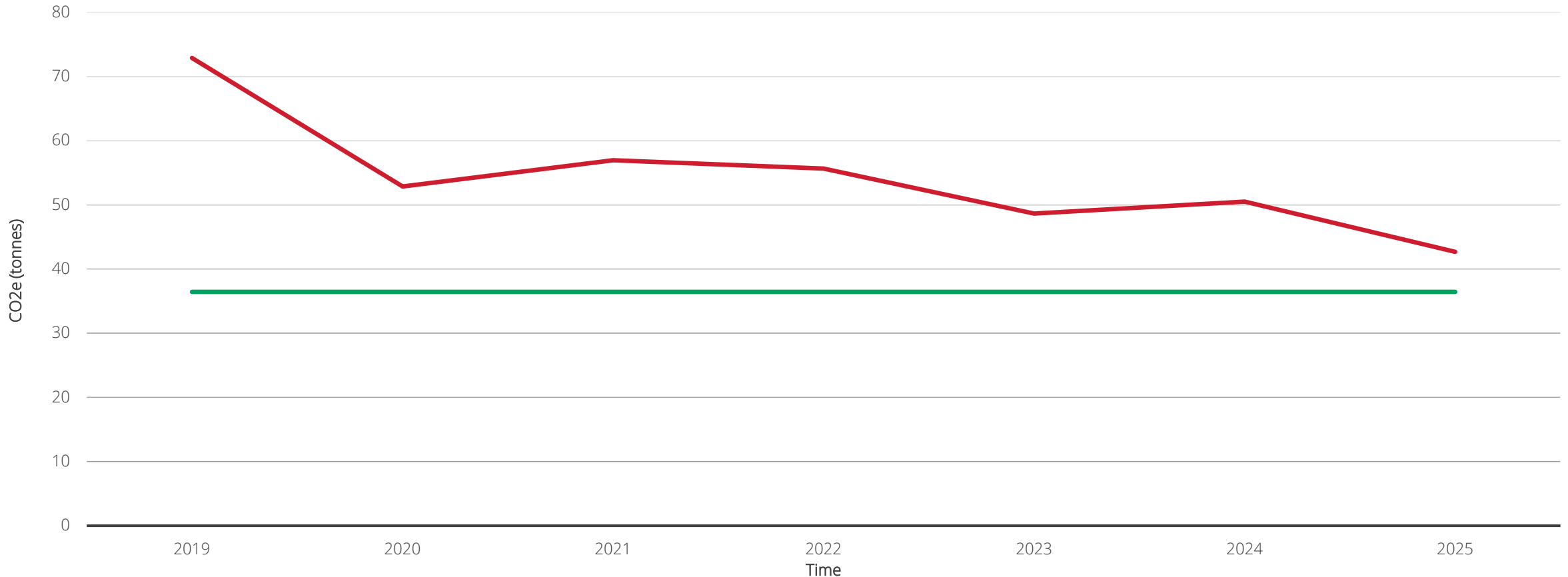
2030 Target – 36.45 tCO₂e



Scope 2: Emissions Summary

Total Scope 2 Overview CO₂e (tonnes)

Scope 2: Purchased Electricity



2030 Target – 36.45 tCO₂e



Scope 3: Summary Emissions



Scope 3 – Overview CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	224,064.43	202,664.24	222,964.77	204,464.00	193,898.98	192,048.77	163,098.58	-27.21%
Purchased Goods & Services	3616	2878	3921	3395	2505	2583.78	3150.63	-12.87%
Upstream Transport & Distribution	377	359	706	855	418	520.78	591.03	56.77%
Recycled Waste	36.27	23.82	25.21	15.23	85.40	113.10	146.80	304.74%
General Waste	18.14	10.01	7.83	10.33	47.10	27.10	60.10	231.31%
Business Travel	22.02	4.65	10.82	79.97	89.20	179.06	56.25	155.45%
Downstream Transport & Distribution	651	594	687	627	726	615.74	684.94	5.21%
Use of Emissions	219,343.99	198,794.76	217606.91	199,481.47	190,028.28	188,009.21	158,408.83	-27.78%

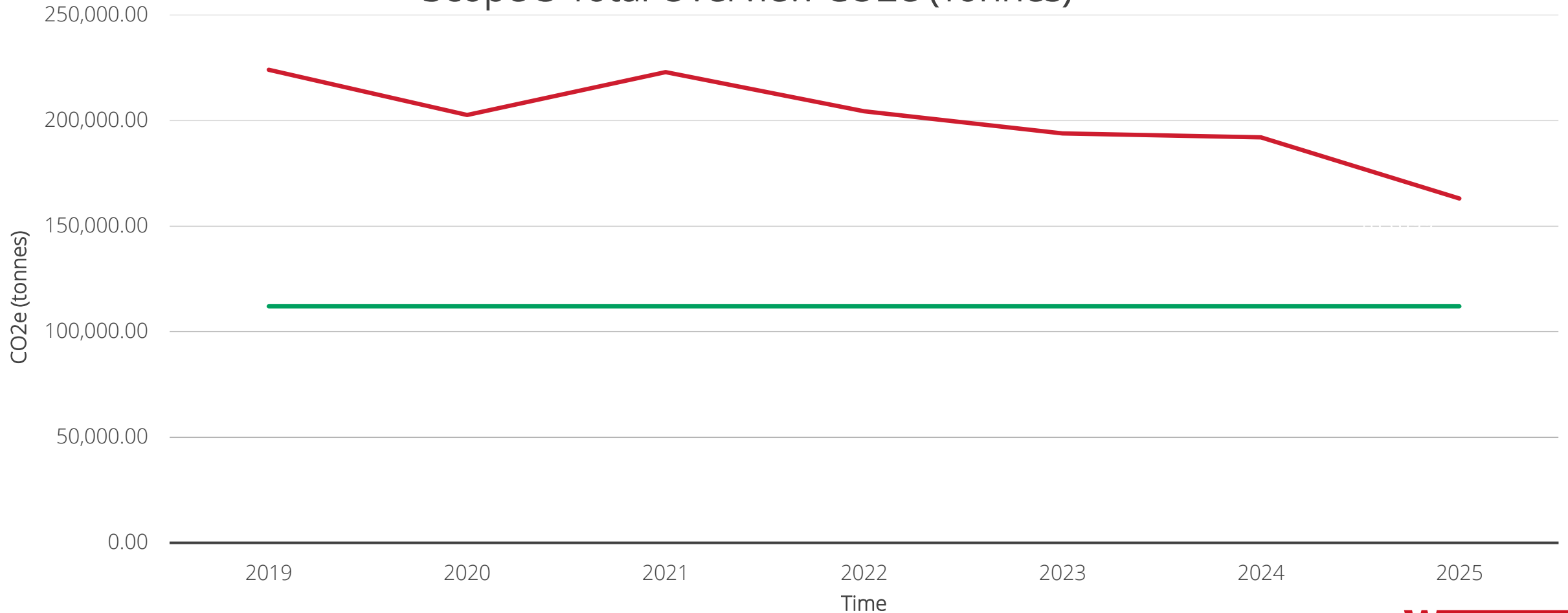
2030 Target – 112,032.215 tCO₂e



Scope 3: Summary Emissions

Total Scope 3 Overview CO₂e (tonnes)

Scope 3 Total Overview CO₂e (Tonnes)



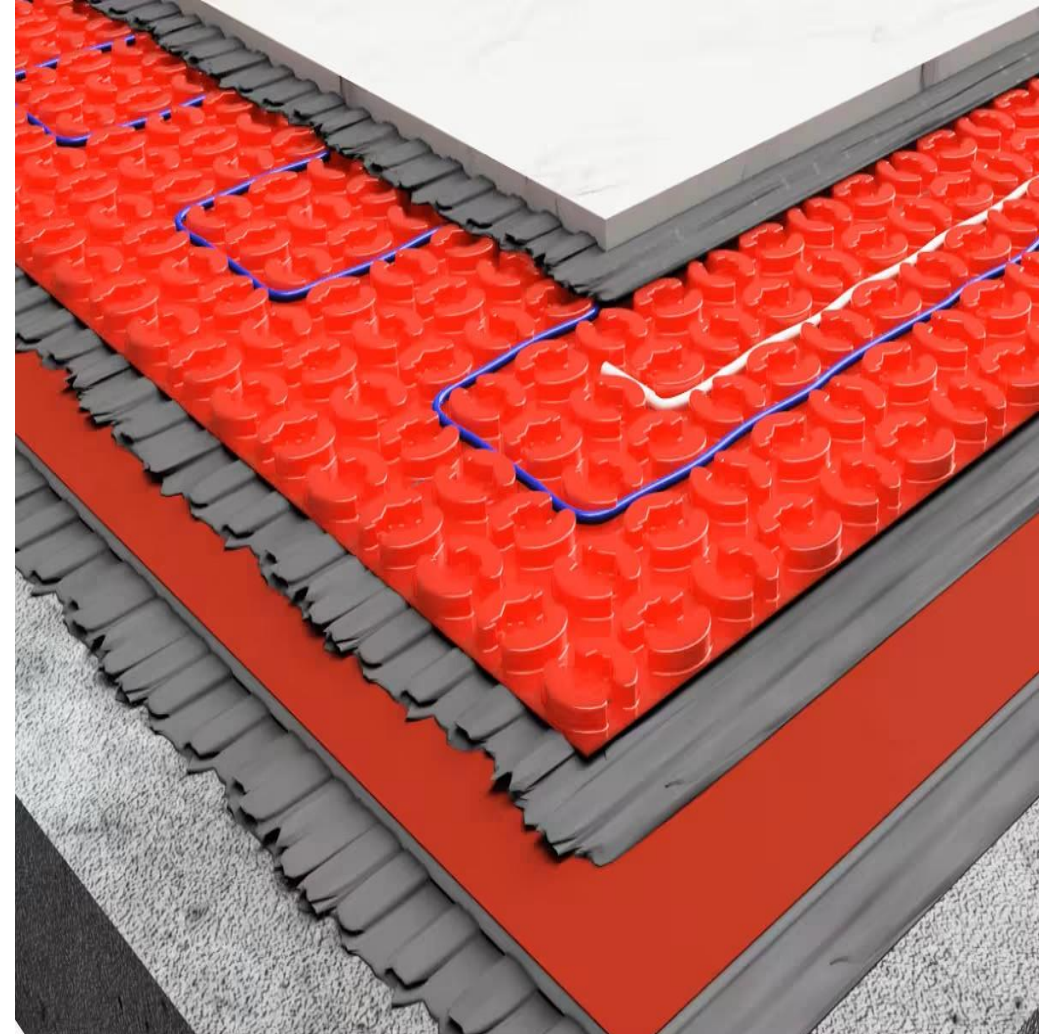
2030 Target – 112,032.215 tonnes CO₂e



Emissions: Scope 3 – Purchased Goods & Services

As a company who deals with physical products that you can feel and touch, purchased goods and service makes up a large proportion of our total emissions. While we know this is significantly less than if we were selling traditional heating methods such as radiators, our work doesn't stop there. We have already made good progress on reducing the emissions of our purchased goods and services, having **reduced by them 12.87%** in 2025. We will continue to reduce them by:

- Introducing recycled materials in our products & packaging. E.g., Our Ultra-12, Nexxa-12 & Nexxa ranges contain **recycled materials**.
- Optimising our packaging and using less materials. Implementing just one new box size on a core range is estimated to save **5.5 tonnes** of carbon every year.
- Incorporating sustainability into product design for the most **efficient** manufacturing process & **reducing materials** wherever possible.
- Utilising cardboard over plastic as our primary packaging material.





