

PACE

a group of companies

2025

INTERIM SUSTAINABILITY REPORT

February - November

Setting the Pace in the Lift Industry...

Introduction

The Pace Group of portfolio companies specialise in the provision of engineering, service and maintenance services to the UK lift sector delivered from locations in Dudley (Head Office), Leicester, Basingstoke, Liverpool and Newcastle.

In 2025, The Pace Group made seven key acquisitions, which included the addition of new sites in Newcastle & Kent. We also successfully completed IT accreditation to Cyber Essentials Plus, ensuring greater protection standards of customer and employee data.

The purpose of the Sustainability Report is to provide an annual status on the strategy, goals and key objectives of The Pace Group on its sustainability and net zero (decarbonisation) journey to all our Stakeholders and the wider community.

This report is the first annual report since baseline emissions were recorded and prior to the introduction of strategies to subsequently reduce emissions. Baseline emissions in this report are the reference point against which future emissions reduction will be measured.

The Scope of the report will include all UK operations, including offices, workshops, fleet, and (limited Scope.3.) waste, and supply chain. The Pace Group latest three acquisitions are not included in this report.

FLASH HIGHLIGHTS OF THE YEAR

- Appointment of Paul Freeman, Head of EH&S and ESG Champion – December 2024.
- Appointment of Tom Bray, Head of Commercial & Corporate Affairs.
- Introduction of a new Colleague Communications Representative network "The Level-Up Group".
- Charitable partnership with Birmingham Children's Trust & Bfriends Charity.
- IT accreditation to Cyber Essentials Plus.

AXESS2 HOME & COMMERCIAL LIFTS

TLC TOTAL LIFT CARE

EXEL ELEVATOR

ABACUS elevators

Sustainability Commitment

Pace Holdings is committed to operating responsibly and sustainably. We recognise our responsibility to reduce our environmental footprint, support the transition to a low-carbon economy, and act as a responsible partner to all our stakeholders and the wider community.

Our sustainability objectives focus on:
Reducing carbon emissions and other greenhouse gases (“GHGs”).
Promoting sustainable procurement and responsible supply chain practices.
Minimise resource use and waste.
Encouraging innovation in energy efficiency within our service and maintenance provision.



Ensuring compliance with UK legislation, including human and social capital, net zero targets, and sector best practices.

Encourage best practices for community and employee engagement to contribute to a lower-carbon and biodiverse environment.

We align our sustainability goals and objectives to the United Nations Sustainable Development Goals (“SDG”) as listed below.









The Pace Group

Setting the pace, in the lift industry

Our Mission

At Pace Group, we are setting the pace in the lift industry by delivering innovative, reliable, and safe lift and escalator solutions. Through operational excellence and strategic acquisitions, we elevate performance, empower our people, and create exceptional value for our clients, partners, and the communities we serve.

Our Vision

To be the leading lift, elevator, and escalator services company in Europe, recognised for setting the pace in customer service, safety standards, technological advancement, and sustainable growth.

Our Values

S Safety | In all we do, utmost attention is given to the safety of our customersand employees in every solution we deliver.

P People Oriented | Our people are our greatest asset. We empower and develop our teams to excel, innovate, and grow.

I Integrity | We operate with honesty, transparency, and fairness in all business dealings and acquisitions.

C Customer Focus | We exceed expectations by providing responsive, reliable, and tailored solutions that keep our clients moving.

E Entrepreneurship | We embrace agility and a growth mindset, driving innovation and opportunity through strategic leadership and bold decisions.

The Directors Report



Directors Report

At The Pace Group, our commitment to Environmental, Social and Governance (ESG) principles is more than a strategic priority - its a reflection of our culture.

We believe that sustainable growth stems from responsible action. Whether it's reducing our environmental footprint, fostering an inclusive and equitable workplace, or upholding the highest standards of transparency and ethics, we are proud of the progress we've made - and even more excited about what lies ahead.

