



YLEM Energy Limited
Registered number: 02152229. VAT number: GB 677 4991 67

YLEMENERGY.COM

YLEM Energy 2024 Sustainability Report



Edison House
Daniel Adamson Road
Salford
M50 1DT



+44 (0)161 660 2222



solutions@ylemenergy.co.uk

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ABOUT THIS REPORT *The YLEM Energy Management Team has reviewed and approved this report for the year ended 31 March 2025. Unless otherwise identified, the data in this report applies to the entire Group. The report describes our business' environmental, social and governance priorities, and the impact of sustainability on our business and stakeholders. To the extent possible, our disclosures have been aligned with the SASB Standards for Electric Utilities and Power Generation, Gas Utilities and Distributors and Solar Technology and Project Developers. Not all metrics from the standards are included and unless otherwise noted, the information in this report is limited to the 2024 calendar year. Specific metrics related to YLEM's material social and governance topics have also been disclosed. The information contained in this report has been collected from what is currently available and reasonably verifiable at the time of publishing. YLEM Energy will update and publish sustainability reports on an annual basis. As part of this, we will review the latest reporting standards and evaluate opportunities to enhance our disclosures to provide transparency and demonstrate year-on-year progress.*





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Introduction



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Statement from our Managing Director

I'm pleased to share YLEM Energy's first Sustainability Report for the year ending 31 March 2025. This report marks a key step in our ongoing commitment to providing and operating low-carbon solutions for our partners and customers. As Managing Director, I want to outline the work we've done to establish our sustainability strategy, which we consider fundamental to our business.

Since our establishment, YLEM Energy has focused on assisting a wide range of industries in navigating the energy market. We've done this by identifying effective on-site generation solutions and utilising software-based energy monitoring and efficiency tools. Through our range of energy solutions – including commercial solar PPAs, sub-metering, gas power generation, landfill gas-to-power, battery energy storage and fully-funded solar PPAs – we've enabled our customers to reduce their CO2 emissions and save annually on energy costs. Our grid-scale battery energy storage and natural gas peakers also play a critical role as enabler technologies, supporting the UK's transition to renewable-based energy systems.

While sustainability has always been central to the solutions we provide, we recognise the importance of evaluating and improving our own practices. This includes minimising our environmental impact, supporting our people and maintaining responsible governance.

I'm particularly pleased with our progress in integrating sustainability throughout our value chain, where collaboration with suppliers has contributed to both biodiversity enhancement and carbon reduction.

We also place significant emphasis on attracting, retaining, developing and supporting our people. We recognise the value of a diverse and inclusive workforce, and our evolving sustainability strategy will continue to address improvements in this area.

For a business of our size, comprehensive sustainability disclosure is a relatively new but important undertaking. We've taken a critical step by completing our first materiality assessment in 2024, with the assistance of an external consultancy. This exercise has helped us better understand our environmental and social impacts, risks and opportunities, and to establish a strategic framework for



sustainability. We are now working to improve data collection on our material sustainability topics identified through this assessment, and moving forward, will further develop and disclose measurable KPIs related to these high-priority areas.

I am proud of YLEM Energy's contributions to a more sustainable future, and this Sustainability Report reflects our progress and commitment. We will continue to drive our sustainable business activities with integrity and to contribute to positive change in the energy sector.

A handwritten signature in black ink that reads "Sam Gately".

About YLEM Energy

YLEM Energy is a dedicated energy partner, committed to helping a wide range of industries navigate the complexities of the energy market. We work collaboratively with power-intensive businesses to identify the best onsite generation solutions, leveraging software-based energy monitoring and efficiency management tools that maximise energy affordability and efficiency. Beyond our commercial solutions, we also build, own and operate grid-scale projects, including battery energy storage, natural gas peakers and landfill gas-to-power, to produce and sell energy for wholesale and ancillary markets.

In addition to our core business activities, the YLEM Energy Group includes two spinout businesses that support companies with customised solutions for sustainable energy supply.

Root Power

Our dedicated battery and energy storage systems (BESS) platform, committed to powering the UK's BESS evolution. Root Power's vision is to help facilitate a decarbonised energy network by originating, developing, building and operating innovative BESS projects.

Power-Zero

Our specialist business that provides fully-funded commercial solar solutions and advanced energy optimisation, helping businesses reduce costs, maximise efficiency and accelerate their low carbon journey.

Powering industries worldwide for over 30 years

As a UK-based industry leader in energy generation and storage solutions, we specialise in designing, building, operating and maintaining reliable systems. Our partnership provides our customers with robust onsite solutions that tackle the risk of rising energy costs in volatile markets while driving cost and carbon savings.