Emissions: Scope 3 – Purchased Goods & Services



Purchased Goods & Services CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
Purchased Goods & Services	3616	2878	3921	3395	2505	2586	3150.63	-12.87%

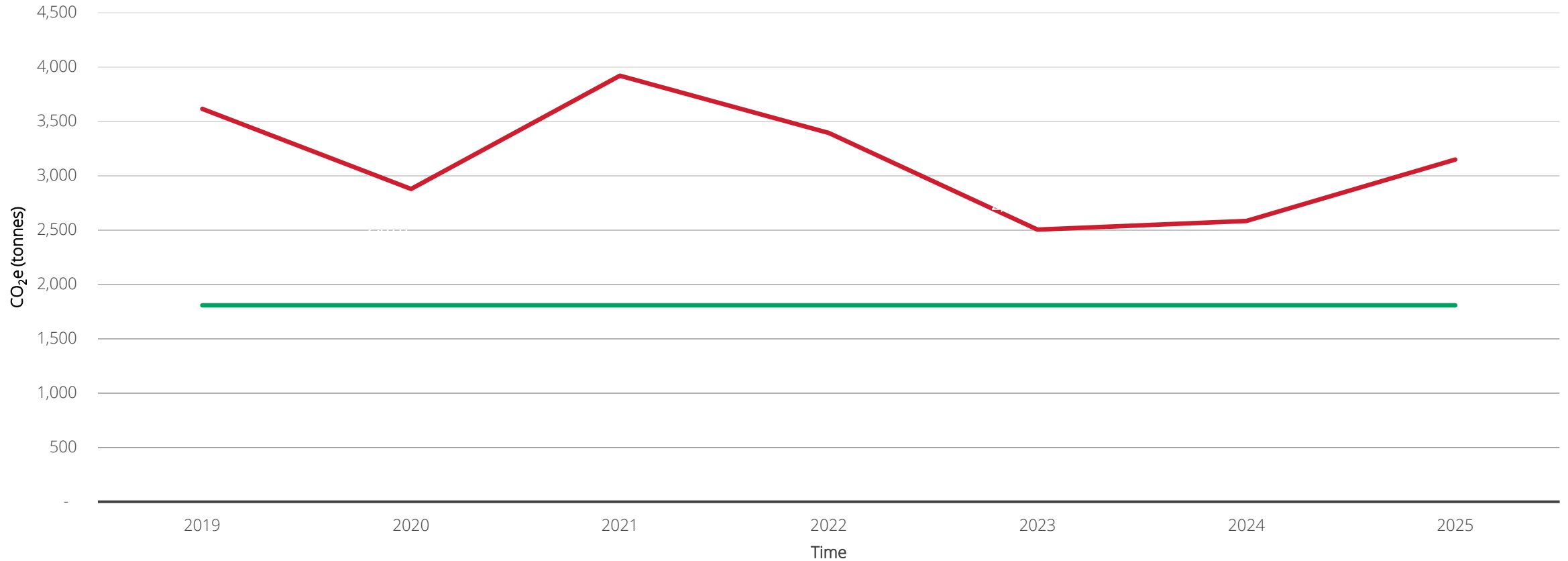
2030 Target – 1,808 tCO₂e



Emissions: Scope 3 - Purchased Goods & Services

Overview CO₂e (tonnes)

Scope 3: Purchased Goods & Services



2030 Target – 1,808 tCO₂e



Emissions: Scope 3 – Transport & Distribution

Warmup is committed to incorporating sustainable practices throughout its operations, including its shipping of goods around the world. Warmup's sustainability policy for shipping goods aims to minimize its environmental impact while ensuring efficient and reliable delivery.

We aim to maximise the space in every parcel, every pallet, and every container, and actively seek to reduce our carbon footprint by optimising transportation routes, consolidating shipments, utilizing low-emission vehicles, and avoiding air travel where possible.

We are actively collaborating with our logistics partners who share our sustainability values and encourage them to adopt greener practices. By implementing these measures, Warmup strives to contribute to a more sustainable future by reducing the carbon emissions for waste, conserving resources, and minimizing greenhouse gas emissions associated with its shipping operations.





Emissions: Scope 3 – Upstream Transport & Distribution



Upstream Transportation & Distribution CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	377	359	707	854	419	520.78	591.03	+56.77%
Road	48	61	82	134	44	38	39.46	-17.79%
Sea	279	228	407	659	329	477	503.52	+80.47%
Air	50	70	218	61	46	6	48.05	-3.90%

2030 Target – 188.50 tCO₂e



Emissions: Scope 3 – Downstream Transport & Distribution



Downstream Transportation & Distribution CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	651.00	593.97	686.80	627.40	725.90	615.74	684.94	5.21%
Road	469.10	428.30	533.00	502.90	618.80	550.20	650.43	38.65%
Sea	27.00	12.10	3.10	4.90	1.60	0.67	0	-100%
Air	154.90	153.30	150.70	119.60	105.50	64.87	34.51	-77.72%

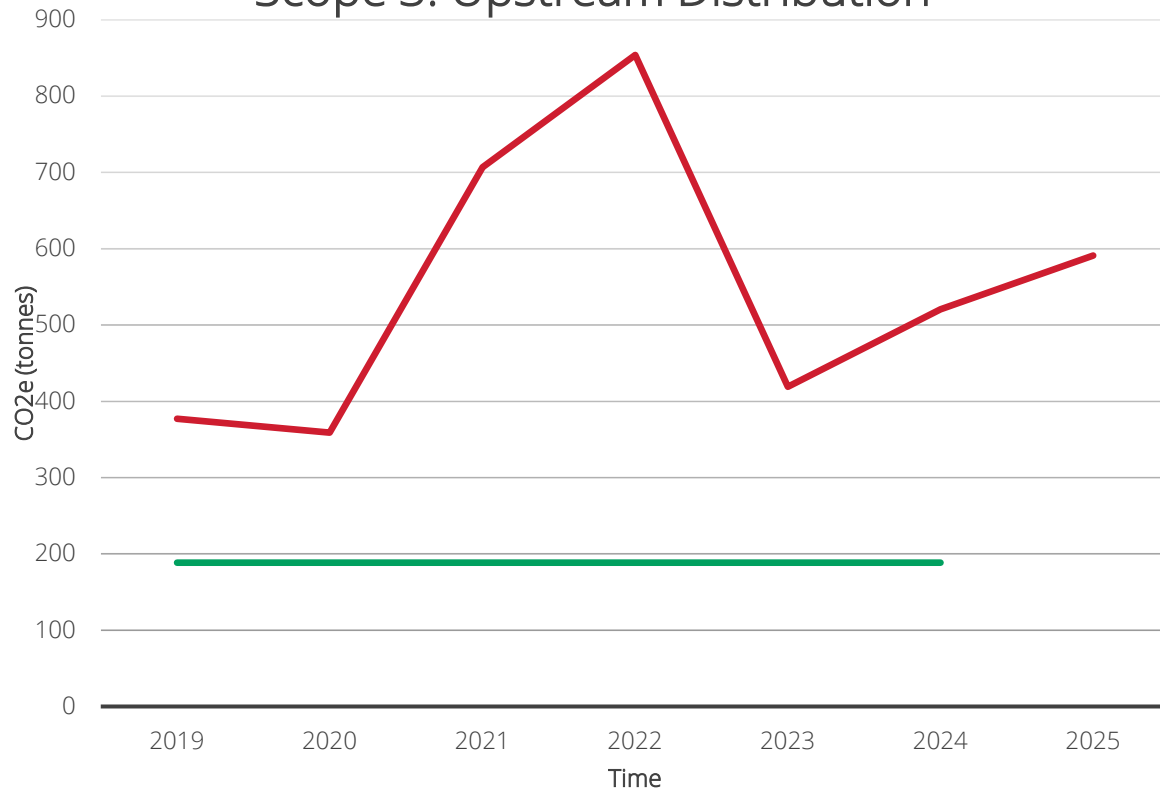
2030 Target – 325.50 tCO₂e



Emissions Scope 3 : Transport & Distribution

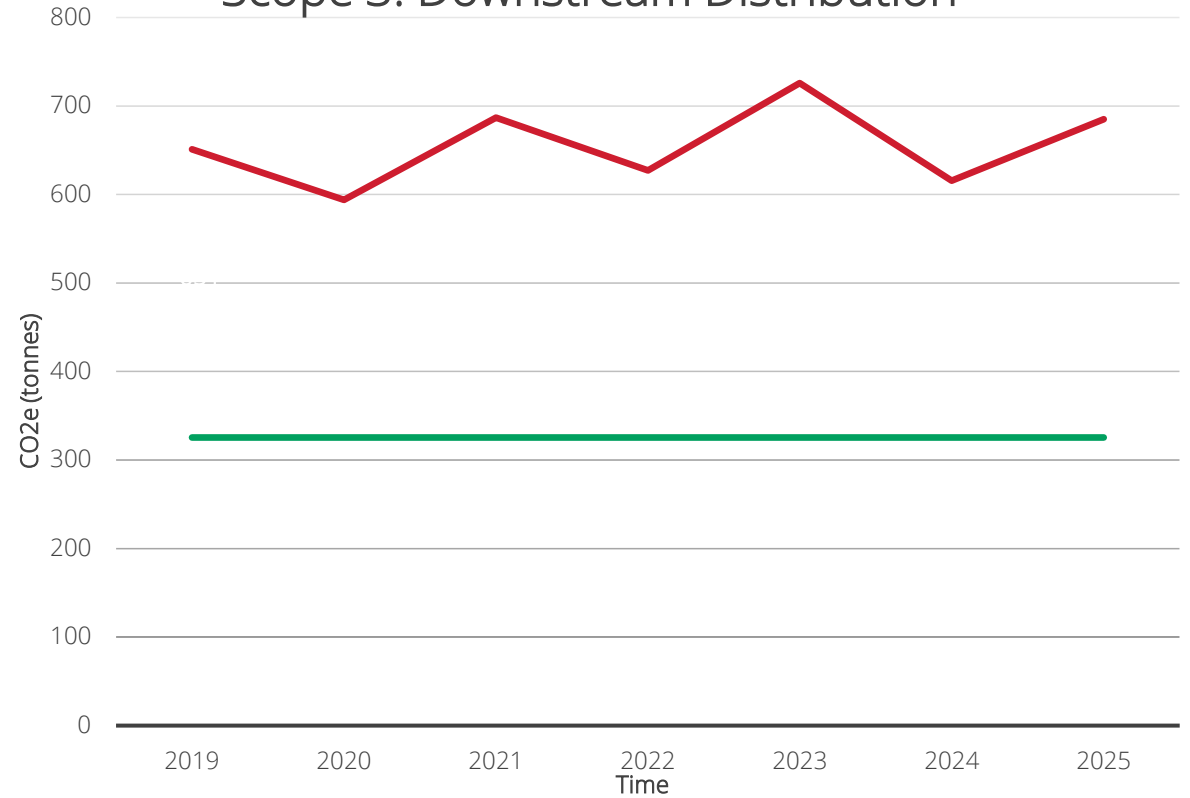
Overview CO₂e (tonnes)

Scope 3: Upstream Distribution



2030 Target – 188.50 tCO₂e

Scope 3: Downstream Distribution



2030 Target – 325.50 tCO₂e



Emissions: Scope 3 – Operational Waste

As a business who deals in physical products within the construction industry there is a degree of waste from our operation. Our main focus is on minimising the waste, especially that of which goes to landfill. We have confirmed that all of our waste providers divert our waste from landfill.

We promote recycling wherever possible and ensure responsible disposal practices. Warmup actively promotes a culture of waste reduction and encourages employees to adopt practices such as reusing packaging materials, implementing efficient inventory management systems, and reducing unnecessary packaging. The majority of our warehouse packaging is made from recycled cardboard which of course can be recycled.

We also prioritise the use of recyclable materials and partners with waste management organizations to ensure proper sorting and recycling of our waste streams. Warmup continuously seeks opportunities to optimize its warehouse layout and processes to minimize waste and improve resource efficiency. By adhering to these principles, Warmup strives to create a sustainable warehouse operation that contributes to a circular economy and minimizes its environmental impact.