Among the key achievements this year we are pleased to report a Net Promoter Score of 4.2 out of 5, reflecting strong internal engagement and satisfaction. Furthermore, following a comprehensive reassessment with our investors, The Pace Group has been placed in their highest ESG rating category, "Value Adding". These are just a few of the hightlights that undescore our continued commitment to excellence and responsible growth.

Our Teams are driving innovation that not only benefits our clients and stakeholders but also contributes positively to the communities that we serve. ESG is not a checkbox, it's embedded in our culture, guiding our decisions and shaping for our future.

Together we're building a company that's not only successful, but significant, and we thank you for being a part of the journey.



Lukas Schlenker & Scott Haywood

Managing Directors

Governance

The Board of Directors are accountable for, and oversee the sustainability strategy and ensure its integration into business strategy and risk planning.

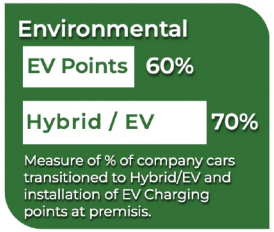
The SHEQ Manager is the ESG Champion, tracking progress, reporting on KPIs and driving initiatives. All employees are responsible for supporting sustainability practices and are encouraged to provide ideas and suggestions through the sustainability forum.

Reporting is through a Quarterly Sustainability Snapshot and an annual Sustainability Report in accordance with company QMS-042 Sustainability Policy and IMS-066 Carbon Reduction Policy.

In 2025, alongside the updating of fair recruitment policies, including for ex-offenders and veterans, key governance metrics address Equality, Diversity and Inclusion ratios & training, and Board Composition.

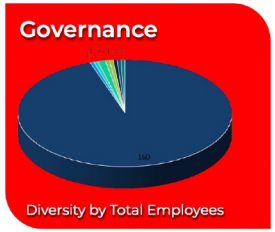
2025 status is included in the following graphics:















Emissions Performance

Total GHG Emissions (kgCO2e) for the Period Feb-25 to Nov-25 inclusive: 597,061.

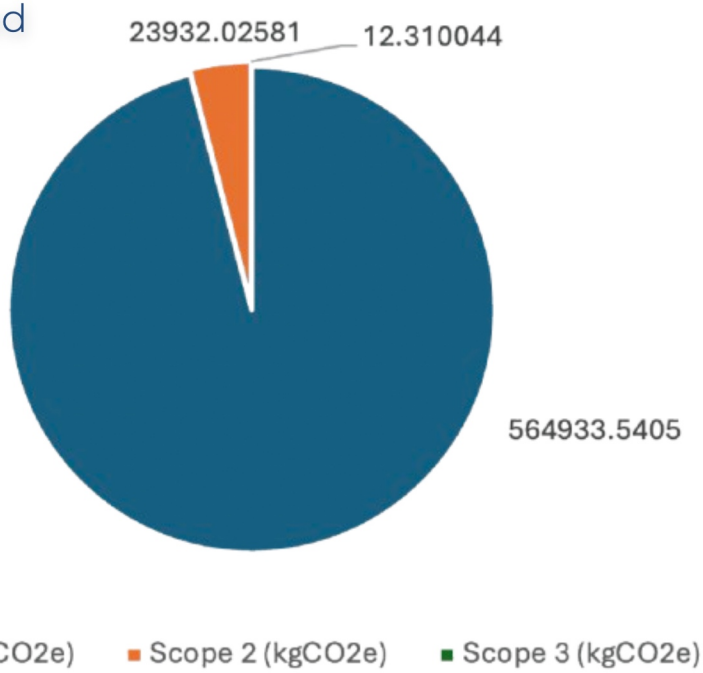
February 25 to January 26, inclusive, will form the baseline year (2025) for performance measurement on emissions reduction.

This will also be measured pro rata due to ongoing acquisitions and the corresponding increase in leased facilities, resources, and fleet.

The scope of the emissions measurement is Scope .1., Scope.2. and limited Scope.3. (water usage only). Further measurement of Scope.3. will be added as part of the ongoing sustainability roadmap.