Our sector expertise

Manufacturing	Food & Beverage	Chemicals	Pharmaceuticals	Agriculture
Hospitality & Leisure	Warehouse & Logistics	Data Centres	Automotive	Printing & Publishing



Robust energy systems of the future

Global energy systems are changing, costs are rising and the pressure to decarbonise is mounting. Through our expertise and client partnerships, we are helping to combat these challenges, delivering cutting-edge energy strategies through bespoke solutions centred around current and future power demands.

Our diverse energy solutions

Commercial Solar PPA <i>Utilising energy systems of the future</i>	Sub-metering <i>Industry-leading sub-metering solutions</i>	Gas Power Generation <i>Simple, cost-effective and reliable</i>
Battery Energy Storage <i>Boost resilience and generate savings</i>	Fully-funded Solar PPAs <i>Fully-financed onsite generation solutions</i>	Commercial Solar Calculator <i>Calculate cost savings</i>
O&M Support <i>24/7 industry-leading support</i>	YLEM Energy Optimise <i>Industry-leading energy management solution</i>	YLEM Energy Xchange <i>Innovative peer-to-peer trading platform</i>



Sustainability at YLEM Energy

Managing our material topics

Our business was founded on the mission to provide and operate low-carbon solutions for our partners and customers. As a result, sustainability has always been at the core of what we do. However, we also recognise the need to reflect on how we operate our own business, including how we’re working to minimise our own environmental footprint, support and develop of our people, and govern our business responsibly.

In 2024, we undertook an exercise to review and identify our sustainability priorities by conducting our first materiality assessment with the support of an external consultancy. The results of this assessment have enabled us to better understand our sustainability impacts, risks and opportunities, and establish our first sustainability framework and strategy.

Our 2024 materiality assessment process

1. **Collate** universal list of sustainability topics through desktop research
2. **Refine** topic list through initial scoring and prioritisation
3. **Engage** internal stakeholders to prioritise topics and determine materiality

Our 2024 material sustainability topics

Through our research and engagement activities, we have identified and prioritised relevant sustainability topics based on their importance to the business and its stakeholders.

Environmental	
High Priority	Climate action & GHG emission reduction
	Renewable energy use
Medium Priority	Land use & biodiversity
	Energy affordability
	Energy efficiency
	Air quality & pollution
	Circularity
Low Priority	Waste management
	Resource use & management



Social		
High Priority	Employee health, safety & wellbeing	↑
	Human rights & modern slavery	↑
Medium Priority	Employee attraction, development & retention	↑
	Diversity, equity & inclusion	↑
	Purpose, vision, culture & values	
Low Priority	Community investment	

Governance		
High Priority	Supply chain sustainability	↑
	Transparency & disclosure	
	Ethics, integrity & compliance	
	Risk management	
Medium Priority	Management of energy infrastructure integration	
	Privacy & data security	↑
	Product safety & quality	↑
	Innovation & digitalisation	↑
	Stakeholder management	

↑ *Topics of increasing priority*

In our first year of reporting, our focus has been on identifying sustainability topics with the greatest impact both on our business and our stakeholders. Therefore, the disclosures contained within this report outline our commitments in relation to topics deemed a ‘high priority’.

Work to improve data collection related to our high priority topics will commence in 2025, and we look forward to providing an update on our progress in 2026.

To ensure our sustainability strategy reflects the priorities of stakeholders across our value chain, as well as evolving sustainability disclosure regulations, we plan to review this work on an annual basis.



Our sustainability framework

Our sustainability framework forms the foundation of our strategy and guides our activities as a business across five interconnected themes:

Protecting the Planet

We're going beyond business as usual to reduce our greenhouse gas emissions, scale renewable energy use and enhance biodiversity while protecting our natural environment.

Empowering our People

We invest in our people by supporting physical and mental wellbeing, and by building a diverse and inclusive culture that enables everyone to succeed.

Promoting a Responsible Supply Chain

Operating responsibly not only applies to our own business, but also across our supply chain. We ensure our suppliers and partners uphold the highest governance standards.

Transforming Energy for Good

We play a critical role in the UK's energy infrastructure, and we're helping to deliver on local and national energy security and affordability ambitions.

Acting with Integrity

We drive forward our sustainable business activities through responsible decision making and acting with integrity in all that we do.