Emissions: Scope 3 – Operational Waste



Waste CO₂e (tonnes)

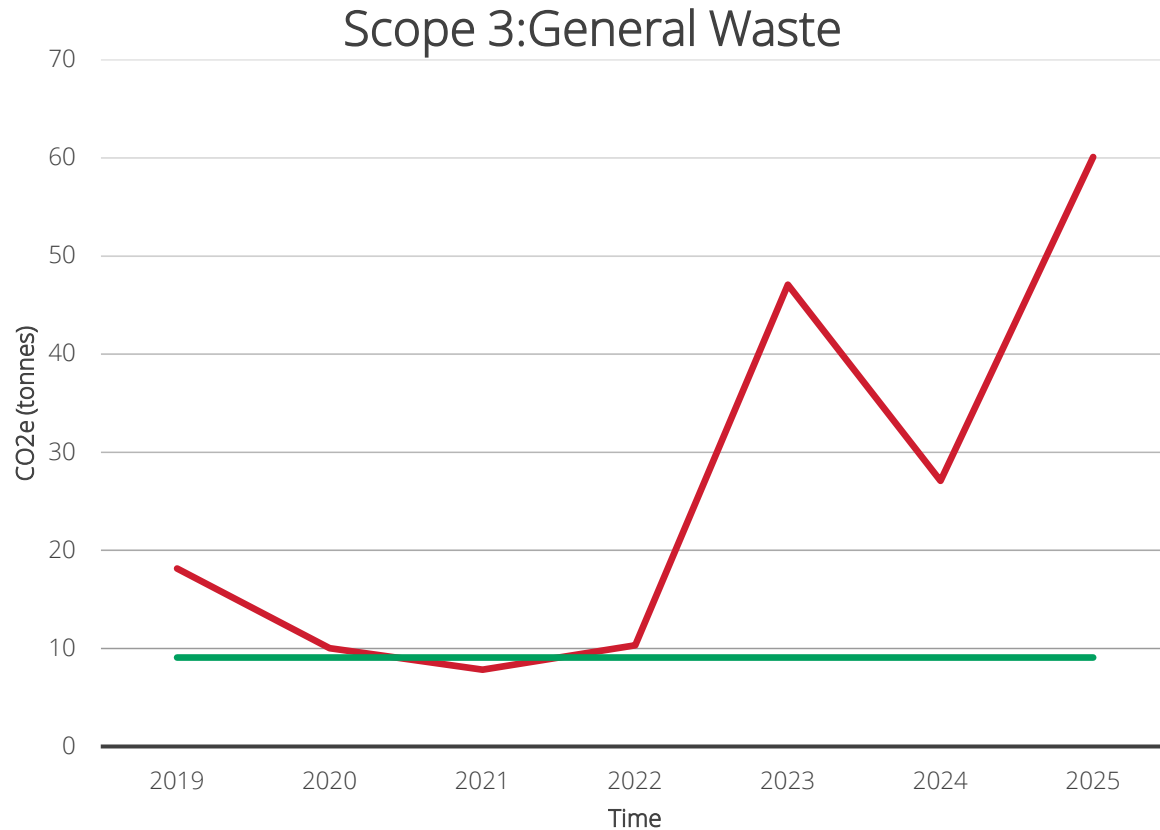
Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
General Waste	18.14	10.01	7.83	10.33	47.10	27.10	60.10	231.31%
Recycled Waste	36.27	23.82	25.21	15.23	85.40	113.10	146.80	304.74%

2030 Targets – General Waste 9.07 tCO₂e & Recycled Waste 18.14 tCO₂e

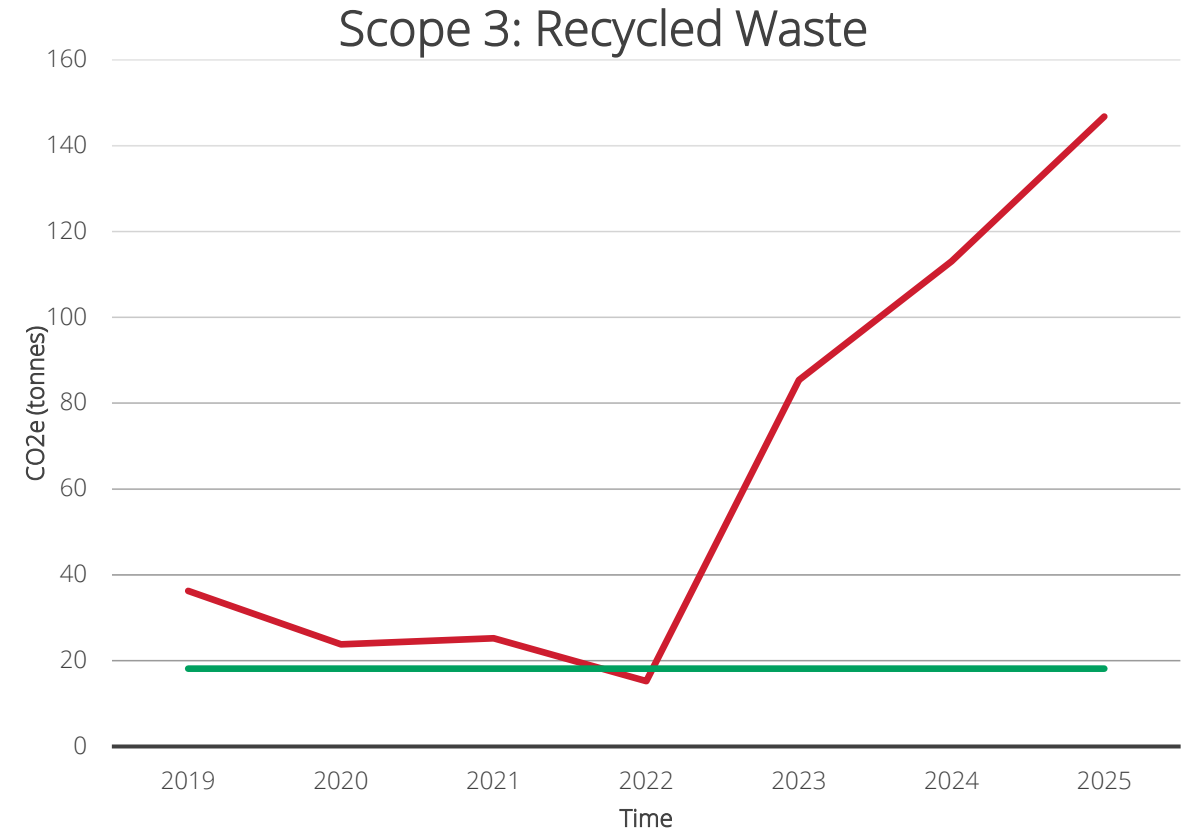


Emissions: Scope 3 - Operational Waste

Overview CO₂e (tonnes)



2030 Target – 9.07 tCO₂e



2030 Target – 18.14 tCO₂e



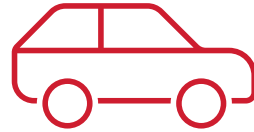
Emissions: Scope 3 – Business Travel

While technology today means we do not need to physically travel to every meeting, we appreciate that sometimes nothing can beat meeting face-to-face with our customers, suppliers, and stakeholders. When travel is unavoidable, Warmup promotes the use of public transportation or carpooling to reduce carbon emissions. In terms of air travel, this is only used whenever essential and there are no other reasonable means possible.





Emissions: Scope 3 – Business Travel



Business Travel CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
TOTAL	22.02	4.65	10.85	79.97	89.20	179.06	56.25	+155.45%

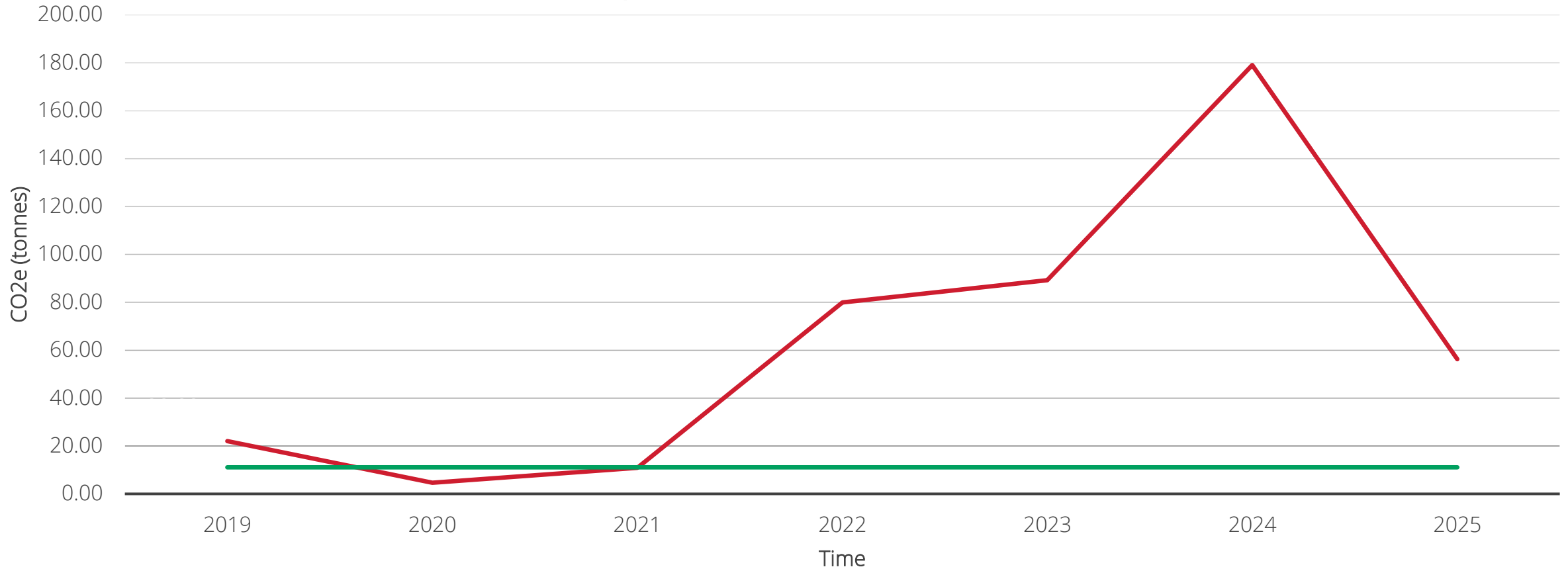
2030 Target – 11.01 tCO₂e



Emissions Scope 3 : Business Travel

Overview CO₂e (tonnes)

Scope 3: Business Travel



2030 Target – 11.10 tCO₂e

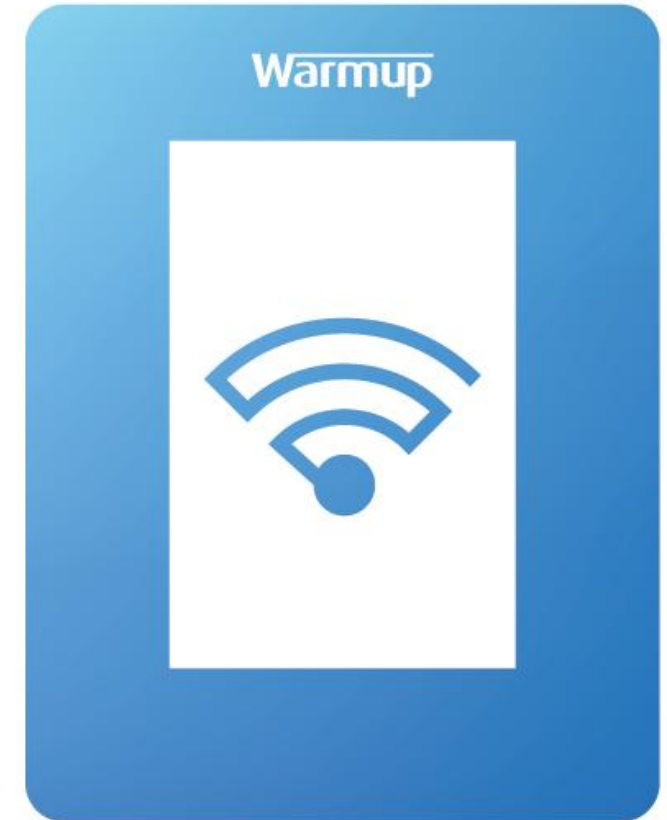


Emissions: Scope 3 – Use of Sold Products Emissions

Our heating solutions are designed for better energy performance and can help to reduce global carbon emissions, while also delivering on comfort. We are constantly striving to deliver greater efficiency through innovations in the way our systems are designed, how they operate and how they are used.

