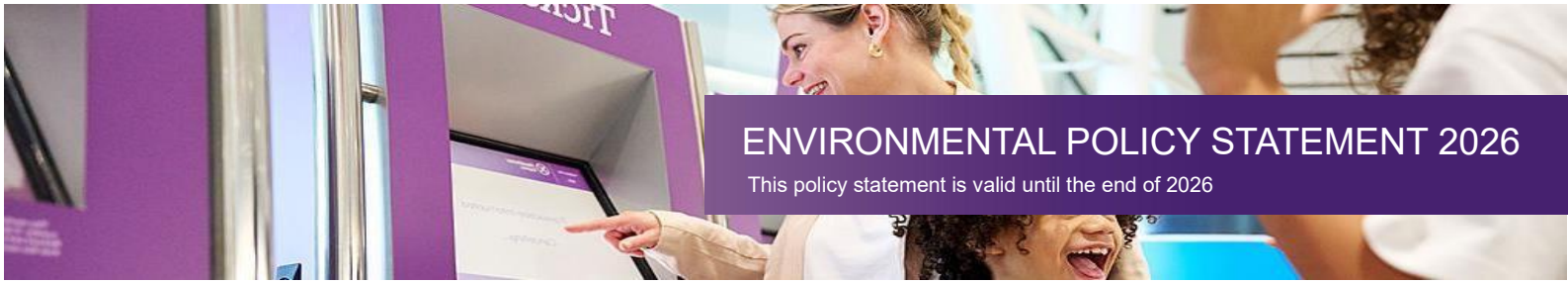

ENVIRONMENTAL POLICY STATEMENT 2026

This policy statement is valid until the end of 2026

This Heathrow Express policy statement is written in conjunction with the Health, Safety and Environmental policies of Heathrow Airport Holdings Ltd.

We have a corporate and social responsibility to protect our environment for future generations. The decisions we make now could have an impact for years to come and therefore the purpose of this statement is to empower colleagues to always make the right decisions regarding our activities which could impact the environment.

This statement will be communicated to all Heathrow Express colleagues and other personnel working on behalf of Heathrow Express, including strategic partners and suppliers. It will also be made publicly available to interested stakeholders.

As a responsible organisation Heathrow Express will:

- **Integrate environmental considerations** into work practices at all levels and will inform employees and contractors of applicable environmental regulations and requirements.
- **Provide the resources necessary** for employees and contractors to conduct their work in accordance with applicable environmental regulations and requirements.
- **Develop environmental goals and targets** relevant to Heathrow Express operations and take actions to achieve those goals and targets.
- **Promote** recycling, pollution prevention, waste minimisation, and conservation practices.
- **Foster a safe working environment** in which employees and contractors are encouraged to report and raise environmental issues.
- **Continually improve** the effectiveness and efficiency of environmental management through agreed KPIs.
- **Comply** with all applicable laws, regulations, and other environmental requirements.

My ask of colleagues, contractors and suppliers is that they always deliver their work in a manner which complies with all applicable environmental regulations and requirements and to continually strive to improve environmental performance in their work area. Additionally, we have a responsibility for reporting any situations that may prove hazardous to our environment.

If you identify a way in which a working practice or activity could be improved that will positively impact our environmental performance, please speak to your manager. We welcome and encourage any suggestions and improvements.

This policy will be reviewed on an annual basis or, when changing circumstances dictate otherwise, to ensure alignment with the company's Environmental Management System.

Both myself and the Senior Leadership Team are fully committed to implementing the above policy.

Aoife Considine, Business Lead March 2026

Heathrow Express