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Protecting the Planet



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Climate action & GHG emission reduction

The need for urgent climate action has never been greater. With rising global temperatures, extreme weather events and increasing pressure from regulators, investors and consumers, businesses like ours must take decisive steps towards a low-carbon future. At YLEM, we believe that by embracing low-carbon solutions today, we not only build resilience against future risks but also capture opportunities for innovation, efficiency and long-term growth.

We have several measures in place to evaluate and responsibly manage our carbon footprint. Our environmental management system is in compliance with ISO 14001, and as part of this accreditation, we work to continually improve our environmental quality performance. Additionally, we conduct annual carbon audits across our key sites.

Our next priority as a business is to measure our carbon footprint in order to implement time-bound, science-aligned emission reduction targets. We look forward to providing an update on our progress in 2026.

Renewable energy use

Through our portfolio of low-carbon energy solutions, we help lead our customers' journey to net zero. Our expertise in designing and delivering bespoke, on-site renewable generation solutions, also provides us with opportunities to decarbonise our own business, including increasing the use of renewable energy within our operations.

Land use & biodiversity

Climate action and biodiversity protection go hand-in-hand. Healthy natural environments play a critical role in carbon sequestration, regulating climate patterns and providing essential resources for communities and industries alike. We understand the deeply connected and interdependent relationship between climate and nature and prioritise biodiversity considerations in all activities, particularly our solar and BESS solutions, where our impact on land use and ecosystems is greatest.



Case Study: Enhancing Biodiversity through our Solar Solutions



The Project

We installed a 2MW ground-mounted Solar PV system for Denby Pottery. The system went live in 2024 and was sited on one of the pottery's own fields near the factory in Derbyshire.

The Challenge

As part of the planning consent, it was required that an ecological impact assessment was conducted before the starting construction. This condition was given in the interest of protecting trees, in accordance with saved policy EN8 of the Amber Valley Borough Local Plan 2006.

The Outcome

YLEM leveraged our technical expertise to develop an Ecological Enhancement Strategy, underpinned by the following actions:

- Protection of trees and hedgerows during construction, ensuring no disturbance
- Minimisation of light pollution during construction, which was achieved by limiting construction hours to only during daylight hours and no permanent lighting installed
- Installation of four bat and bird boxes in the woods adjacent to the solar farm to support local wildlife
- Implementation of four badger gates in our perimeter fence
- Installation of four deer light reflectors





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Empowering our People



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Employee attraction, development and retention

We've powered industries worldwide for over 30 years, but our business longevity wouldn't be possible without the continued support of our people. That's why we invest in their growth.

To attract top talent, we focus on fair, inclusive and transparent recruitment processes, providing equal opportunities for all. We actively seek to hire individuals who share our vision for a low-carbon future.

Once on board, employees are supported with continuous learning and development opportunities. Whether through mentorship, technical training, leadership development or opportunities for career progression, we empower our people to reach their full potential.

We want our employees to feel excited to work for our business. We foster a culture of collaboration, wellbeing and recognition, ensuring that our people feel supported in their roles. For 2024 and 2025, we achieved an Employee Net Promoter Score (eNPS) of +6. An eNPS score measures employee loyalty by assessing employees' likelihood to recommend YLEM as a good place to work. Our score of +6 indicates that our business contains more 'promoters' than 'detractors', and we aim to continue improving our score each year.



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Employee Spotlight: Meet Danielle Cetiner-Collins

**What is your role at YLEM?**

I am the Health, Safety, Environment and Quality (HSEQ) Coordinator, managing the ISO Management System, and supporting the operations team with compliance monitoring. I am also responsible for the administration and facilitation of our environmental monitoring data management system 'MonitorPro'.

Can you tell us about your career journey within the business?

I joined the company in January 2015, so just over 10 years. When I started, I joined as an administrator supporting the Human Resources Manager and Compliance Manager. Shortly after I started, an opportunity presented itself for me to support solely on compliance and ISO-related work. I was then formally offered the position of HSEQ Administrator to manage the ISO Management System and subsequently promoted to HSEQ Coordinator.

How has YLEM supported your career development?

YLEM supported me with putting me forward for my Institution of Occupational Safety and Health (IOSH) course to improve my skillset when it comes to health & safety, and how it should be managed in the workplace. Completing this course enabled me to feel confident in my abilities after transitioning to a new, expanded role.

What do you enjoy most about working for YLEM?

The business really cares about its people. I am responsible for caring for my young family and a disabled parent. They have given me the flexibility to change my working hours, so that I can balance my at-home responsibilities alongside my part-time role.



Employee Spotlight: Meet Joe Stewart



What is your role at YLEM?