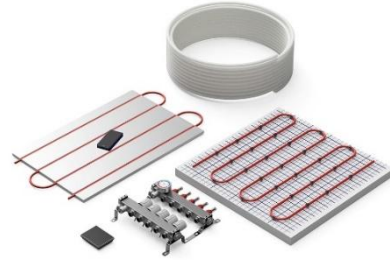
We have compared the CO₂e emissions of our electric and water floor heating systems with the equivalent radiator systems in like-for-like environments. For systems installed in 2025, this shows an estimated lifetime saving of 118,653.69 tCO₂e, representing a 42.42% reduction against the equivalent radiator baseline.

As the grid moves towards decarbonisation, the CO₂e savings associated with our systems connected to heat pumps will continue to mount up in comparison to more traditional heating methods and we're proud that in addition to providing superior energy efficiency, our products also offer the added bonus of improved comfort and ease-of-use.





Emissions: Scope 3 – Use of Sold Products Emissions



Use of Emissions CO₂e (tonnes)

Category	2019	2020	2021	2022	2023	2024	2025	Change vs 2019
Use of Emissions	219,343.99	198,794.76	217,606.91	199,481.47	190,028.28	188,009.21	158,408.83	-27.78%
M ² of systems sold	557,067.47	550,429.12	652,876.65	646,952.95	580,154.44	571,886.34	577,348.70	+3.64%

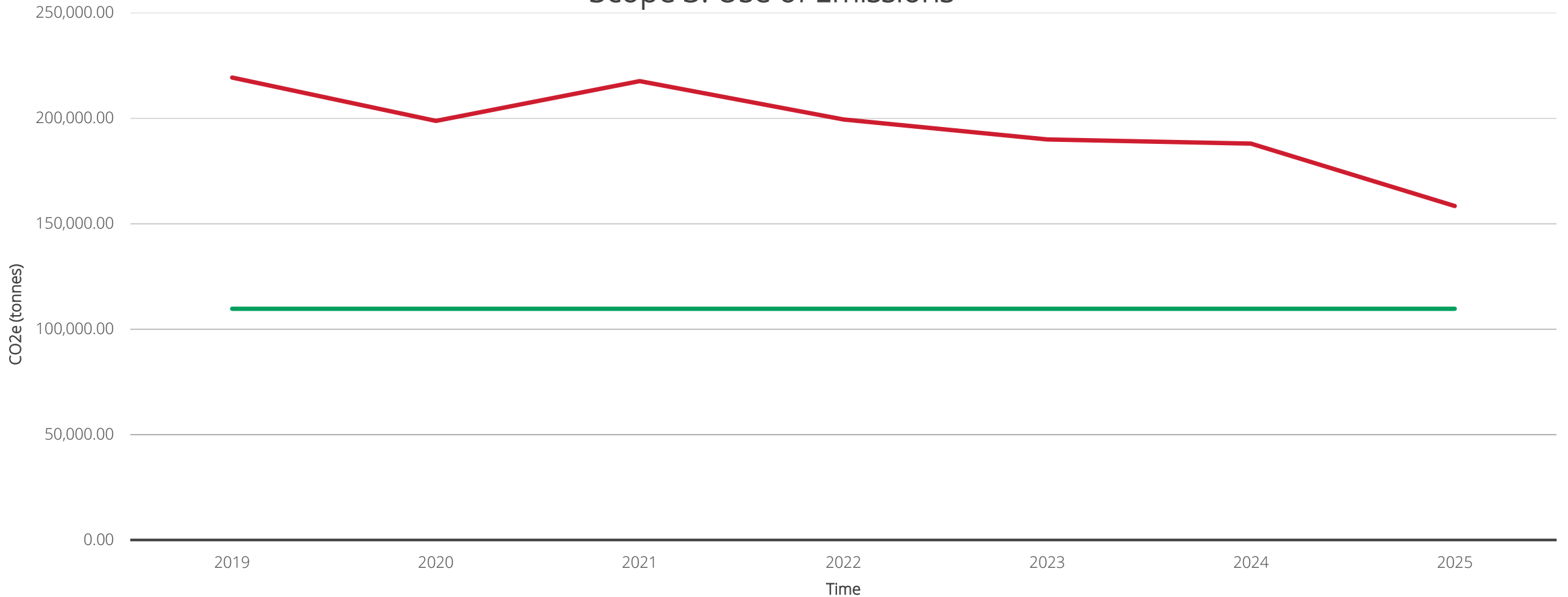
2030 Target – 109,671.995 tCO₂e



Emissions: Scope 3 - Use of Sold Products Emissions

Overview CO₂e (tonnes)

Scope 3: Use of Emissions



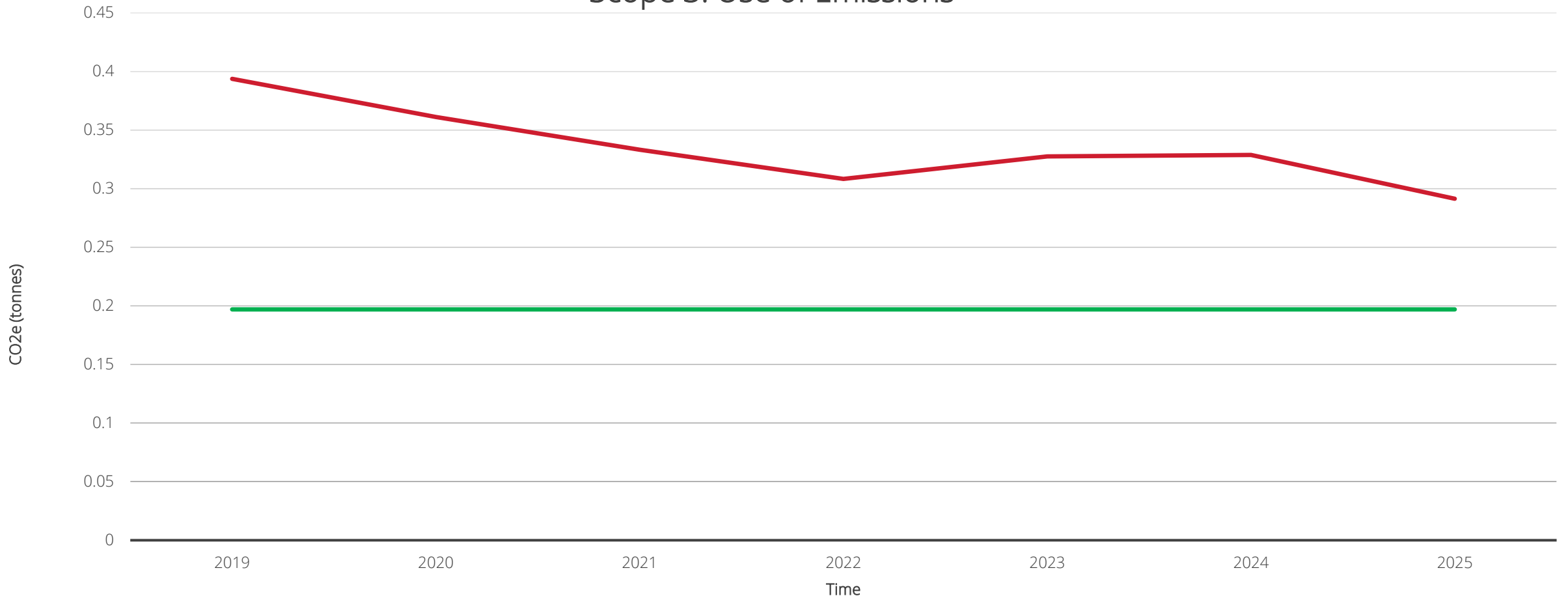
2030 Target – 109,671.995 tCO₂e



Emissions: Scope 3 – Use of Sold Products Emissions

Overview CO₂e (tonnes) per M² over 25 years assumed system lifetime

Scope 3: Use of Emissions



2030 Target – 0.196 tCO₂e/M²



What Do All These Figures Tell Us?

The figures show that we are making good progress year on year. In scopes 1 & 2, we are very close to achieving our 2030 targets of a 50% reduction, and we have reduced our overall emissions by **27.23%**.

In scope 1 the overall **49.63% decrease** has been heavily impacted by our fleet and building electrification and moving away from gas as a source of energy.

In scope 2, the overall **41.44% decrease** has been impacted by increases in our operating hours, which has seen our kWh consumption increase. However, a decrease in the coefficient, due to an ever-increasing proportion of renewables being used to generate energy for the UK grid, has helped to reduce our overall emissions in this scope.

In scope 3 the overall **27.21% decrease** has again been heavily impacted by the ever increasingly renewably generated grid.

At Warmup, we are taking encouragement from the fantastic progress already made across the group, however we know there is a way to go before we hit Net Zero so know we must maintain focus.

0 NET
ZERO



Environmental Reporting





Policy Objectives: Environmental

Emissions: Warmup's 2030 target is 112,136 tCO₂e and Net Zero by 2050. We are currently at 163,209.79 tCO₂e, a 27.23% reduction.

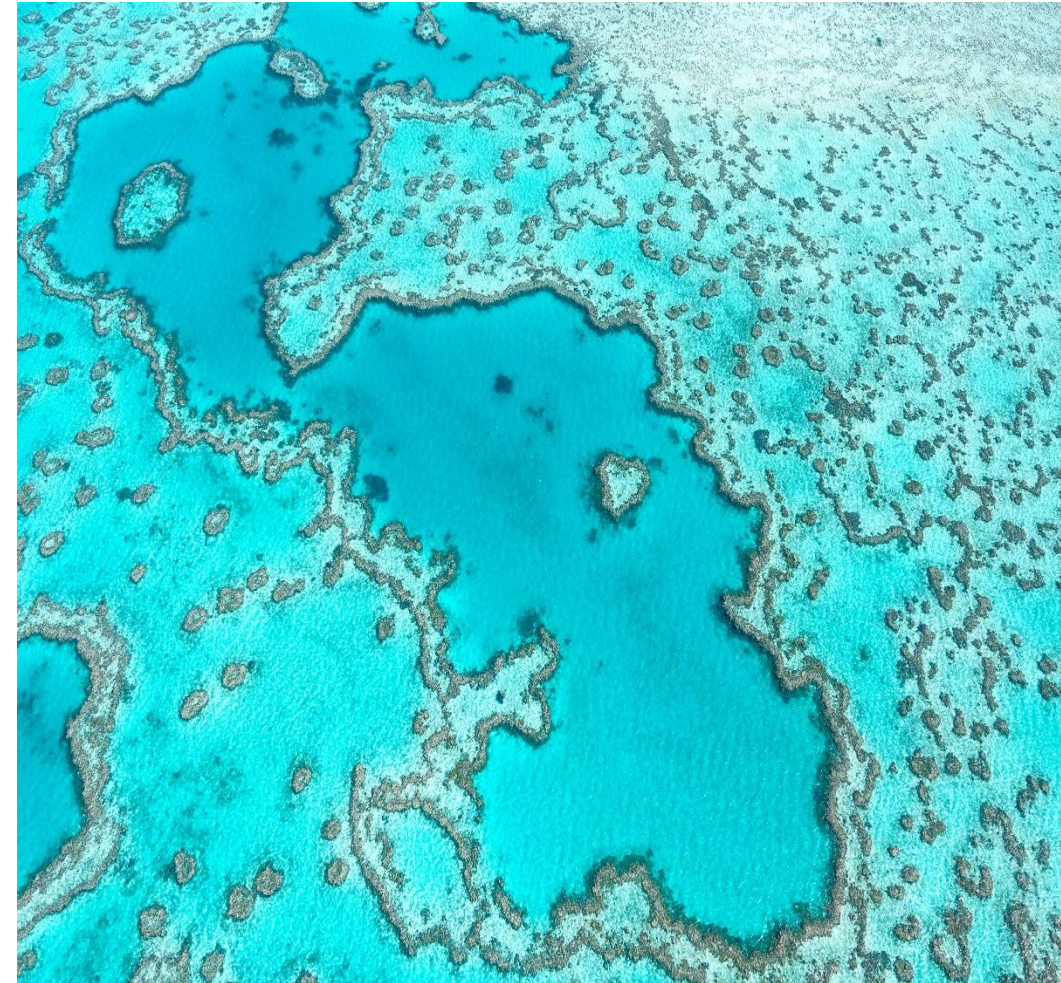
Electricity: Our target is to have 100% our global infrastructure powered by renewable electricity sources by the end of 2028.

