



UNLEASHING NET ZEROTM

2024

eEnergy Group plc
ESG Report

Welcome to our ESG Report



At eEnergy, we believe that eliminating energy waste and making Net Zero both achievable and profitable is not just our mission. It is our responsibility.

In 2024, we made significant progress. Guided by our first materiality assessment, we developed a focused ESG strategy aligned with the issues that matter most to our stakeholders. We reached key milestones including ISO 14001, ISO 50001 and ISO 14068-1 certifications, launched a comprehensive ESG reporting framework, and achieved a Bronze rating from EcoVadis, placing us in the top 35 percent of companies globally for ESG performance.

These achievements reflect more than process. They show how sustainability is now embedded in how we lead, operate and grow. We recycled 91 percent of our project waste, ran a fully electric fleet, and sourced 100 percent of our energy from renewables. As a result, our emissions are limited to 4,731 tonnes of Scope 2 CO₂e, with no Scope 1 emissions reported.

But ESG is not only about the environment. It is about people. In 2024, we strengthened our culture through new systems, enhanced employee experience, and continued to build a values-led, high-performing team. With our ESG Committee now fully established at Board level, we have the structure in place to drive delivery and accountability across every ESG pillar.

This is our first standalone ESG report. It reflects our ambition to build a more sustainable business and to demonstrate the role we play in helping others do the same.

We have built a solid platform. Now we move forward with purpose and momentum.

Dr Nigel Burton

Non-Executive Director, Chair of the ESG Committee

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2024: A year of purposeful progress.

At eEnergy, ESG isn't a bolt-on – it's built in. Our mission is simple but powerful: eliminate energy waste and make Net Zero both achievable and profitable. In 2024, we turned that mission into measurable action, embedding sustainability deeper into how we operate, how we lead and how we grow.

Our activities enable a Net Zero future. In 2024, we achieved several key ESG milestones:

- Completed inaugural materiality assessment.
- Defined our sustainability strategy and ESG reporting framework.
- Attained ISO 14001:2015, ISO 50001 and ISO 14068-1 certifications.



Zero

- Maintained a zero-injury safety record.



91%

- Partnered with a specialist to recycle 91% of lighting installation waste.
- Implemented a new HR platform to enhance employee experience.



EcoVadis Bronze: A strong start.

In our first ever submission, we were awarded a Bronze Medal by EcoVadis, placing us among the top 35% of companies globally for ESG performance. This external benchmark gives credibility to our efforts and shines a light on where we excel – and where we can improve.

EcoVadis 2024 scorecard:

Category	Score	
Environment	44	100
Labour and human rights	69	100
Ethics	62	100
Sustainable procurement	45	100
Overall score	61	100

Environmental, social and governance ('ESG') continued

From materiality to momentum.

In May 2024, we completed our first materiality assessment – a milestone that clarified what matters most to our stakeholders and our business. The outcome now shapes our strategy and reporting across four pillars:

Planet. People. Prosperity. Governance.

This structure ensures we focus on high impact areas, with accountability held by both pillar leads and our Board-level ESG Committee.

Unleashing Net Zero



- | | |
|--------------------|--|
| Planet: | Climate change, energy efficiency, waste management. |
| People: | Safety and health, employee engagement, skills development, diversity and inclusion. |
| Prosperity: | Product sustainability, product supply chain, product design and life cycle management. |
| Governance: | Board composition, business ethics, cybersecurity, product sustainability, product supply chain, product design and life cycle management. |

Looking ahead: 2025 priorities.

We're focused on driving performance and transparency. In 2025 we will:

- 1

Implement recommendations from our EcoVadis assessment.
- 2

Scope and begin preparing to report Scope 3 emissions.
- 3

Strengthen our employee review and development process.
- 4

Deepen supplier engagement on ESG performance.
- 5

Increase visibility of ESG performance in investor communications.

We're proud of the foundations we've laid – and even more ambitious about where we go next.

eEnergy. Making Net Zero possible and profitable.



Planet

Planet: Action, not aspiration.