I'm the Production and Operations Manager, responsible for overseeing and maintaining efficient and safe operations of our power generation facilities. This includes ensuring that production targets, safety standards, environmental regulations, and budgetary constraints are met. I also play a key role in planning, organising, and optimising production activities, maintaining high performance standards and driving continuous improvement initiatives across all operational areas.

Can you tell us about your career journey within the business?

I joined the business in May 2008 – for nearly 17 years. My background is in mechanical engineering, so my first role was as a Site Technician, until I was promoted to Deputy Site Technician in January 2010, then promoted to Area Supervisor in June 2010. I was further promoted to Production & Operations Manager in March 2014, which is my current role.

How has YLEM supported your career development?

YLEM has provided me several opportunities to progress in my career – not only through promotions, but also by offering specialised training programmes related to power generation technologies, safety protocols and equipment management. In addition to enhancing my technical skillset, I've also had the opportunity to develop my leadership, contractual development, communication, problem-solving, teamwork, and other essential skills that are important for career progression. My goal is to progress into a higher management role within the business, and I feel that I have a real opportunity to do that.

What do you enjoy most about working for YLEM?

The work can be challenging and varied, keeping me always engaged and satisfied in my role. I've been provided opportunities for mentoring, training and to learn new skills, helping me with my personal progression and to



Diversity, equity & inclusion

We support and promote diversity and equal opportunity across our business, appreciating that everyone is different and deserves to be treated as an individual. Our belief is that we benefit as a business when we're able to leverage a wider range of perspectives. This leads to improved decision-making and a more resilient, adaptable workforce.

We recognise that there is still work to be done to make our business – and our industry – more diverse. We are working to identify opportunities to recruit more women and individuals from diverse backgrounds into our workforce and look forward to providing an update on our efforts in our next report.

Workforce Breakdown by Gender as at 31 March 2025

Category	Percentage
Female	17.3%
Male	82.7%
Other	0%

We are opposed to any form of discrimination or unfair treatment based on inappropriate distinctions between people of certain backgrounds or characteristics. This includes procedures and practices for recruitment, reward, performance management, communication, discipline, grievance, training and development.

Our approach is upheld by our Equity, Diversity and Inclusion Policy and Anti Bullying and Anti-Harassment policies. All employees receive Equity, Diversity and Inclusion training, and all managers receive Bullying and Harassment for Manager Training and Unconscious Bias for Managers training. Our policies are enforced by the Board of Directors.

Employee health, safety & wellbeing

Keeping our people safe and healthy at work is fundamental to our success. We are committed to maintaining a safe working environment through rigorous health and safety policies, regular risk assessments and ongoing safety training, in line with ISO 45001 requirements. We also know it's critical that our approach is reflective of individual needs, which is why we conduct annual Occupational Health and Safety (OHS) Employee Surveys. This enables us to collect feedback on our approach and identify potential risks or opportunities for improvement.



Workforce Health and Safety metrics as at 31 March 2025

Category	Percentage
Total recordable incident rate*	2.5
Fatalities	0
Near miss frequency rate (employees)**	4
Near miss frequency rate (contractors)	0.62

**Total recordable incident rate is calculated by reportable number of injuries x 200,000 / number of man hours.*

***Near miss frequency rate is calculated by reportable number of near misses x 100,000 / number of man hours.*

Beyond physical safety, we recognise that for our people to perform their best, they should feel their best, which is why we champion mental health and wellbeing. We do this by offering support programmes, including an Employee Assistance Programme and five mental health first aiders, flexible and hybrid working arrangements, and initiatives that promote a healthy work-life balance. These initiatives include quarterly department social events, quarterly coffee mornings and company-wide quizzes. By building a workplace where care and support are at the core, we ensure that every employee feels valued, protected and empowered.





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Promoting a Responsible Supply Chain



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Supply chain sustainability

Our commitment to sustainability extends beyond our own operations into our supply chain. We work closely with suppliers to ensure responsible sourcing, ethical labour practices and environmental stewardship at every stage of the procurement process. By prioritising partnerships with like-minded organisations, we maximise our ability to drive positive change – encouraging those we work with to minimise their environmental impact and contribute positively to society while operating responsibly.

Case Study: Embedding Sustainability throughout our Supply Chain

The Context

Able Modular Technologies is a company based in Warrington, UK that specialises in converting shipping containers into self-contained welfare units, offices and workshops, through recycling and repurposing. We have worked with Able for over four years, who supply products for our Gas Peaker Generation sites.



