

Sustainability and Impact Report

2025



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01

Summary

At EA Technology, our purpose goes far beyond delivering innovative grid-edge technologies—we exist to create lasting value for society by helping to drive reliable, sustainable energy for everyone. As the world accelerates toward a low-carbon future, our products and services are enabling electricity networks to become safer, smarter, and more resilient. By helping our customers extend the life of critical assets, reduce operational risks, and integrate renewable energy, we are not only supporting their business success but also contributing directly to global sustainability goals.

Our vision is to be the global leader in sustainable grid-edge solutions, and we pursue this by aligning profitability with purpose. Every aspect of what we do in enabling proactive asset management is designed to deliver measurable benefits: reducing carbon footprints, increasing grid capacity, and improving reliability for communities. In doing so, we generate significant economic and social returns—independent analysis shows that for every £1 of revenue we create, EA Technology returns £9.60 in economic impact and £1.90 in societal well-being.

This is the essence of our value: we help to unlock the transition to clean energy while safeguarding the performance of today's networks. Our work ensures that millions of people can depend on affordable, reliable, and sustainable electricity—turning technological expertise into real-world impact.

In the financial year ending March 2025 four key initiatives have guided our progress:

- Starting our journey to understand the social and economic impact value that our products deliver for society.
- Having an independent ESG audit and acting on its findings.
- Creating a new carbon baseline that includes our global offices and all relevant Scope 3 emissions.
- Working towards an integrated SHEQ management system has streamlined processes, reduced duplication and has established common objectives and policies.



Dear colleagues, industry partners and friends of EA Technology,

As we present our 2025 Sustainability and Impact Report, I am proud to share how far we have come—and how far we will go—on our journey to a more resilient, equitable and low-carbon future. Over the past year, our teams have demonstrated that commercial success and responsible stewardship go hand in hand: from setting a new baseline for our carbon footprint to pioneering low-voltage network innovations that empower communities around the world.

This report is more than a summary of metrics; it is a testament to the dedication of every member of the EA Technology family. It captures the spirit of collaboration that drives our partnerships with customers, academics and regulators—and the ingenuity that fuels our R&D programmes and integrity based approach to consultancy. It also reflects our deepening commitment to social value, from investing in time in local community outreach to fostering a truly diverse and inclusive workplace.

Looking ahead, our ambition is bold yet clear: to ensure that as electricity networks evolve, they do so with the resilience, flexibility, and efficiency that society demands. The solutions we deliver—from pioneering low-voltage monitoring through our VisNet Hub to advanced asset management analytics and expert consultancy and training—enable operators to unlock hidden grid capacity, defer costly reinforcements, and maintain reliability even as demand for electrification accelerates. By giving our customers the tools to see deeper into their networks and act with confidence, we are not only optimising existing infrastructure but also safeguarding the quality and continuity of supply for the businesses and communities who depend on it.

Thank you to our customers for trusting us with your most critical challenges, to our partners for collaborating on cutting-edge solutions, and to every colleague whose creativity and commitment make our progress possible. As you read through this report, I hope you feel as inspired as I do by what we have achieved—and energised by the work that lies ahead.

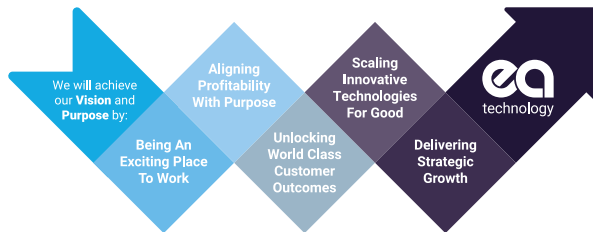
With gratitude and determination,

A handwritten signature in black ink, appearing to read 'R. Davis'.

Robert Davis
Chief Executive Officer

02 About Us

Our Vision

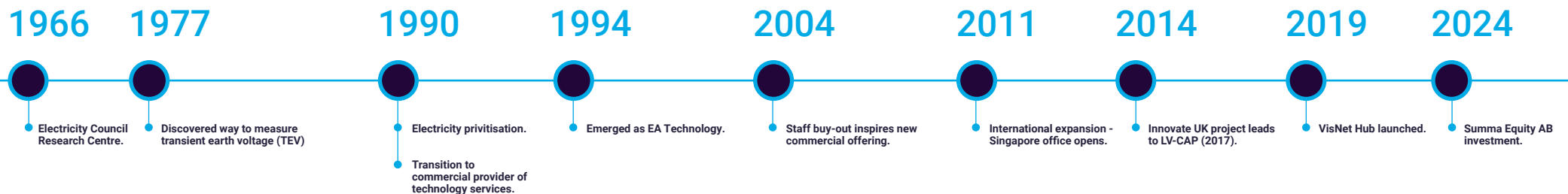


EA Technology is a global leader in electrical asset management and smart grid solutions. Headquartered in Capenhurst, near Chester, we employ over 300 people, many with extensive expertise in electricity infrastructure and operations. In October 2024 we secured strategic investment from Summa Equity AB, a private equity firm known for its sustainability-focused approach.

