

Sustainable Performance and Reporting - 2025

The following tables represent Breedon's quantitative metrics and their alignment with the relevant UN Sustainable Development Goal's (SDG) target or indicator for the reporting period January 1st 2021 – December 31st 2025.

Metrics	Unit	2021	2022	2023	2024	2025	IFRS alignment	Relevant SDG	
Carbon and Energy									
GHG Emissions intensity									
Emissions intensity – Revenue Scope 1 & 2	kgCO ₂ e/£	1.6	1.3	1.1	1.0	0.9			
Emissions intensity by tonne of core products Scope 1 & 2	kgCO ₂ e/t	44.2	46.3	43.9	40.0	37.3			
Absolute GHG emissions									
Process emissions Scope 1	tCO ₂ e	1,098,517	1,046,836	981,253	923,957	872,262	EM-CM-110a.1		
Non-process emissions Scope 1	tCO ₂ e	730,075	700,038	634,511	627,575	606,363			
Scope 2 (location based)	tCO ₂ e	86,539	73,590	77,975	73,969	63,401	S2.29.a.i.2.1		
Scope 1 + 2 (location based)	tCO ₂ e	1,915,131	1,820,464	1,693,739	1,625,501	2,451,021	S2.IE32.1		
Scope 1 + 2 (market based)	tCO ₂ e	1,828,592	1,749,079	1,617,159	1,554,014	2,395,045			
Scope 3 (Total)	tCO ₂ e	-	623,923	692,765	789,362	908,994	S2.29.a.i.3		
Out of Scopes (Biogenic)	tCO ₂ e	-	-	-	141,407	142,259			

Other Emissions to air (cement only)							
NOx (excluding N ₂ O)	tonnes	1,825	1,638	1,991	1,637	1,681	EM-CM-120a.1
SOx	tonnes	1,456	1,379	1,727	1,766	1,155	
Particulate matter (PM10)	tonnes	5	1	1	2	6	
Dioxins/furans	mg	96	302	155	3,636	626	
Volatile organic compounds (VOCs)	tonnes	195	185	184	214	165	
Heavy metals	kg	407	262	210	143	29.9	
Polycyclic aromatic hydrocarbons (PAHs)	tonnes	-	-	-	-	-	
Energy intensity							
Energy intensity by tonne of core products	kWh/t	68.3	71.7	70.5	65.9	62.8	
Energy consumption							EM-CM-130a.1
On-site combustion	MWh	2,578,588	2,470,140	2,376,916	2,352,729	2,283,197	
<i>Electricity (Grid)</i>	<i>MWh</i>	-	-	-	323,828	309,793	
<i>Electricity (On-site renewables)</i>	<i>MWh</i>	-	-	-	292	5,924	
Electricity (Total)	MWh	379,861	351,471	343,537	324,120	315,718	
Road transport	MWh	112,796	100,089	75,020	109,554	124,060	
Energy (Total)	MWh	3,071,245	2,921,700	2,795,473	2,786,403	2,722,975	



Responsible use of Resources


Alternative fuels substitution rate

Alternative fuels substitution rate	% of kiln fuel GJ	46.1	48.5	48.0	48.1	53.2		
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Biomass used

Biofuel used	% of kiln fuel GJ	19.5	21.1	18.4	18.2	22.2		
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Water

Mains water	litres/tonne	14.5	13.7	16.5	14.6	15.2	EM-CM-140a.1	
Mains water volume	m ³	627,722	538,794	635,768	591,721	630,106		
Abstracted water volume	m ³	5,020,563	6,297,226	4,913,568	7,190,365	6,826,995		
% of sites in areas of high or extremely high baseline water stress	%	-	-	1.8	6.0	6.0		

Waste

Total general waste generated	tonnes	-	-	6,140	4,189	5,497	EM-CM-150a.1	
Total general waste to landfill	tonnes	-	-	882	997	1,138		
% waste diverted from landfill	%	-	-	85.6	76.2	79.2		
Hazardous waste generated	tonnes	-	-	593	1,609	1,282		