The Impact

Minimising Able's environmental footprint

One of the key elements of our relationship with Able is the use of Able Modular Recycle & Repurpose shipping containers as new permanent welfare units and stores units for the YLEM Gas Peaker Generation sites. In partnership with YLEM, Able's use of recycled materials reduces energy consumption and removes the need for new steel and minimises Able's materials footprint.

Supporting best practice governance

As a long-term supplier, Able were onboarded within the YLEM ISO supplier accreditation process. This means that Able is fully compliant with our policies, including our Diversity, Equity and Inclusion policy, Modern Slavery Statement and our Health and Safety at Work Act. Moreover, the YLEM project team, in collaboration with Able, have created forecasts and schedules, aligned with YLEM's project requirements, to ensure material and labour orders are processed in a timely way, benefitting both YLEM and Able in terms of cash flow sustainability.



Human rights & modern slavery

We uphold the highest standards of human rights within our own business and our supply chain. We have zero tolerance for modern slavery, which applies to all business dealings and transactions in all regions where YLEM and our suppliers operate. Our employees, board members and non-executive directors receive annual modern slavery training.

We are committed to ensuring transparency in our business and are committed to tackling modern slavery throughout our supply chains if and where it should arise. We expect the same high standards from all contractors, suppliers and other business partners.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all those working for YLEM or on its behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy. Our modern slavery statement is available on our website at <https://www.ylemenergy.com/modern-slavery-statement/>.





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Transforming Energy for Good



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Energy affordability

Rising energy prices and a challenging macro-economic landscape have made energy affordability a critical issue – both in the UK and globally. An affordable energy supply is essential for transitioning to a low-carbon economy, as accessible pricing encourages wider adoption of renewable technologies and energy-efficient solutions.

We have a proven track record of protecting our customers' businesses against macro shocks such as rising energy costs and market volatility. Our onsite generation solutions can deliver savings of up to 30% on our customers' annual electricity bills for at least 10 years and up to 25 years – with no additional costs being incurred.

Beyond cost reduction, YLEM provides long-term access to reliable and secure energy. Ageing infrastructure and the demand for electrification mean the strain on the UK's grid is greater than ever. Our onsite generation solutions not only enable grid connectivity, but also significantly improve energy resilience.

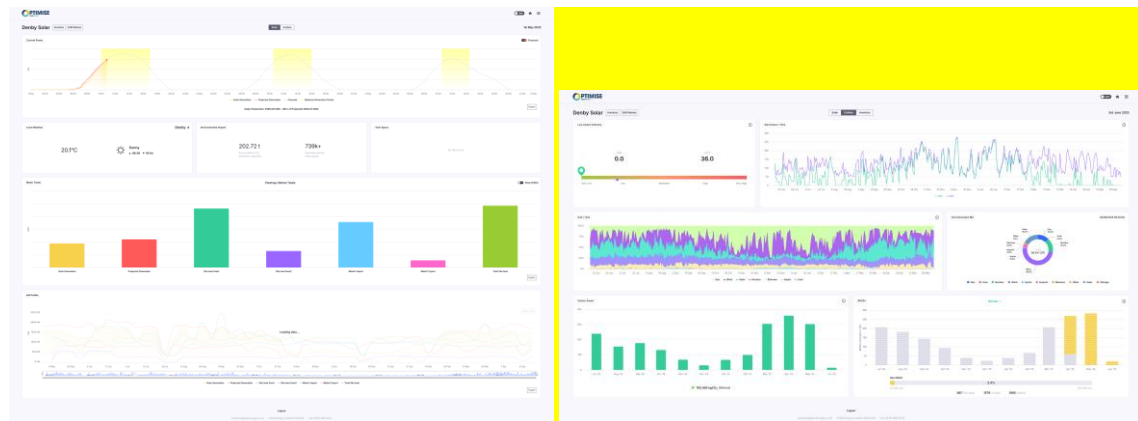
Innovation and digitalisation

Innovation and digitalisation are at the core of our approach to delivering low-carbon and cost-effective energy solutions. By leveraging technologies such as AI-driven energy management, real-time monitoring and advanced data analytics, we help to optimise energy generation and efficiency for businesses.

Digitalisation enables smarter grid integration, predictive maintenance and automated demand response, ensuring reliability and cost savings for our customers. Our innovative solutions, such as our intelligent energy management system, YLEM Energy Optimise, help businesses transition to low-carbon energy while maintaining operational resilience and reducing energy consumption. By continuously investing in technology and digital transformation, we are supporting businesses on their journey to net zero.