The electricity sector is on the cusp of major transformation, driven by the need for decarbonisation, infrastructure modernisation, and the rise of renewable energy. With Summa Equity's investment, EA Technology is poised to address these challenges while accelerating its innovation and global growth.

As energy grids become more complex, operators face mounting pressures to maintain reliability and integrate distributed energy resources. EA Technology's solutions are critical in supporting this transition, ensuring that grids remain resilient, flexible, and sustainable.

EA Technology's vision is to be the global leader in sustainable grid-edge solutions. Our Purpose - To drive Reliable, Sustainable Energy for Everyone.





Our Values

At EA Technology, our values have always been at the heart of everything we do. They define how we work together, how we interact with our customers, and how we contribute to a better future.

These values are deeply embedded in our culture, behaviours, and everyday actions.

Collaboration

We embrace collaboration to achieve shared success through teamwork and strong partnerships.

Creativity

We use creativity to transform ideas into commercial solutions and discover new perspectives.

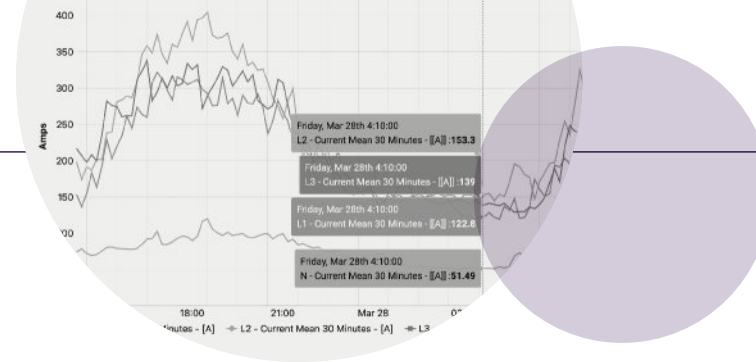
Integrity

We act with integrity by upholding respect, honesty, and accountability.

Impact

We strive for a positive impact for our people, customers and the environment.





Business model

EA Technology is a market leader that helps unlock the full potential of electrical networks with data-driven insights, cutting edge technology, expert consultancy and training - to enable energy transition. Our ambition is to lead grid-edge technology consolidation as a software-first, platform-led business with integrated hardware and software service solutions. We operate a hybrid product-and-services business model focused on helping electricity network owners and operators manage their assets more safely, reliably and cost-effectively; to create a positive societal impact.



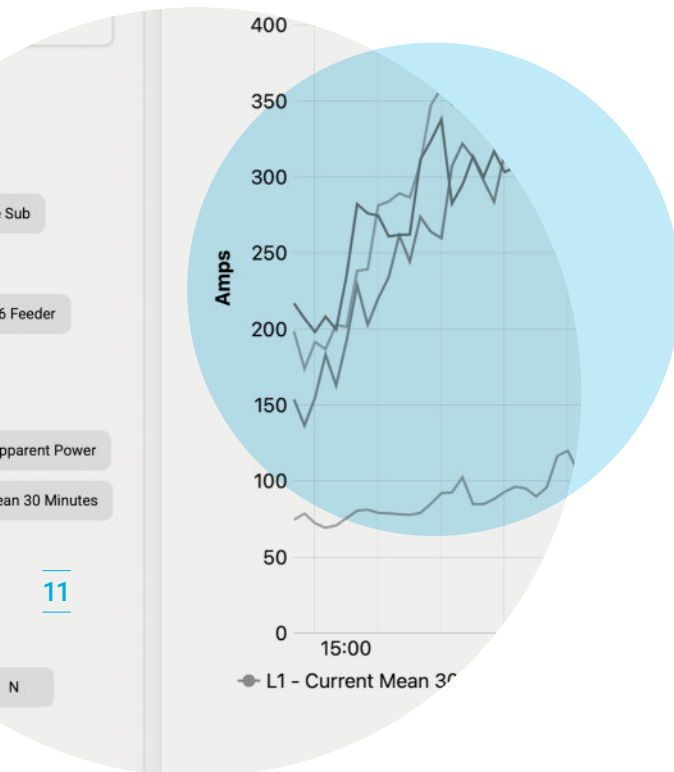


How we create value

At EA Technology, we create lasting value for society by ensuring electricity networks are reliable, resilient, and efficient. Independent analysis conducted by Valuing Impact, shows that for every **£1 of revenue, EA Technology generates £9.60 of economic benefit and £1.90 of societal well-being**. This demonstrates the tangible impact our products and services deliver—not only for our customers but for communities and economies where our products are deployed.