Infrastructure: Our target is to invest further and expand the solar panel system on our warehouses by the end of 2028.

Waste Management : Our target is to recycle 100% of our waste by 2030.

Training: Our target by 2028 is to deliver sustainability awareness training to 100% of staff.

Accreditations: Our target is at least an EcoVadis silver medal by 2026.





Electricity Usage



Region	2019	2023	2024	2025	Change vs 2024	Change vs 2019
TOTAL (kWh)	236,832	184,865	181,173	207,625	+15%	-12%
UK (kWh)	192,559	141,896	137,493	161,411	+17%	-16%
US (kWh)	15,852	19,059	18,800	20,600	+10%	+30%
DE (kWh)	28,421	20,793	20,850	21,972	+5%	-23%
FR (kWh)	n/a	3,117	4,030	3,642	-10%	n/a

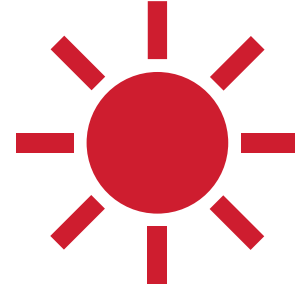
Since November 2023, all of Warmup's UK buildings have been powered by entirely renewably generated electricity tariffs.

Our target is to have 100% our global infrastructure powered by renewable electricity sources by the end of 2028.

In 2025 we powered 90% of our global business operations through renewably generated electrical tariffs.



Solar Generation



Uk Building	2025 Purchased kWh	2025 Generated kWh	Percent Generated
704 Tudor Estate	70,465	5,296	6.99%
736 Tudor Estate	18,246	4,148	18.52%
Unit 8, Great Marlings	72,700	9,558	11.62%

In 2025 our UK buildings generated a combined 19,002kWh of electricity, equivalent to over 10.5% of the total electricity required to power them, a saving 3.363tCO₂e.

Our target is to invest further and expand the solar panel systems on our warehouses by the end of 2028.

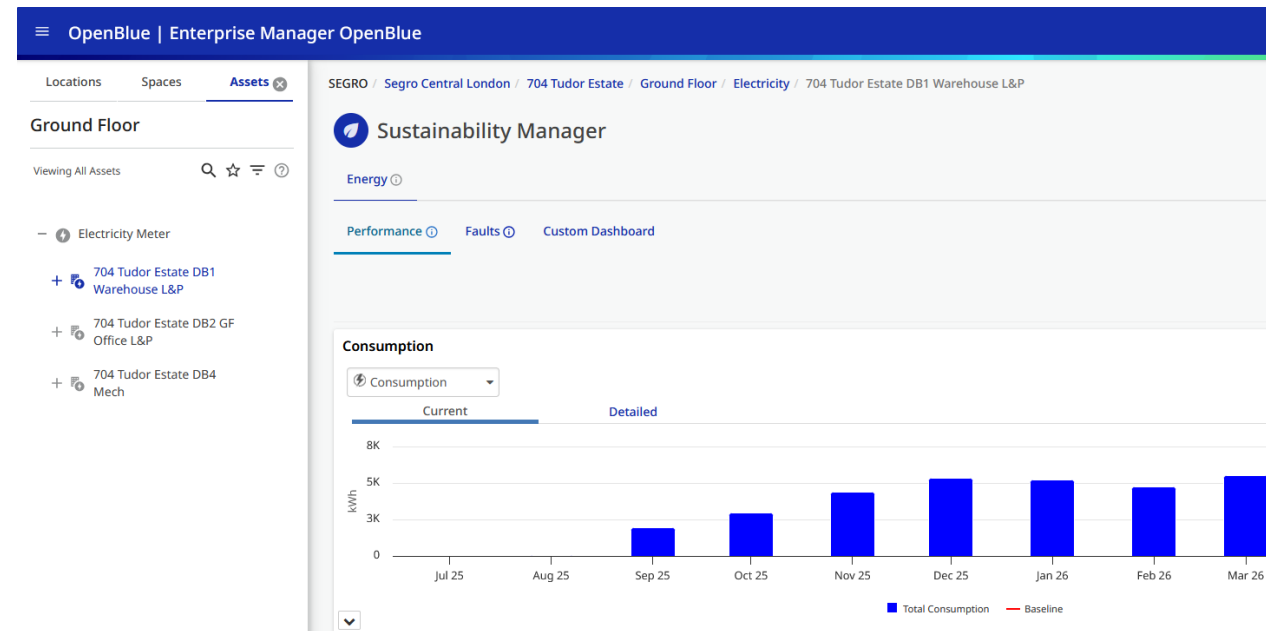


Energy Monitoring with Open Blue AI

At Warmup, we've taken a significant step forward in how we understand and manage our energy. In August 2025 we implemented a Smart Building solution powered by Johnson Controls OpenBlue. This technology gives us real-time visibility of how our buildings operate, helping us clearly see where energy is being used and where improvements can be made.

By bringing together data from across our systems into one easy-to-use platform, we're now able to spot inefficiencies quickly and take action to reduce them. This not only improves performance but also helps us reduce our carbon footprint in a meaningful way.

The system also supports our carbon reporting and aligns with our wider net zero ambitions, giving us confidence in the data behind our decisions. Overall, this investment is helping us move from intention to action — embedding sustainability into how we operate every day.





Powering Our Websites

100% of our web traffic is now running on renewable energy, up from 87% in 2024!

"All Warmup websites are now powered by carbon-free energy.

[Kinsta](#) has been running on renewable energy, and [AWS](#) has now moved to carbon-free energy across its global infrastructure.

As a result, 100% of sites are hosted on carbon-free platforms!

This removes reliance on traditional energy sources while maintaining performance, speed, and reliability across all regions." – Shahajan Ali, Senior Digital Manager.





Operational Waste

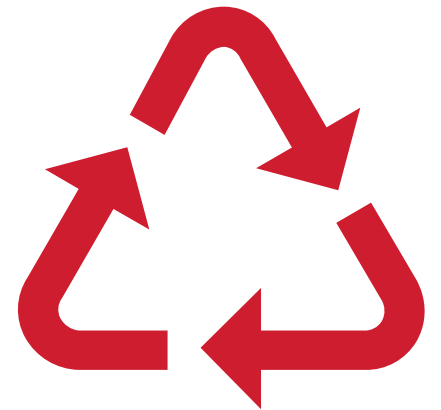
Our target is to **recycle 100%** of our waste by 2030.

In 2025, Warmup's global operations generated a total waste mass of **44.1t**.

12.8t was general waste **100%** of which was diverted from landfill.

30t of cardboard, **100%** of which was sent for recycling.

1.3t of plastic was recycled, **100%** of which was sent for recycling.





Sustainability Training

Our target by 2028 is to deliver sustainability awareness training to **100%** of staff.

At the end of 2025:

- Level 1 sustainability training had been undertaken by 57 members of our global team, or **43%**.
- Level 2 sustainability training had been undertaken by 40 members of our global team, or **30%**.

HR Training: Sustainability Level 1

HR Department

5 min read

This training bite is designed to build a **shared understanding of sustainability at Warmup** and how it connects to our everyday decisions, behaviours and values

What you'll learn:

- What sustainability really means and why it matters
- The three core pillars: Environmental, Social & Governance (ESG)
- How sustainability is embedded into Warmup's strategy and operations
- Practical actions every employee can take to make a difference
- A short knowledge check and scenarios to bring the topic to life

Why this matters:

Sustainability isn't just about policies or long-term goals — it's about how we work every day. By understanding sustainability:

- We support Warmup's commitment to responsible business practices
- We help reduce our environmental impact and use resources more wisely
- We contribute to a fair, inclusive and ethical workplace
- We strengthen trust with customers, suppliers and each other

Every role at Warmup plays a part, and small actions taken consistently can have a real, positive impact

HR Training: Sustainability Level 2

HR Department

5 min read

Following on from our Sustainability Level 1 training bite, we're pleased to confirm that **Level 2: Sustainability as a Selling Tool** is now available for all employees to complete.

This training builds on Level 1 and focuses on how sustainability is embedded into Warmup's products, performance and customer conversations — helping us all better understand **how sustainability adds real value to our business and our customers.**

Why this matters:

Sustainability plays an important role in how Warmup operates, innovates and positions itself in the market. Level 2 supports:

- A shared understanding of Warmup's sustainability credentials
- Confidence in talking about energy efficiency, low-carbon solutions and smart controls
- Consistent, evidence-based messaging across the business

What you need to do

Complete Sustainability Level 2 training

Deadline: 📅 11th May 2026

Time commitment: Approx. 15-20 minutes

Regardless of your role, this knowledge helps strengthen Warmup's reputation as a responsible, forward-thinking organisation.



Labour & Human Rights Reporting



Human Rights





Policy Objectives: Labour & Human Rights

Supplier auditing:

Warmup commits to working with suppliers to help improve the working conditions of all workers within its supply chain through an intensive audit programme. Warmup commits through its internal risk management processes:

- to audit **100%** of our highest risk GFR suppliers by the end of 2025. At the end of 2025, **100%** had been audited. This target will be maintained and monitored through 2026.
- for **ALL** suppliers to have no more than **3 major non-conformances** by 2027. **22%** of suppliers achieved this by the end of 2025.

Child labour, forced labour, and human trafficking:

Warmup commits to working towards removing all instances of child labour, forced labour, and human trafficking from its supply chain. We will monitor and measure the number of reports we receive, and to report on them annually. Our target is to receive **0 findings annually**.

Warmup's auditing programme found 0 instances of child labour, forced labour, or human trafficking, and no instances were reported through Warmup's reporting pathway.

Employee skills development:

Warmup commits to growing strong teams through continuous training to ensure growth within the company. We are committed to ensuring:

- **100%** of employees have received child labour, forced labour, and human trafficking training by the end of 2026 and will measure this target annually. At the end of 2025 **43%** of staff had completed the training.
- **100%** of employees undertake **32 hours** of personal development training annually.

Employee Health and Safety:

Warmup commits to keeping all employees and sub-contractors safe across all company premises. We are committed to ensuring that our working environments are as safe as possible and we will measure this success by monitoring and measuring our accident rate.

Our target is to **halve our accident rate in 2026** from the 2023 baseline where 5 accidents were recorded.

In 2025, **2 accidents** were recorded.



Supplier Auditing: Sedex Member Ethical Trade Audits

Sedex

Warmup manages its ethical supply chain risk through the semi announced Sedex SMETA 4 audit format. The 4 pillars that are audited onsite are:



Labour and Human Rights e.g. freely chosen employment, working hours, child labour, and freedom of association.



Health & Safety e.g. safe working conditions, provision of personal protective equipment, .



Environmental e.g. conformance to local environmental laws and regulations when handling waste.