Nature and biodiversity

Number of trees planted	thousands of trees	24.8	31.3	7.4	13.4	22.5		
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Biodiversity action plans in place	number	-	25	14	43	43	
Hectares restored	ha	-	29	3	-	15	

Workforce Breakdown

Number of employees

Great Britain	number	-	-	-	-	3,122	
Ireland	number	-	-	-	-	503	
United States	number	-	-	-	-	853	
Central Administration	number	-	-	-	-	302	
Total	number	3,457	3,649	3,897	4,395	4,780	
Turnover rate	%	11.8	12.6	10.6	11.5	12.0	

Gender split

All employees – male	%	87	86	85	85	86	
All employees – female	%	13	14	15	15	14	
Management roles – male	%	-	-	87	86	86	
Management roles – female	%	-	-	13	14	14	
Senior leaders – male	%	-	-	69	76	69	

Senior leaders – female	%	-	-	31	24	31	
Executive management – male	%	-	-	87	89	87.5	
Executive management - female	%	-	-	13	11	12.5	
Workforce breakdown by age (excludes Breedon US)							
16 – 21 years	%	3	2	3	3	3	
22 – 29 years	%	12	12	12	12	12	
30 – 39 years	%	20	20	21	21	21	
40 – 49 years	%	22	23	21	21	22	
50 – 59 years	%	29	29	28	27	27	
60 – 69 years	%	13	13	14	15	15	
70 – 79 years	%	1	1	1	1	1	

Education, skills and training

Hours of training

Hours of training provided to employees	hours	13,651	21,919	22,697	23,095	28,094	
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Apprenticeships

Recruited in year	number	41	62	70	40	56	
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Impact on communities


Social Value							
Total Social Value generated	£	-	-	-	-	134,500,000	
Charitable donations							
Community/charitable financial donations	£	154,900	318,100	455,300	603,800	676,600	
Community/charitable material donations	tonnes	513	669	3,273	1,555	2,505	
Volunteering	h			2,114	2,155	6,762	
Neighbour complaints							
Neighbour complaints	number	45	29	26	15	17	



Sustainable products and services


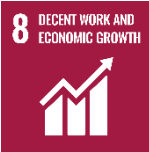
Breedon Balance sales revenue	%	-	-	-	-	39	
% sales from products holding a valid Environmental Product Declaration	%	-	-	-	18	17	





% of products that qualify for credits in sustainable building design and construction certifications e.g. BREEAM	%	-	-	-	70	81		
Investment into R&D/trials	£	6,200,000	7,600,000	6,100,000	6,800,000	TBD		

Principles

Health, safety and wellbeing

Combined LTIFR (employees & contractors)	per million hours worked	3.1	3.1	3.5	3.3	3.4		 
Combined TIFR (employees & contractors)	per million hours worked	19.8	17.2	16.9	17.7	18.5		
Employee LTI severity rate	per million hours worked	105.6	49.2	41.7	92.6	146.6		
Employee fatality rate	per million hours worked	0.0	0.0	0.0	0.0	0.0		
Employee LTIFR	per million hours worked	2.2	2.1	3.1	2.5	2.8		
Non-Employee LTIFR	per million hours worked	6.9	7.4	5.7	7.4	6.3		
H&S prosecutions	number	1	0	0	0	0		

Mental Health First Aiders trained in year	number	-	-	10	30	91		
Ethics and integrity								
Sites covered by ISO 14001	%	-	94	96	75	77		 
Sites covered by ISO 45001	%	-	87	95	74	77		
Sites covered by ISO 9001 (or equivalent)	%	-	49	98	76	78		
Sites covered by ISO 50001	%	-	5	99	77	78		
Sites covered by BES 6001 Responsible Sourcing	%	-	57	92	72	75		
Compliance training hours	h	-	-	7,356	5,746	4,679		
Sustainable Procurement								
Supply chain audits completed	number	-	-	-	14	35		
Disclosures								
CDP Score – Climate Change	-	-	-	B	A-	A-		
CDP Score – Water security	-	-	-	C	B-	B		