



NEWS RELEASE

FY2025 Sustainability Report

2025-09-30

We're proud to share our FY2025 Sustainability Report, highlighting the progress we have made and the priorities that matter most to our associates, customers and communities.

People and communities

Our associates are the driving force behind our success, and we continue to invest in their wellbeing through enhanced benefits, training and development. More than 80% completed courses through the Ferguson Academy. In FY2025, our associates volunteered over 14,000 hours and we supported more than 15,000 students through skilled trades training and scholarships. Through Ferguson Cares, we helped expand access to clean water, revitalize neighborhoods and invest in the economic development of our hometown of Newport News.

Sustainable impact

We made meaningful progress in reducing the environmental impact of our operations. Across North America, 95% of our electricity consumption was matched by renewable generation and we reduced Scope 2 emissions intensity by 89%. 1 Our Nashville Market Distribution Center also earned LEED Silver certification for Commercial Interiors, an important milestone in our sustainability journey.



Responsible business

We continued to strengthen governance and accountability across the business. Our updated vendor scorecard better evaluates product quality, safety and compliance – improving transparency across our supply chain. Guided by stakeholder feedback, we refreshed our sustainability priorities and introduced new environmental and social targets.

Our 2030 targets:

Operational emissions

- Reduce our Scope 1 emissions by 15% per million USD of revenue (against a 2024 baseline).
- Source 100% renewable electricity.

Sustainable products

- Save customers 120B kWh of energy and \$10B through ENERGY STAR products sold between 2024 and 2030.
- Save customers 700B gallons of water and \$10B through WaterSense products sold between 2024 and 2030.

Ferguson Cares

- Connect 50,000 youth to the skilled trades.
- Volunteer 70,000 hours.

“We’re focused on continuing to align sustainability with our business strategy,” said Denise Vaughn, Vice President of Sustainability. “By collaborating across the business and listening to our stakeholders, we’re working to ensure our commitments drive operational efficiency, customer value and community impact.”

We recognize there is more work ahead and remain committed to continuous improvement. With a clear focus and a shared purpose, we’re working with our partners to help build a more sustainable and resilient future. Read more about our efforts and explore the full report:

FY2025 Sustainability Report

Cautionary Note Regarding Forward-Looking Statements

Certain information included herein is forward-looking, including within the meaning of the Private Securities Litigation Reform Act of 1995, and involves risks, assumptions and uncertainties that could cause actual results to differ materially from those expressed or implied by forward-looking statements. Forward-looking statements cover all matters which are not historical facts and include, without limitation, objectives and projections with respect to the company's sustainability program and related sustainability centric plans and efforts (including those related to climate), statements or guidance regarding or relating to our future financial position, results of operations and growth, and plans and objectives for the future including our capabilities and priorities. Forward-looking statements speak only as of the date on which they are made and can be identified by the use of forward-looking terminology such as "continue," "remain" or other variations or comparable terminology.

Many factors could cause actual results or our plans to differ materially from those in such forward-looking statements, including, but not limited to: the risk that the initiatives and priorities described herein may be delayed, cancelled, suspended or terminated; unsuccessful execution of our operational strategies; the costs and risk exposure relating to sustainability matters and disclosures, including regulatory or legal requirements and disparate stakeholder expectations; and other risks and uncertainties set forth under the heading "Risk Factors" in our Annual Report on Form 10-K filed with the Securities and Exchange Commission (the "SEC") on September 26, 2025, and in other filings we make with the SEC in the future. Forward-looking statements regarding past trends or activities should not be taken as a representation that such trends or activities will continue in the future. Other than in accordance with our legal or regulatory obligations, we undertake no obligation to publicly update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

1 See our **Basis of Reporting** and **Assurance Statement** for additional details, including disclosures pursuant to California's Voluntary Carbon Market Disclosures Act (AB 1305).