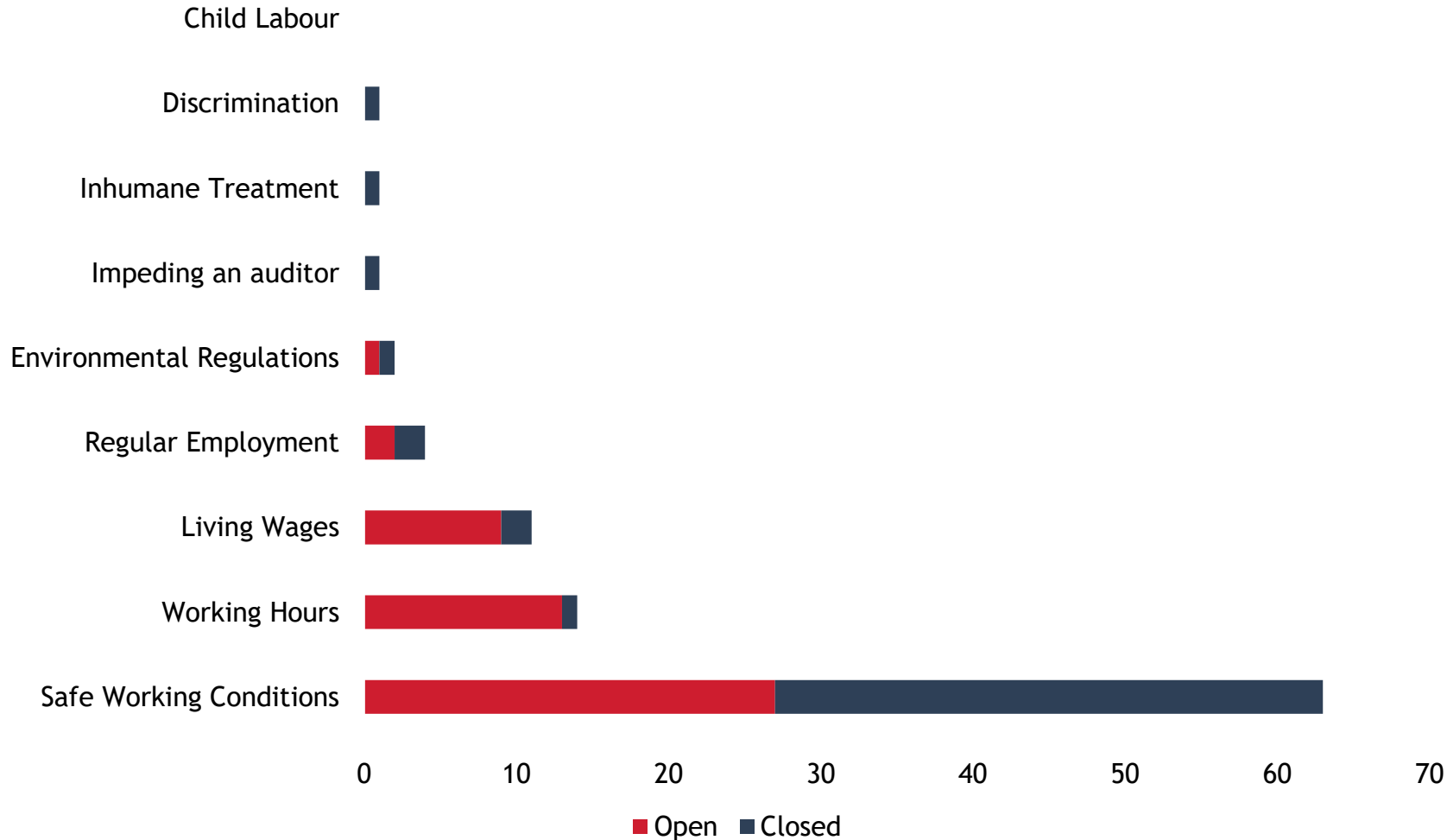


Business Ethics e.g. policies and training of management in areas such as bribery and money laundering,



Sedex Member Ethical Trade Audits (SMETA)

2024 SMETA 4 Audit Non-conformances



At the end of 2024, a total of **97 non-conformances** were raised across 9 suppliers.

57/97 were closed through desktop reviews (59%).

0 reports of child labour were raised through these audits, and none were raised through Warmup's reporting channels.

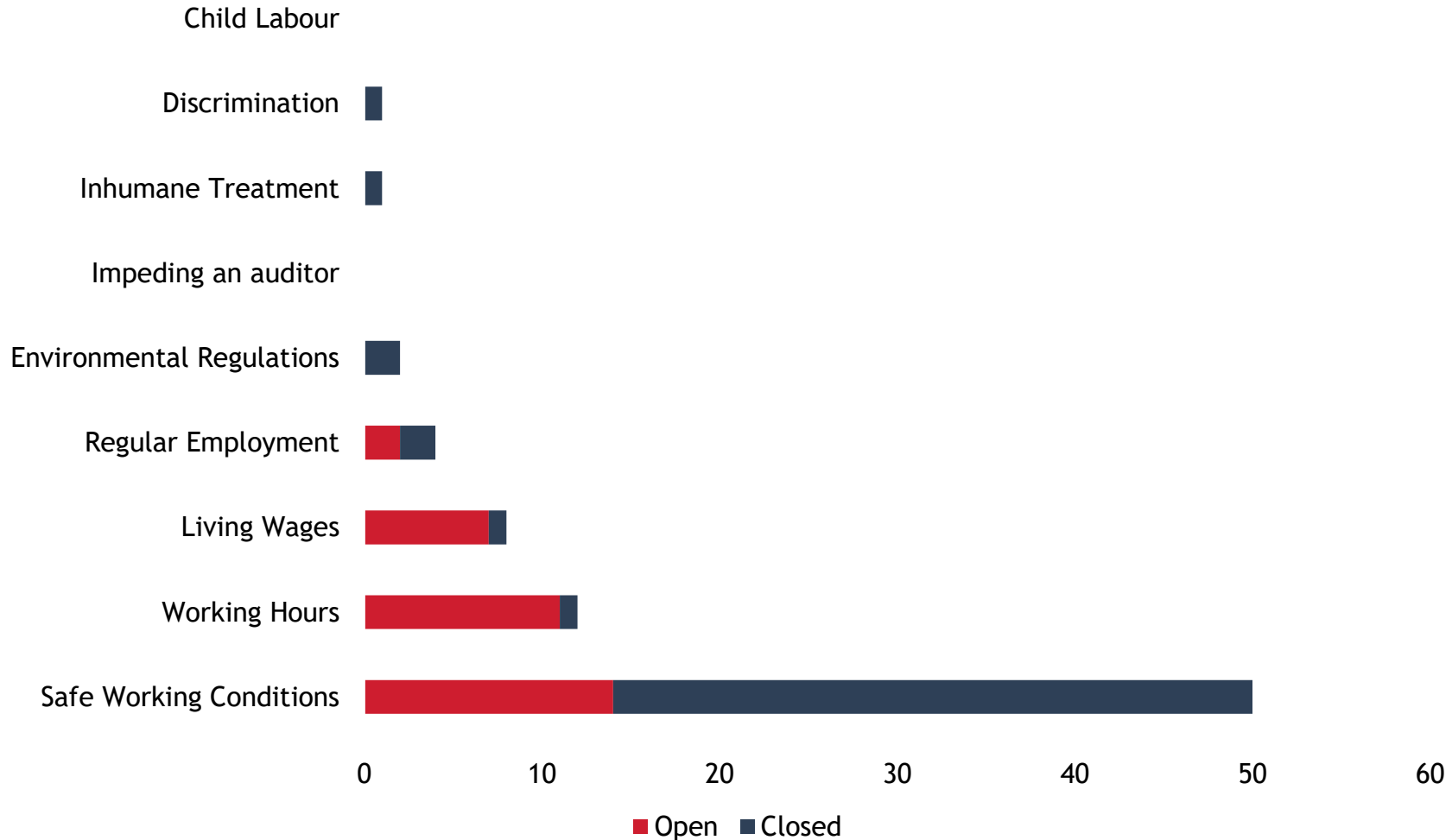
Warmup has worked with our suppliers to implement changes that have made the working conditions fairer and safer, we and will continue to push for improvements to working hours and living wages.

1 supplier met the internal objective of no more than 3 major non-conformances being raised.



Sedex Member Ethical Trade Audits (SMETA)

2025 SMETA 4 Audit Non-conformances



At the end of 2025, a total of 77 non-conformances were raised across 8 suppliers representing a reduction of 23%.

44/77 have been closed through desktop review (57%).

0 reports of child labour were raised through these audits, and none were raised through Warmup's reporting channels.

Warmup has worked with our suppliers to implement changes that have made the working conditions fairer and safer, we and will continue to push for improvements to working hours and living wages.

2 suppliers met the internal objective of no more than 3 major non-conformances being raised, up 100% on 2024.



Conflict Minerals

In 2023 Warmup's Sustainability department began a journey to better understand the risks within Warmup's supply chain.

Both product and non-product suppliers were included, with **100%** of product suppliers within the scope providing a response.

Suppliers were asked to provide declarations regarding the use of any 3TG materials within our products and where they had been sourced from. From these responses we were able to determine that the risk of conflict minerals entering Warmup's supply chain was very low.

Alongside the conflict minerals declaration, suppliers were also asked to provide codes of ethics, sustainability policies and accreditations, and where possible, EcoVadis membership.

As a part of supplier contracts, the sourcing of raw materials must be declared to be conflict mineral free.

In 2026 Warmup will require all identified suppliers to complete the Responsible Minerals Initiative's Conflict Minerals Reporting Template to map their supply chain from country of origin and the smelters and refiners used.





Policy Objectives: Health and Safety

Accident Rates:

Warmup continuously seeks ways to reduce the risk of accidents and the harms in the workplace. We aim to minimize accidents across our global operations which we will achieve through developing and reviewing our health and safety management processes.

We are committed to reduce the accident frequency rate by **50%** by 2026 with 2023 as the base year.





Health and Safety

In 2023 Warmup recorded **5 accidents** across all 3 UK warehouses with no reports to RIDDOR. In 2024 this was reduced further, to **4 accidents**.

In 2025 only **2 accidents** were reported against a policy objective of 2.5.

This represents an Incident Rate of **1.44***.

IOSH training was completed by 100% of warehouse managers and supervisors in Q1 of 2024.

Health and safety training was undertaken by all staff identified as needing it through their job role. All employees are provided with an induction, the latest health and safety policy, and health and safety procedures.

First aid and fire warden training was undertaken with the objective of always providing coverage across all Warmup's UK buildings.