Key materially significant suppliers (on a revenue 80:20 basis) have commenced emissions measurement, and this will be added to the 2025 baseline.

Objective 1 - Environmental :
Green House Gas Emissions
LTM - Scope 1 - 3



Emission Reduction Initiatives and Status

The Company has set a decarbonisation goal of >50% reduction in total carbon emissions by 2028 against the 2025 baseline as per GOV.UK/DEFRA emission conversion factors for company reporting and aligned to the UK Government's 2050 net zero target.

In addition to Scope 1, 2 and (limited) Scope 3 emissions, the following key objectives are also measred:

Company cars to be >50% hybrid or EV by 2028 - first half of 2025 was 60%, currently 70%.

Company fleet emissioons (Lightfoot data by fuel use) to be reduced (pro-rata) >50% by 2028.

Install EV charging points at all main (leased) offices by 2028 - 60% complete.

All comany (leased) premises to be on renewable (certified green) energy tariffs by 2028.

At current, 3 out of 5 office sites already obtain EV Charging Points.





Greenhouse Gas (GHG) Reduction Initiatives and Status

The company is further committed to a reduction of GHG emissions by 2028 through the following measurablekey objectives:

Where possible, all company (leased) premises are to have an EPC certificate and be certified to ISO50001:2018 with appropriate energy reduction measures installed, including lighting and heating.

Waste (limited Scope 3) is minimised iaw QMS-040 Waste Management Policy and recycled through certified waste carriers with general waste measured by volume.

In 2025, waste volume averaged 23.8kg/mth.

Component Reuse and Recycling Policy. Client reuse, recycling and transition to low carbon is measured through the company Innovation Index and reuse of waste through local community initiatives.









Sustainability in the Supply Chain

Sustainable procurement is measured with direct and materially significant suppliers (defined as the Top 2 by % spend) assessed for sustainability compliance and emissions performance by 2028. In conjunction with working with these suppliers towards the provision of Scope 3 emissions and compliance data, they will be required to confirm compliance with the company's human and social capital policies on an annual basis.

All subsequent new suppliers that fall into this category shall confirm compliance during the vendor selection process.

In 2025, we are pleased to state that the Top 20 suppliers (by % spend) have confirmed compliance with the company's human and social capital policies, including Modern Slavery, Anti-Bribery and Corruption Business Conduct and Ethics.

GOODS PURCHASED ARE TO BE RECYCLEABLE USE OR ALREADY OF RECYCLED MATERIALS

PARTS ARE REPAREABLE TO WHICH THOSE ARE ONLY DISPOSABLE.

REDUCE, REUSE, REPAIR, RECYCLE, DISPOSAL.

Sustainability in the Supply Chain

The company has several community initiatives, some of which also form part of the Scope 3 initiatives.

For example:



To mark BBC Children in Need 2025, members of our Pace Family from across our UK network took part in wearing something yellow & making donations to this worthy cause.



In August 2025, Deltron Lifts one of our partner brands of the group was the headline sponsor for 'The Here We Go Again Ball' in aid of Acorns Children's Hospice, which has successfully raised over £30,000.





During the first half of 2025, 1800 litres of waste hydraulic oils have been supplied to the farming community and 4 sets of redundant computer equipment have been provided to local schools.



Colleague Communications

Level-Up Newsletter

In September 2025, we launched a new Colleague Communications Scheme across our network, introducing an internal newsletter designed to keep our UK community informed and up to date with company updates, initiatives, and general business news.



The Level-Up Group Representatives

Supported by a newly formed team of more than 10 Colleague Representatives, the group meets regularly, both via Teams and in person, to share ideas, provide feedback, and develop initiatives that enhance and support our community. With members of the team coming from all areas of the business, including Field Engineers, Sales Teams, Accounts and Business Development.



THE LEVEL-UP REPS!

Employee Engagement



As part of employee engagement and training objectives, the company has set a target to improve employee satisfaction by 30% by 2028 and to raise employee sustainability awareness by 50% by 2030.

An Employee Net Promoter Score was established in October 2025 as a baseline for future performance, and ahead of the 2026 objective.