Through a combination of innovative technologies, services, expert consulting, and skills training, we help operators maintain uninterrupted energy supply, optimise asset performance, and support the transition to a decarbonised future. The following sections highlight how our solutions reduce risk, enhance operational efficiency, extend asset lifetimes, and empower customers—delivering measurable benefits to communities, businesses, and the broader economy.





Enabling Reliable, Resilient Grids

Our technologies and services strengthen electricity networks by unlocking hidden grid capacity and enhancing reliability. By enabling operators to deliver uninterrupted supply, we directly support communities, businesses, and economies that depend on secure, affordable energy.

Did you Know Our capacity monitoring Apps can help network operators gain up to 22% more capacity from their existing electricity networks?



Preventing Disruption and Reducing Risk

Early detection of equipment degradation prevents unplanned outages, reducing disruption for society while lowering both direct repair costs and wider penalties for our customers.

Extending Asset Lifetimes

By tailoring maintenance to actual asset condition rather than fixed schedules, our solutions allow operators to defer costly capital replacement. This not only improves return on assets but also reduces environmental impact through avoided resource use.

Did you Know our scientists invented a way of measuring Transient Earth Voltage which identified early signs of electrical asset degradation, upon which much electrical asset maintenance is based today?



Delivering Smarter, More Efficient Operations

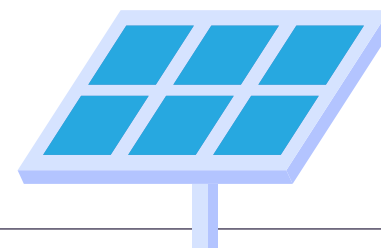
Predictive, software-driven insights optimise customer workforce deployment and spare-parts inventory, cutting operational expenditure and enabling better allocation of resources where they have greatest impact.

Did you Know our VisNet Reclose devices that automate power restoration, shortening outages and ensuring a reliable grid, prevented 12,450,000 minutes of grid outages in 2024?



Accelerating the Net-Zero Transition

Our consulting expertise in areas such as EV integration and renewables connections planning equips customers to meet regulatory and sustainability targets, contributing to decarbonised energy systems that benefit society as a whole.



Building Capability and Knowledge

Through training and knowledge-sharing, we empower customers with skills and best practices that endure long after individual projects and courses end, embedding long-term value and impact across the sector.



Did you Know we have one of the most extensive ranges of specialist HV accredited training courses and have trained over 10,000 power engineers in the last decade?

By combining tangible products (instruments, software, and services) with intangible expertise (consulting and training), EA Technology delivers **full-lifecycle solutions** that not only safeguard network performance and reduce total cost of ownership, but also accelerate the global energy transition and generate measurable positive societal impact.



03 Our Approach to Sustainability

Our Approach to Sustainability

Our vision is to be the global leader in sustainable grid-edge solutions—and sustainability is central to realising that ambition. By embedding environmental, social, and governance (ESG) considerations into every aspect of our operations and strategy, we ensure that our growth directly supports the resilience and decarbonisation of electricity networks worldwide.

Strategic Sustainability Priorities

Mission

We promote the development of resilient, accessible, low-cost energy networks globally, accelerating the transition to energy decarbonisation.

Main challenges

£1.7 Tn

Grid investment needed
in the EU by 2050

1.6 Tw

of EU renewable electricity projects
are in grid connection queues. (IEA Report, 2024)

40%

of the grid infrastructure across the EU
is over 40 years old (EU Commission, 2023)

How we address these challenges

VisNet Hub provides detailed data on network quality and capacity, enabling grid operators to get more out of existing assets and deliver cost-effective decarbonisation.

Consultancy project expertise in scenario analysis for energy networks, including network design, whole system modelling, impact analysis, next generation LCT's, battery storage technologies and ISO55000 series, all contribute to strategic grid investment decision-making.

24.7 million UK homes and businesses are served by DNOs using VisNet Connect. The software helps accelerate grid decarbonisation by automating new grid connection requests for low carbon technologies.

We are an APAR Main Provider (Apprenticeship Provider and Assessment Register) giving access to UK Government funding to run apprenticeship training courses. We have trained over 10,000 power engineers in the last decade.