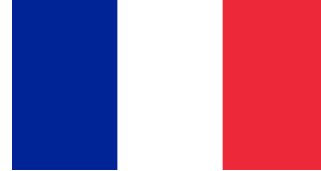
*Incident rate = (number of accidents/total employees) x 100



Diversity

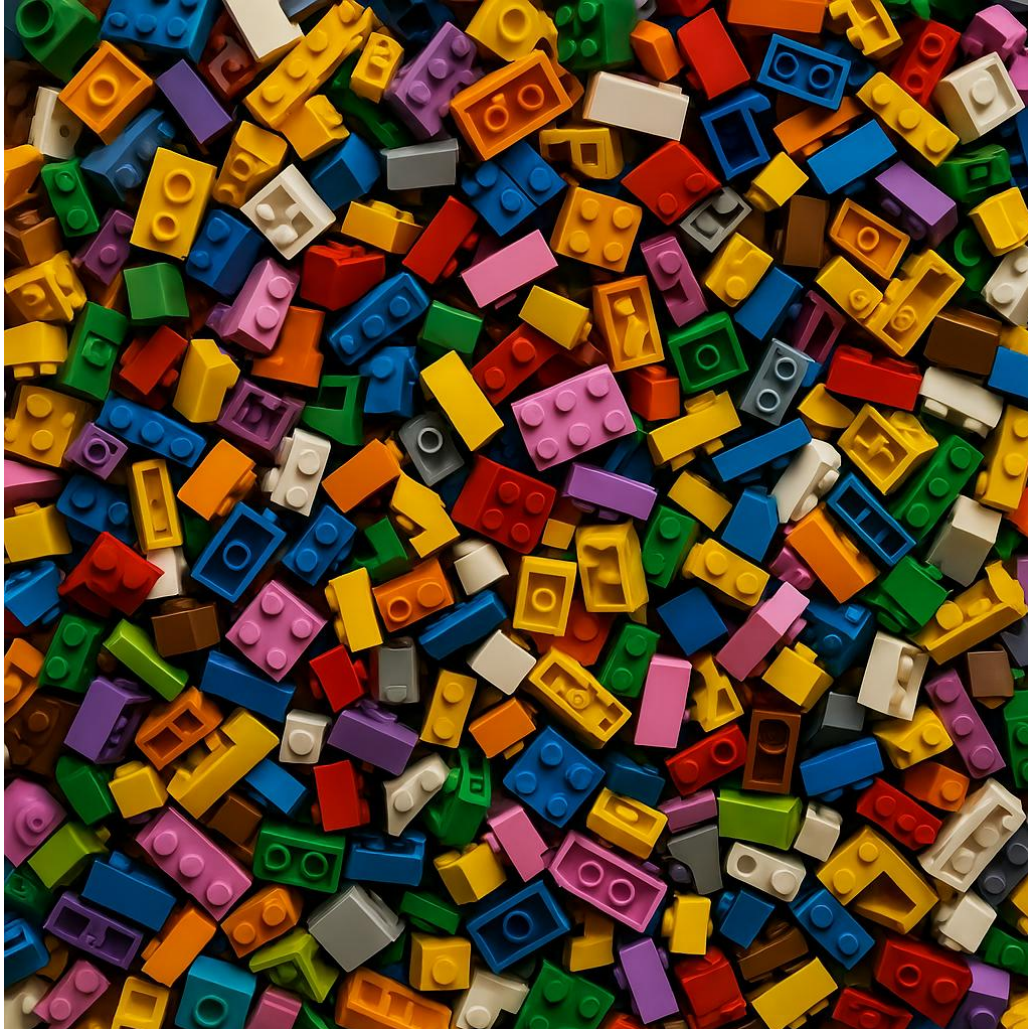
At the end of 2025 Warmup employed 134 people covering 20 nationalities.

- American
- Belgian
- Brazilian
- British
- Canadian
- Czech
- Dutch
- French
- German
- Greek
- Hungarian
- Indian
- Irish
- Italian
- Jamaican
- Portuguese
- Romanian
- Spanish
- Sri Lankan
- Turkish





Diversity



At the end of 2025:

Warmup Plc and its subsidiaries is made up of 134 employees from 20 different nationalities.

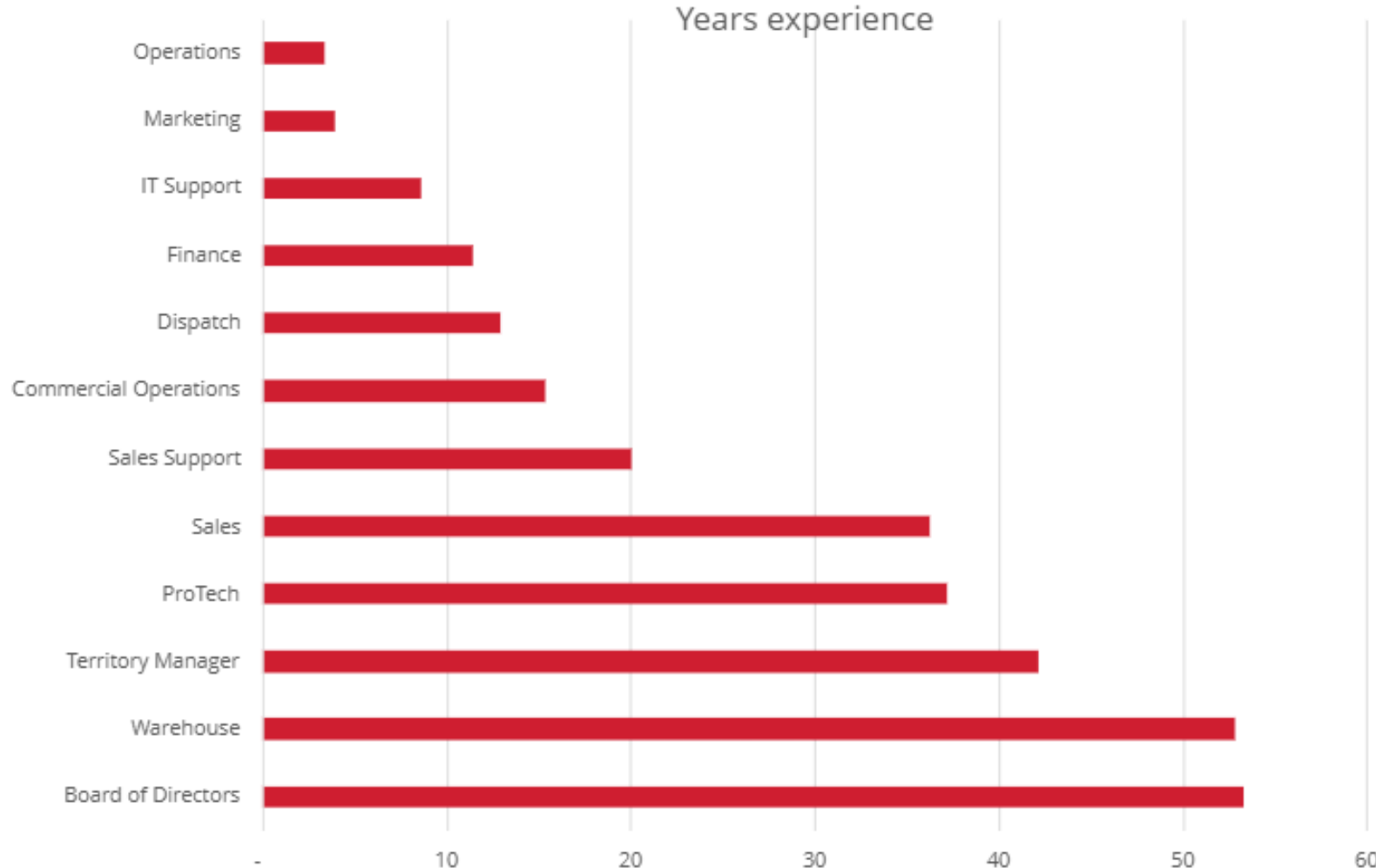
The UK Plc is made up of 104 employees, of which are 27% female, with 18% at manager level. In 2024 the UK Plc had 29% female employees, of which 13% were at manager level.

The DE subsidiary is made up of 13 employees, of which 23% are female, with 0% at manager level. In 2024 the GmbH had 19% female employees, of which 0% are at management level.

The US subsidiary is made up of 17 employees, of which 29% are female, with 20% at management level. In 2024 Warmup INC had 25% female employees, of which 25% are at management level.



Workforce Experience and Turnover Rate



In 2024 the average number of years' experience per head INCREASED from **8.43 years** at the end of 2023, to **8.62 years** at the end of 2024.

In 2025 the average number of years' experience per head INCREASED from **8.62 years** to **8.74 years**.

In 2025 the employee turnover rate was **13.6%**



Warmup: A Living Wage Foundation Employer since January 2024

What is the real Living Wage?



- ✓ Recognises employers who have made the commitment to support their staff with a real Living Wage
- ✓ Provides security and dignity to thousands of workers by making sure they can afford the essentials
- ✓ Has an independently calculated rate which increases each year based on what it costs to live
- ✓ A separate and higher rate than the Government's minimum
- ✓ Paid by a growing movement of thousands of employers across the UK



All accredited companies to this UK wide scheme can be found [HERE](#).



Annual Leave

Better wellbeing requires rest to recharge.

In prior years Warmup has allowed staff in the UK to sell up to 5 days of their annual leave allowance back to the company rather than taking the time off. This practice was discontinued in 2023. Staff **must** take all their leave during the calendar year.

This change is being made in recognition of the importance of time off work. It is widely recognised that annual leave contributes to

- Improved work-life balance
- Promoting better physical and mental health
- Giving the mind and body time to rest, recuperate and re-energise.

We encourage and value engagement at work. We value a positive attitude, flexibility, quality of work, work-rate and attendance from ourselves and our colleagues.

These qualities align us to our values - **proud, positive, proactive, and person to person accountable.**

To be at our best and show these qualities and values to the best of our ability we believe team members should use their annual leave allowance to avoid burnout.





Employee Benefits

BUPA Health Care

How does it work?

Warmup pays for employee membership for as long as they remain an employee of Warmup (once they have successfully completed their probationary period). This is a taxable benefit, so the employee only pays the tax on the premium value.



Help@Hand

How does it work?

Warmup provides all employees with access to a mobile phone application called **Help@Hand**. This can be particularly useful where Bupa cover is not opted for. It provides a same day video medical consultation service to our employees, cutting the time down to see a doctor.





Reporting: Ethics





Policy Objectives: Ethics

Warmup Plc is committed to conducting business in a fair, open, and honest manner in accordance with the highest ethical and legal standards. We will always be:

Proud of what we do and what our stakeholders think of us.

Positive in our mindset, attitude and the way we interact with all stakeholders.

Proactive in delivering what our stakeholders need, before they ask.

Person to person accountable by helping each other to succeed, learn and advance, while always treating each other with the respect we deserve.

We undertake background checks and assess ethical compliance programmes through SMETA 4 semi announced audits. Through gathering independently verified information we gain an understanding and visibility of the risks within our value chain.

Sensitive transactions require internal sign off, third party auditing covering ethics, anti-corruption training, and a whistleblowing procedure are all in place to help identify instances of corruption.

To ensure these standards are met, we aim to ensure:

- 100% of our employees receive ethical training annually.
- All reports of fraud, bribery, money laundering, and corruption, are investigated fully, resolved, and reported annually.
- We measure, monitor, and report on, the number of reports made through the whistleblower pathway annually.
- We measure, monitor, and report on, the number of information security incidents annually.



Policy Reporting: Ethics

In 2025:

- 78% of all global staff undertook ethical training against a target of 100%.
- Warmup received **no reports** of fraud, bribery, money laundering, or corruption, are investigated fully, resolved, and reported annually.
- Warmup received **no reports** through the whistleblower reporting pathway.
- Warmup recorded **no reports** of information security incidents.
- 100% of suppliers were onboarded through our internal due diligence checks and procedures.
- 63% of our product purchase value chain undertook onsite ethical auditing to a satisfactory standard through the Sedex SMETA 4 framework.





Warmup Plc in Peru



 Proud to Support Young Changemakers in Peru!

At Warmup Plc, we were thrilled to sponsor t-shirts for a group of incredible students on their school trip to Peru — and we've loved seeing what they've achieved!

From teaching interactive songs in local classrooms 🎵 to building a rest area for hikers in the Sacred Valley at 3,000m above sea level 🏔️, these students have shown real heart, teamwork, and determination.

They've also been hands-on repairing a school wall — removing broken stones and rebuilding it from scratch 🧱 — all while soaking in the culture and beauty of Peru, including a visit to the iconic Machu Picchu 🏰.

We're so proud to have played a small part in this unforgettable journey. Here's to the next generation of global citizens! 🌍



[#WarmupSupports](#) [#warmuplc](#) [#UFH](#)



Warmup GmbH Supports VFL Krandel D3 Juniors

Jersey presentation to the VFL Krandel D3 Juniors

Date: February 2, 2026

Today, the presentation of new jerseys to the D3 Juniors took place in the Wildeshausen Gymnasium hall. The sponsor, **WARMUP GmbH**, was pleased to present the players with the new jerseys, which are designed in the club colours. The players and coach Tobias Kaiser were thrilled with the new jerseys and are looking forward to wearing them in the next game.

"It's great to play in these new jerseys!" said Sidar, the team captain. "We are motivated and ready for the next challenges." A big thank you goes to **WARMUP GmbH** for their support. Sponsors like them are important to ensure the young talents have the right equipment and to make everyday club life easier.