We are pleased to state that the score achieved was 4.2 / 5 (84%).

A Colleague Representative Forum, The "Level Up" Group has been generated, (formed from a representative from each division), who will meet regularly on current and future sustainability initiatives within the company and the wider community, sharing ideas, and best practice. The broader aim is to have 50% of employees engaged on sustainability initiatives (including sustainability training) by 2030.

Example sustainability engagement initiatives include:

Internal Halloween Competition: £250 Selfridges Voucher giveaway.

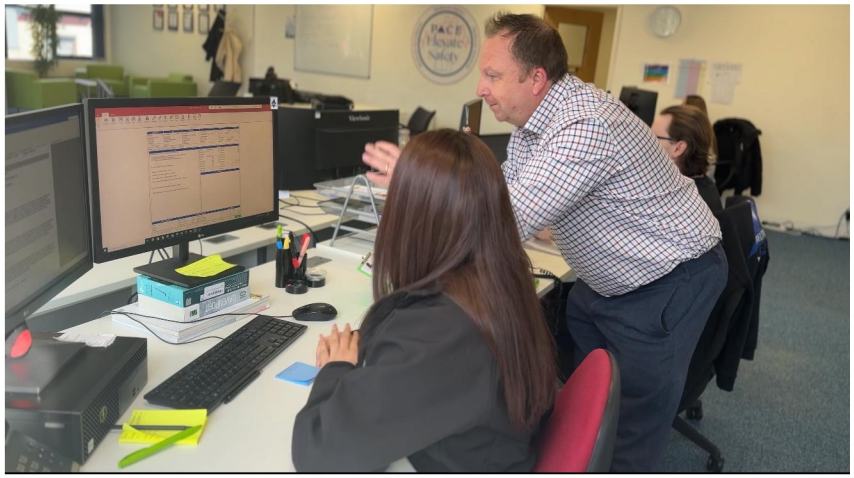
Mental Health First Aid Training in the new year with our Level-Up Representatives.

Vote for your best Team Player across the UK Network.

Employee Training

Throughout 2025, we completed a range of training programmes, including participation from our Senior Leadership Team and Directors, who undertook INPD Strategic ESG courses.

We continue to review and refine our processes and policies, implementing new and improved systems across our network to streamline workloads, strengthen governance, and ensure all responsibilities are carried out to a consistently high standard.



In the first quarter of 2026, as part of our commitment to enhancing colleague communications, our Level-Up Representatives from across the business will undertake Mental Health First Aid Training to further support their teams.

Company Innovation

The Company measures innovation through an Innovation Index, which indirectly forms part of the limited Scope.3. objectives “use of sold products and end of life treatment of sold products” and the Company sustainable procurement objectives.

The service and management teams collaborate with our customers on promoting the adoption of re-use, recycling, and transition to low-carbon emission replacement parts.

Measurement is in financial terms by the value of the number of parts transitioned to low-carbon emission products on an annual basis and the % of contracts addressed.

The objective is to have 75% of lift service and maintenance projects to include energy efficient parts by 2028. 2025 is the baseline year for measurement.







In 2025, the team at Pace Group carried out the modernisation and refurbishment across 6 Units at Aston Villa F.C

The refurbishment of these Lifts included the LED lighting, Internal screens and re-wrap for branding in-line with AVFC brand guidelines and enhacing the durability, life-span and efficiency of their future use.

Accreditation and Standards

The Pace Grooup is aligned to United Nations Sustainability Development Goals 3, 5, 9 & 13.

To maximise the impact of our carbon reduction objectives, the company will look at reforestation and similar biodiverstiy programmes to offset emissions to help address climate change now, as well as investment in the future. It is anticipated that this programme will take effect in 2026, with measurement reported in the 2026 annual report.

The Company will assess sustainability to join UK SME Climate Commitment program in 2026.

The Company will assess, as part of its Sustainability Roadmap, alignment towards UK IFRS S1 and S2 by 2028.

Statement of Approval

Signed: _____

Managing Director

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