Our Invest software decision tool takes client asset data to analyse asset health, criticality and risk to enable intelligent asset replacement strategies.

VisNet Reclose automates power restoration, shortening outages and ensuring a reliable grid. Crucial for heavy industry and households who increasingly rely on electricity for heating and cooling as well as transport.

Our Oil lab, forensic investigations and UltraTEV products support proactive condition-based electrical asset management extending asset life.

Strategic sustainability priorities

Decarbonisation

Optimise the use of resources and energy and reduce GHG emissions.

- Collaboration with suppliers to decarbonise processes.
- Commitment to Science Based Targets and reduction plan.
- Reduction of customer carbon footprint with use of EA products and services.

Renewable energy

Facilitate faster adoption of renewable energy

- Empower electricity grid operators to upgrade their infrastructure for an electrified, distributed, renewables-based system.
- Ensure faster adoption of renewable energy sources and lower frequency of network interruptions/failures.

Community impact

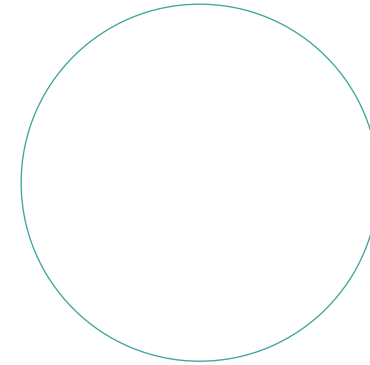
Ensure people and communities in the regions we operate benefit from reliable and efficient grid solutions.

- Promote the global development of resilient, accessible, low-cost energy networks capable of supporting a decarbonised energy system with a condition-based approach to asset management.



Working with sustainability at the heart of our approach strengthens each of our vision pillars. It also ensures that the solutions we provide deliver measurable benefits—not just for our customers, but for society and the environment.

We are committed to promoting sustainable business practices that minimise environmental impact, enhance employee and community well-being, and contribute to the global energy transition. By reducing our customers' carbon footprints and enabling greater efficiency across electrical networks, we make a direct contribution to the UN Sustainable Development Goals, particularly Goal 7 (Affordable and Clean Energy) and Goal 9 (Industry, Innovation and Infrastructure).



Governance & ESG Oversight

Governance structure executive responsibility

An ESG committee which reports to the board has been established which meets quarterly to set our strategic direction, targets and measures on this topic. It includes the Chief People Officer and the Chief Technical Officer and is facilitated by the Head of Corporate Affairs who has responsibility for delivery of actions and outcomes across the business.

Under our Carbon Management Plan (which is published on our website), our CEO is responsible for driving continuous improvement by establishing appropriate carbon reduction targets, with defined timelines. The CEO is also responsible for making sufficient resources available so that appropriate measures can be implemented to reduce our carbon footprint. Additionally the CEO ensures that the Carbon Management Plan is approved and regularly reviewed.

Business leaders are responsible for contributing to and reviewing progress of the plan, whilst meeting appropriate carbon reduction targets set within their area of responsibility, in line with the company objectives.

The Head of Corporate Affairs is responsible for ensuring the development, issue and review of the Carbon Management Plan. They are also responsible for collating key emissions data on an annual basis. Additionally they are responsible for raising environmental awareness throughout the business.

“
**Making the world
a better place is
genuinely why we at
EA Technology come
to work every day.”**

Robert Davis, CEO

Stakeholder expectations

While EA Technology’s sustainability and impact approach underpins all five of our strategic vision pillars, we track the associated metrics under the pillar ‘Being an Exciting Place to Work’ because this is where the outcomes of our efforts are most visible and measurable through the lens of employee experience and organisational culture.



Sustainability improvements—whether it’s environmental stewardship, social responsibility, or ethical governance—directly influences how our people feel about working here, from pride in purpose to inclusivity, well-being, and engagement. By anchoring our metrics within this pillar, we not only reflect our commitment to creating a workplace that inspires and motivates, but also ensure our sustainability progress is owned, felt, and championed by our people—making our vision tangible in day-to-day working life.

EA Technology’s progress on this topic is important to our customers, and increasingly becoming a prerequisite for project bids. It demonstrates our commitment to responsible business practices that align with their own values and sustainability goals. As many of our customers are under pressure to meet environmental and social standards, partnering with an organisation that prioritises sustainability provides assurance that we are contributing positively to the wider value chain. It also reinforces trust, supports long-term collaboration, and positions us as a forward-thinking, ethical partner committed to delivering impact beyond profit.



Our Sustainability Journey

When Summa conducted their due diligence on the EA Technology business prior to their investment they commissioned a specialist consultancy called Sustainable Advantage to conduct a full ESG audit.