Sustainability isn't just a selling point – it's a standard. In 2024, we achieved:



ISO 9001: Quality Management

ISO 14001: Environmental Management

ISO 45001: Occupational Health and Safety Management



Energy use.

We continue to reduce emissions where we can influence outcomes – through electric vehicle incentives and 100% renewable energy sourcing.

Energy from fossil fuels kWh

0

Energy from fossil fuels %

0%

Energy from renewable sources kWh

17,029.25

Energy from renewable sources %

100%

Total energy consumption kWh

17,029.25



Carbon footprint.

We lease all facilities and operate a 100% electric fleet – so our emissions are scope 2 only:

Carbon emissions and energy consumption	Total emissions	
GHG emissions (scope 1)	t CO ₂ e	Not applicable
GHG emissions (scope 2) *	t CO ₂ e	4,731.49
Total GHG emissions	t CO ₂ e	4,731.49

Total emissions (scope 2 only) t CO₂e

4,731.49



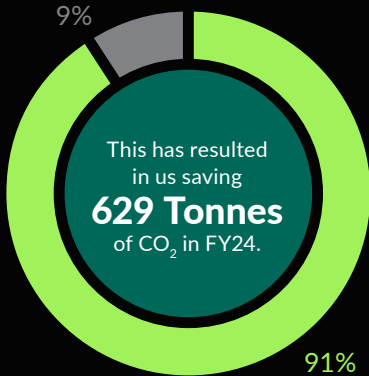
Waste.

Partnering with a specialist LED waste provider, we now:

91%

- Recycle ~91% of all project waste.
- Ensure compliance with WEEE regulations and circular economy principles.

Waste to landfill: Year ended 31 December 2024 (tonnes).



- Recycled waste
- Landfill



People

People: Empowering those who deliver the mission.

Our success depends on our people. In 2024, we implemented BambooHR to streamline performance, improve communication and support a high performing, values-driven culture.

Workforce profile



Workforce by age

Permanent workforce

50

- 18–30 (11)
- 30–50 (28)
- >50 (11)

Diversity and inclusion

Women as a % of a total workforce

32%

Women in management %

4%

Incidents of discrimination and corrective actions taken

0



New hires and turnover

New hires



Redundancies



Dismissals



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Prosperity



Health and safety.

Safety isn't negotiable. We recorded zero injuries in 2024, supported by risk assessments, compliance tracking and training via the Citation platform.

Safety statistics: Year ended 31 December 2024

Number of fatalities

Lost-time injuries ('LTIs')

Medical treatment cases ('MTCs')

Total recordable cases (fatal injuries + LTIs + MTCs)



Occupational health: Year ended 31 December 2024

Number of health examinations conducted

1

Percentage of employees covered by health insurance

96%

We're working towards certification for ISO 45001:2023 to formalise and strengthen our health and safety system.

Prosperity: A business model built for impact.

We design and deliver services that accelerate the transition to Net Zero – and we do it with responsibility built in. In 2024, we:

- Partnered with B Corp-certified suppliers for branded materials.
- Sourced from local contractors and UK manufacturers.
- Continued supporting the Let's Go Zero campaign to help schools reach Net Zero by 2030.



This year, we will deepen supplier engagement on their own ESG performance so that customers and investors can be certain that we do our very best to ensure that our supply chain is being held to the same high standards that we apply to our own business.

We will also increase the visibility of our ESG performance in marketing, investor communications and client and customer management to underline our commitment to best-in-class ESG delivery.



Governance

Governance: Holding ourselves to account.

Our ESG strategy is now embedded in our leadership structure.

The ESG Committee – formed in December 2023 – sets direction and oversees delivery, with each pillar led by a named manager. We continue to comply with the 10 principles set out in the Quoted Companies Alliance Corporate Governance Code (the 'QCA Code') and more detail on this is set out in the Corporate Governance Report below.

While personnel changes in 2024 impacted delivery pace, we've built a stronger team, added new capability and have entered 2025 ready to accelerate.



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