Case Study: YLEM Energy Optimise



The Scenario

To maximise the performance and efficiency of our solar PV installations, we use our YLEM Energy Optimise solution, which leverages data gathering and analytics to enhance analysis and aid decision-making.

The Challenge

The challenge was to bridge the gap between irradiance data, actual generation and site-specific performance anomalies.

The Outcome

By integrating real-time irradiance data with generation output and sub-metering insights, we developed a data-driven approach to identify inefficiencies and optimise energy output of the PV schemes. This allowed us to detect underperformance, pinpoint anomalies, and - using forecasted data - allow customers to align energy usage with peak generation periods. Success was measured through improved generation forecasts, reduced inefficiencies and increased overall site performance, ensuring optimal returns for our clients.





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Management of energy infrastructure integration

We pride ourselves on being a trusted, long-term energy partner – not only for our customers, but also for wider society. Our onsite generation, battery storage and flexible power solutions are seamlessly integrated into local and national energy infrastructure in the regions where we operate, helping to ensure that energy systems operate reliably and cost-effectively. Additionally, our digital monitoring and AI-driven energy management can help to optimise energy flow, balance demand and enhance grid stability.



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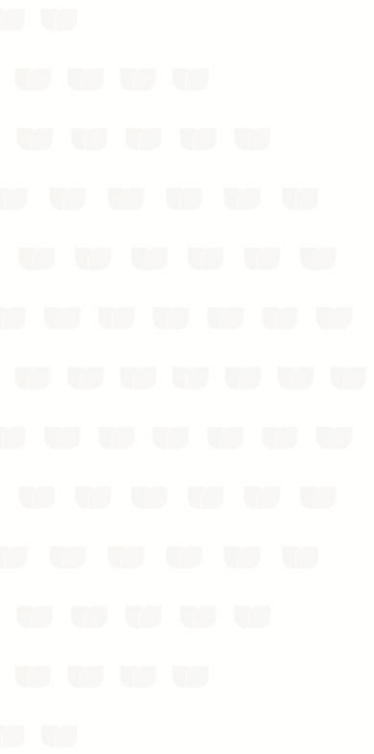
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Acting with Integrity



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Governance of sustainability

YLEM Energy maintains a strong governance framework to oversee sustainability, ensuring accountability, transparency, and continuous improvement. Sustainability is embedded into corporate decision-making, with clear oversight from the management team and dedicated experts responsible for environmental, social, and governance initiatives. Regular risk assessments, policy reviews, and stakeholder engagement help align sustainability efforts with industry best practices and regulatory requirements. By integrating sustainability into our business model, we ensure that ethical business practices, environmental responsibility and social impact remain at the core of our operations.

Ethics, integrity & compliance

The foundation of all activities and operations is a robust governance process. We uphold the highest ethical standards, act with integrity in all that we do and ensure compliance with all relevant regulatory requirements.

We have zero tolerance for bribery and corruption. All employees are required to respect and comply with our Anti-Bribery and Corruption Policy as well as applicable local laws, and to behave honestly and ethically at all times. Employees are encouraged to report any policy violations via our designated whistleblowing channels, as outlined in the Public Interest Disclosure Policy, which is available to all employees on our company intranet.

All employees receive training on our anti-bribery and corruption policies and procedures as part of their induction process, and this training is refreshed on an annual basis. Our approach to ethics, integrity and compliance must be communicated to and upheld by our suppliers, contractors and business partners.

Risk management

We take a proactive and strategic approach to risk management. Our directors meet periodically to review and agree objectives for managing our most material business risks. Details on our principal risks and uncertainties are outlined in our Annual Report, accessible via UK Companies House services.

Product safety & quality

Our Quality Management System (QMS) is compliant with ISO 9001 requirements. We hold ourselves accountable for delivering products and services that meet statutory and regulatory requirements and meet the highest standards of customer satisfaction. Our senior management team is responsible for implementing our QMS. Specific quality objectives and targets are set and reviewed as part of the management review process, and these are translated throughout the



company as either individual or team objectives. Every employee is personally responsible for the quality aspects of their role.

Privacy & data security

We comply with all relevant privacy and data protection regulations in the regions where we operate, including GDPR. We have had zero instances of data breaches and take all necessary measures to safeguard sensitive employee, customer and operational data. Our Privacy Policy is available on our website at <https://www.ylemenergy.com/privacy-policy/>.

Transparency & disclosure

We publicly disclose all material company information, accessible via UK Companies House services. We also regularly communicate with customers and other key stakeholders.