Warmup INC Supports Glen Apartments

“We volunteer with Community Food Rescue on the first Wednesday of every month, setting up a storefront at the Glen Apartments. The community we’ve adopted and supported for about four years where residents can pick up free groceries. For those unable to attend, we deliver directly to their doorstep. Through these efforts, we’ve been able to support families each month and provide additional assistance during the holidays. It’s an incredibly rewarding experience, and we always leave feeling grateful to play a small part in helping residents care for themselves and their families”

- Maria, Warmup INC CET Director.





Sustainable Procurement Reporting





Forest Stewardship Council



The mark of
responsible forestry

On October 21st 2025, Warmup gained FSC certification to the FSC-STD-40-004-V3-1 standards, valid for 5 years.

Licence Code: FSC-C221330

Certificate Code: INT-COC-002875

FSC certification demonstrates Warmup's commitment to sustainable procurement through the ethical sourcing of wood to make our products.



We are now
FSC™-certified!

The Forest Stewardship Council™ (FSC) promotes environmentally appropriate, socially beneficial, and economically viable management of the world's forests.

FSC™ C221330





Sustainable Procurement Policy Objectives

Warmup Plc is committed to continually improving upon the impact of our supply chain on the environmental, labour and human rights, and ethical levels.

We aim to work with suppliers who have aligned sustainability goals and have embedded sustainability into their own supply chains.

Warmup manages risk within our supply chain through collaborating with suppliers on improvement & corrective action plans. We have also embedded our procurement requirements into our supplier contracts and our supplier code of conduct.

We monitor our suppliers' accreditations, where applicable undertake SMETA 4 semi announced audits on site, check for possible sources of conflict minerals, and share emissions data in line with the GHG protocol.

Full details can be found in our [Sustainable Procurement Policy](#).

Sustainable Procurement





Supplier Code of Conduct

Our stakeholders always want to know more about the organisations they are working with and buying from. That's why **TRUST** is a key business pillar within Warmup and why we set commitments and targets across key business areas as a way of measuring our progress and holding ourselves accountable. Sustainable growth is how we aim to build a successful business, and **TRUST** lies at the heart of everything we do to achieve it.

Our code of conduct is a guide to how we build trust through our working processes and decision making. It is founded on our core values of always being **Proud, Positive, Proactive** and **Peer to peer accountable**.

Warmup encourages our suppliers to have clearly stated, ethical values which are actively promoted to the workforce to grow a culture of doing "what is right" and always being honest and truthful.

Our suppliers are a crucial element in supporting our sustainable growth and in building trust. Our Supplier Code of Conduct sets out the minimum standards we expect our Suppliers to comply to, and what we ask is what we are committed to ourselves.

Warmup's success and brand reputation depend on us doing the right thing. We will not work with clients or audited suppliers, or enter business relationships with third parties, who do not align to our core ethical standards and values.

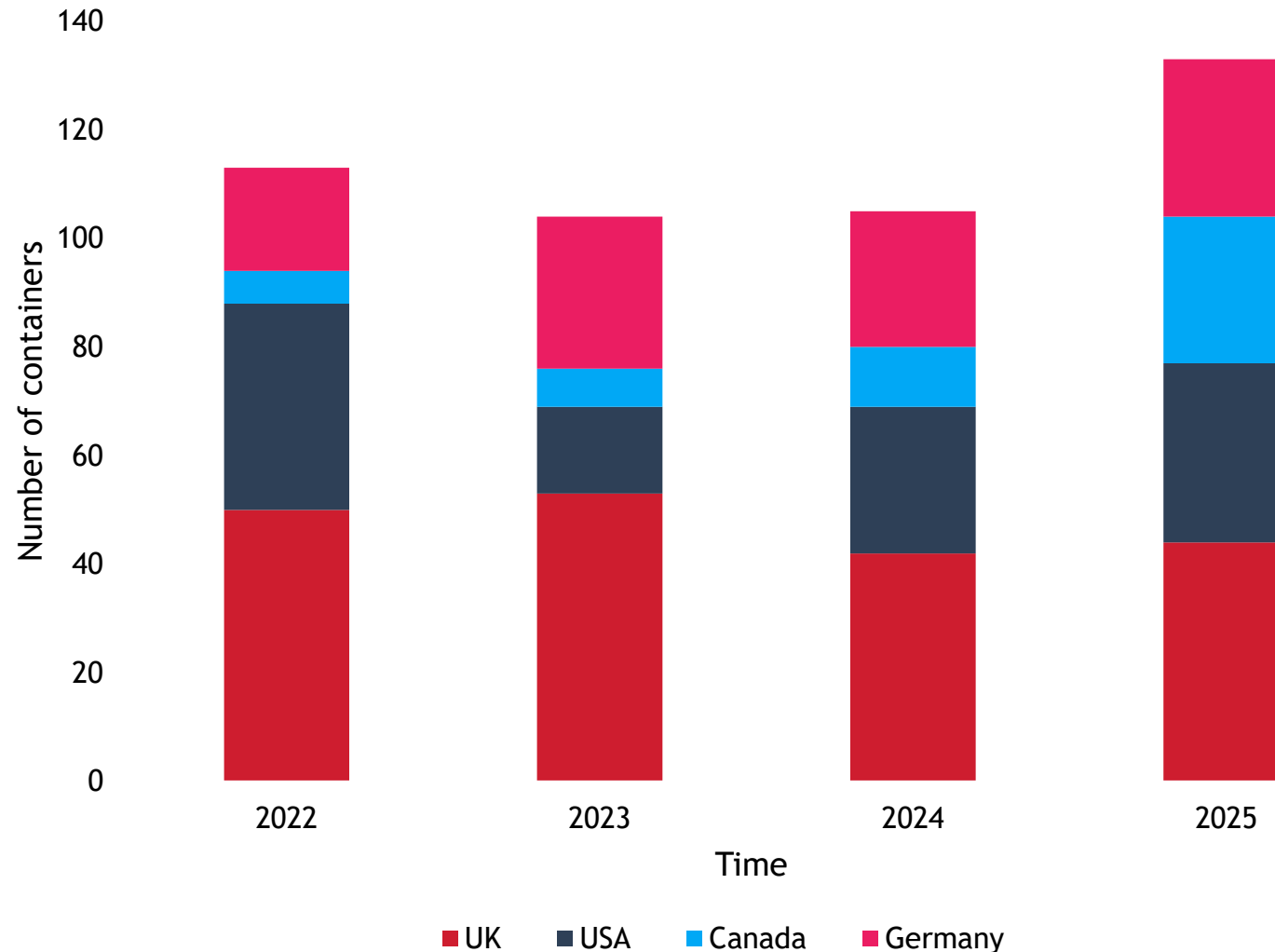
Full details can be found in our [Supplier Code of Conduct](#).



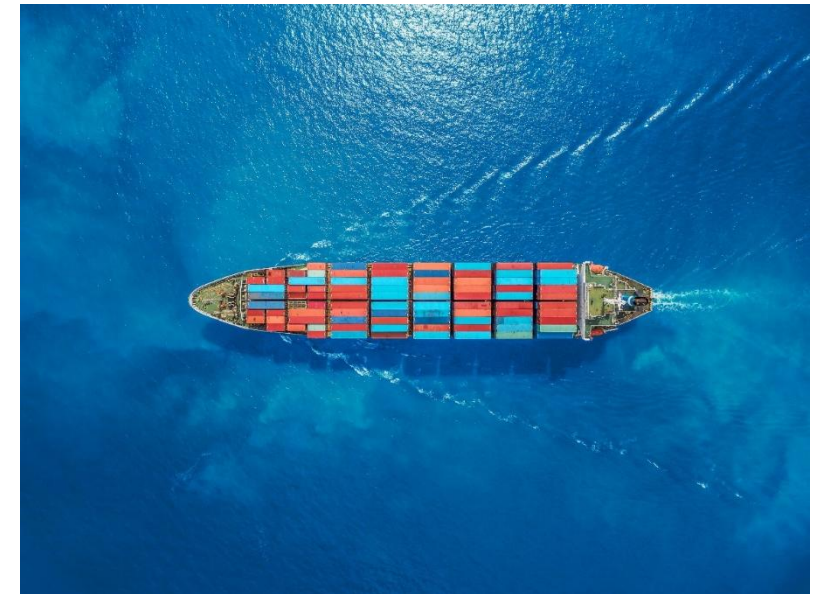


Shipping Containers

Container Movement



2025 was an outlier year for shipping due to geopolitical unrest and global tariffs. As a contingency stock was put into place to lessen the impact, and we anticipate fewer containers being shipped in 2026.





What have we achieved?

Over recent years, we have established a clear and structured sustainability strategy that sets out how we will reduce our environmental impact while continuing to grow responsibly. This includes firm commitments to reduce our greenhouse gas emissions and transition towards net zero, alongside a clear ambition to support wider decarbonisation through the adoption of our energy-efficient heating solutions. Sustainability is no longer a parallel initiative; it is becoming embedded within how we operate and make decisions as a business.

We have already delivered meaningful progress across our operations. A significant proportion of our UK fleet is now electric, reducing our direct emissions and demonstrating early delivery against our targets. We have also introduced solar generation across our UK sites, giving us a practical foundation for renewable energy use and, importantly, greater visibility of how we consume energy day to day. Alongside this, we have strengthened our approach to waste by introducing clearer recycling streams and more efficient collection processes, helping to reduce both cost and environmental impact.

Sustainability is also being integrated into our product design and development. We have begun to introduce recycled materials and are actively exploring ways to reduce material usage without compromising performance. At the same time, we have strengthened governance through updated policies and clearer expectations for our suppliers, ensuring we operate in a responsible and ethical way throughout our value chain.





What are we working on?

Our current focus is on strengthening the consistency, accuracy, and credibility of everything we have put in place. As our sustainability programme develops, we are placing greater emphasis on the quality of our data and the transparency of our reporting. This means improving how we measure emissions across the business, ensuring full coverage, and working towards independent verification so that stakeholders can have confidence in what we report.

From an operational perspective, we are continuing to reduce our environmental impact through a combination of technology and behaviour. We are developing a clearer understanding of how energy is used across our sites and how we can make better use of the renewable energy we generate through the use of our OpenBlue AI energy monitoring technology. At the same time, we are promoting simple, practical changes in behaviour that reduce energy demand. Our transition to low-emission transport is ongoing, and we are actively reviewing logistics to reduce reliance on air freight wherever possible.

Our supply chain is another major area of focus. We are introducing a Supplier Code of Conduct and setting clearer standards on environmental and social performance. This is supported by more structured supplier engagement and assessment, allowing us to better understand and manage risks.

Internally, we are strengthening how we support our people. This includes improving training, updating policies, and introducing clearer measures around development, diversity, and wellbeing so that sustainability is reflected not just in what we do, but in how we operate as an employer.





What's next?

Looking ahead, our focus is on delivering long-term, measurable impact while continuing to strengthen the foundations we have built. We are committed to significantly reducing our emissions over the coming decade and progressing towards net zero, supported by further electrification, increased use of renewable energy, and ongoing improvements in how we operate. This will be driven not only by investment in technology, but by continued focus on efficiency and better decision-making across the business.

Sustainability will become an even more integral part of our product offering. We will continue to reduce the environmental impact of our products by increasing the use of lower-impact materials, reducing waste, and improving performance across the full lifecycle. These improvements will allow us to deliver greater value to customers while supporting their own sustainability goals.

We will also strengthen transparency and trust through the adoption of an ISO 14001 risk management framework. This will further improve how we report on our progress, introduce independent verification, and aligning with internationally recognised external frameworks and standards. By doing so, we will ensure our sustainability claims are credible, consistent, and easy to understand.

Across our supply chain, we will set clear expectations and ensure they are consistently met through stronger engagement and monitoring. At the same time, we will continue to invest in our people, creating clear development pathways and embedding sustainability into everyday decision-making.



Warmup[®]

The world's **best-selling** floor heating brand[™]