SASB Index

The Sustainability Accounting Standards Board (SASB) is a standard-setting organisation that has developed a set of industry-specific standards to help companies disclose financially material sustainability information. SASB's standards focus on the environmental, social, and governance topics that are likely to impact financial performance for businesses. We have chosen to align our disclosures with the SASB standards given the focus on industry-specificity and consistency with our business and stakeholder priorities.

Our business falls into multiple SASB Industry Standards. The index below outlines how our existing disclosures align with the recommended metrics for the SASB Electric Utilities and Power Generation, Gas Utilities and Distributors and Solar Technology and Project Developers Standards. Note, areas including coal ash management, nuclear safety and emergency management and integrity of gas delivery infrastructure are not applicable to our business activities and therefore have not been included. We have also included disclosures on specific social and governance metrics that are relevant for our material topics. It is important to note that where we reference a particular SASB topic we have not necessarily disclosed all required elements as set out in the relevant guidance. This is driven both by the application of a materiality lens, considering key stakeholders, our impact on sustainability matters and their impact on us, and by the relative maturity of some of our datasets. As set out in this report we continue to improve our reporting and data collection processes and strive to be able to provide more information in future years.

SASB Topic	SASB Metric	SASB Code	YLEM Disclosure
Greenhouse Gas Emissions & Energy Resource Planning	(1) Gross global Scope 1 emissions, percentage covered under (2) Emissions limiting regulations and (3) Emissions reporting regulations	IF-EU-110a.1	(1) YLEM is working to measure and disclose its GHG emissions; (2) YLEM does not operate under any emissions limiting regulations; (3) see (1).
	Greenhouse gas (GHG) emissions associated with power deliveries	IF-EU-110a.2	YLEM is working to measure and disclose its GHG emissions.
	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	IF-EU-110a.3	See Climate Action & GHG Emission Reduction
Energy Affordability	Average retail electric rate for commercial customers	IF-EU-240a.1	11.2 average PPA Rate (p/kWh)



Workforce Health & Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	IF-EU-320a.1	See Employee Health, Safety & Wellbeing
End-Use Efficiency & Demand	Percentage of electric load served by smart grid technology	IF-EU-420a.2	19%
	Customer electricity savings from efficiency measures, by market	IF-EU-420a.3	YLEM is working to calculate this data.
Grid Resiliency	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	IF-EU-550a.1	0
	(1) System Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	IF-EU-550a.2	77.8 hours SAIDI; 6 instances of which 5 were pre-planned
End-Use Efficiency	Customer gas savings from efficiency measures, by market	IF-GU-420a.2	36.9% total kWh saved
Energy Management in Manufacturing	1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	RR-ST-130a.1	YLEM is working to measure and disclose its energy consumption.
Hazardous Waste Management	(1) Amount of hazardous waste generated, (2) percentage recycled	RR-ST-150a.1	This data is not currently tracked.
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	RR-ST-150a.2	0
Ecological Impacts of	(1) Number and (2) duration of project delays	RR-ST-160a.1	0



Project Development

related to ecological impacts
Description of efforts in solar energy system project development to address community and ecological impacts

RR-ST-160a.2

Not applicable to YLEM’s Solar Project Development activities for the reporting period.

Risks associated with integration are dependent on the network constraints at the supply point we are connecting to.
For all projects, we obtain independent electrical designs and all electrical contractors used on projects are thoroughly vetted through an in-depth pre-qualification questionnaire process.

Management of Energy Infrastructure Integration & Related Regulations

Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks

RR-ST-410a.1

Mitigation of any risks is through the Engineering Recommendation (EREC) G99 and G100 application process, which includes a network assessment to determine the capacity for installation and export. At YLEM Energy we only use Energy Networks Association type-tested generating modules, EREC G99 relays, and EREC G100 Export Limitation Systems, ensuring compliance with EREC G99 and G100/2 parameters where necessary. If infrastructure reinforcement is needed, we collaborate with the Distribution Network Operator to complete the work within our project timeline.

Description of risks and opportunities associated with energy policy and its effect on the integration of solar energy into existing energy infrastructure

RR-ST-410a.2

Risks: (1) The direction of travel to net zero is causing infrastructure challenges which could slow down the rate of deployment; (2) Obtaining grid connection is increasingly difficult and may delay or prevent solar installations; (3)



Product End of-life Management

(1) Weight of end-of-life material recovered, (2) percentage recycled

RR-ST-410b.2

Changes of Government and associated policy changes or delays; (4) Green technologies may overtake solar as the preference for onsite technology.

Opportunities: (1) The UK Government Clean Power 2030 Initiative and Net Zero target create opportunities for companies working to integrate solar energy onto commercial and industrial sites; (2) Onsite solar is a key pillar in the UK's Net Zero strategy; (3) Most commercial and industrial companies have net zero policies or ambitions which include scaling up onsite generation capacity; (4) Rising costs of grid electricity make onsite solar PPAs more attractive. This data is not currently tracked; however, YLEM recognises that the life cycle of solar panels extends beyond their energy production years. Through solar panel recycling we aim to minimise waste, reduce the demand for raw materials, and promote a circular economy. By recovering valuable materials such as silicon, glass, aluminium, and rare metals, we significantly decrease the environmental footprint of solar technology and prevent hazardous substances from entering landfills. Our goal is to achieve a closed-loop system where end-of-life panels are responsibly collected, processed, and repurposed into new energy products.

Percentage of products by revenue that contain IEC 62474 declarable

RR-ST-410b.3

This data is not currently tracked.



	<p>substances, arsenic compounds, antimony compounds, or beryllium compounds</p> <p>Description of approach and strategies to design products for high-value recycling</p> <p>Description of the management of risks associated with the use of critical materials</p>	<p>RR-ST-410b.4</p> <p>RR-ST-440a.1</p>	<p>See RR-ST-410b.2.</p> <p>See RR-ST-410b.2.</p>
Materials Sourcing	<p>Description of the management of environmental risks associated with the polysilicon supply chain</p>	<p>RR-ST-440a.2</p>	<p>We manage environmental risks in the polysilicon supply chain by prioritising responsible sourcing and supplier transparency. Our approach focuses on selecting producers that minimise carbon emissions, use renewable energy, and operate under robust environmental management systems. We work with suppliers who demonstrate efficient use of energy, water, and materials, safe chemical handling, and compliance with recognised environmental standards. Through ongoing monitoring and engagement, we aim to reduce the overall environmental impact of polysilicon production and support a more sustainable solar supply chain.</p>
Workforce Diversity & Engagement	<p>Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees</p>	<p>SV-PS-330a.1</p>	<p>(a) Executive Management: 100% male; 100% White British; (b) Non-Executive Management: 100% male; 100% White British; (c) All other Employees: 82.7% male; 17.3% female; 85.3% White British</p>



Labour Practices	(1) Voluntary and (2) involuntary turnover rate for employees	SV-PS-330a.2	(1) 19.63 and (2) 4.91
	Employee engagement as a percentage	SV-PS-330a.3	+6 eNPS score
	(1) Average hourly wage and (2) percentage of in-store and distribution centre employees earning minimum wage, by region	FB-FR-310a.1	This information is considered confidential and will not be publicly disclosed.
	(1) Number of work stoppages and (2) total days idle	FB-FR-310a.3	(1) 0 and (2) 0
Security, Human Rights & Rights of Indigenous Peoples	Total amount of monetary losses as a result of legal proceedings associated with: (1) labour law violations and (2) employment discrimination	FB-FR-310a.4	(1) 0 and (2) 0
	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	EM-MM-210a.3	See Human Rights & Modern Slavery
	Description of whistleblower policies and procedures	FN-IB-510a.2	See Ethics, Integrity & Compliance
Business Ethics & Transparency	Description of policies and practices for prevention of: (1) corruption and bribery and (2) anti-competitive behaviour	RT-EE-510a.1	See Ethics, Integrity & Compliance
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-MM-510a.1	See Ethics, Integrity & Compliance
Data Security	Description of approach to identifying and addressing data security risks	CG-EC-230a.1	See Privacy & Data Security



Activity Measures

(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of users affected	CG-EC-230a.2	(1) 0, (2) 0% and (3) 0
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	See Privacy & Data Security
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	IF-EU-000.B	128,589,222 kWh delivered to grid; 2,621,954 kWh delivered to commercial customers.
Total electricity generated, percentage by major energy source, percentage in regulated markets	IF-EU-000.D	This data is not currently tracked.
Total wholesale electricity purchased	IF-EU-000.E	2,476,832 kWh
Total capacity of photovoltaic (PV) solar modules produced	RR-ST-000.A	YLEM does not produce solar modules and therefore does not track this metric.
Total capacity of completed solar energy systems	RR-ST-000.B	5,205kWp
Total project development assets	RR-ST-000.C	20,103kWp
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	SV-PS-000.A	83 total employees; 79 full-time, 3 part-time; (2) 0 temporary; (3) 1 contractor
Employee hours worked; percentage billable	SV-PS-000.B	This metric is not applicable to our business.