They interviewed 9 employees and then produced a list of 104 questions for us to answer! Based on our written answers and documentation that we shared, Sustainable Advantage produced a 113 page ESG report for Summa. As the investment progressed we were given access to the report and asked to create an action plan to be implemented in time for a second audit within six months.

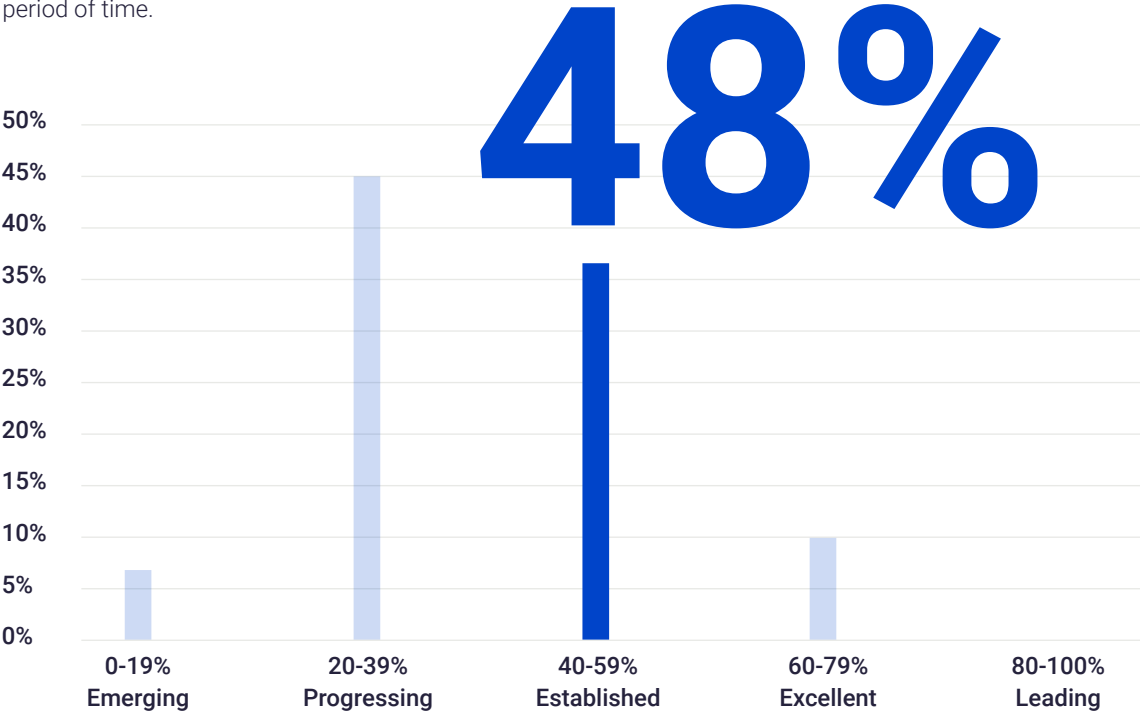




We set our baseline

Benchmark ESG Performance

The figure below represents all first-round scores evaluated by Sustainable Advantage. The percentage band in which we placed, with a score of 48%, reflects a typical evaluation for companies that have proactively engaged towards performance improvement for a period of time.



Note for graph: The vertical axis shows the percentage of companies audited that sit in each of the performance levels.



The original audit was positive in many ways, with no red flagged items across 34 categories reviewed. We had just 3 amber items to address and 18 areas which were green, but came with guidance as to how to improve further. 13 categories required no changes at all. As a consequence we scored 48% putting us firmly in the 'Established' category. The auditors thought this was a good position for a company of our size.

An action plan was created to address the shorter term Amber and Green advisory feedback items.

Many of the gaps were relatively straightforward to fill, for example we didn't have copies of our landlord's EPC (Energy Performance Certificates) ratings for our buildings, including our regional offices. We now have them for all our Capenhurst buildings, and know that Australian colleagues are in a sustainable office with a NABERS (National Australian Built Environment Rating System) rating of 4.5★ (that's out of a maximum of 6)

We had a few policy gaps to fill e.g. we did not have a Supplier Code of Conduct or a Responsible Sourcing policy in place. These are now both in place.

It was recommended that we establish an ESG Committee and that it was tasked with creating an ESG Strategy and setting carbon reduction targets. The first quarterly meeting has taken place and an ESG strategy and temporary reduction targets agreed.

The reason the carbon reduction targets are temporary is that we want to have the targets we commit to verified by an independent international standard known as the SBTi (Science Based Targets initiative). We have commenced our submission and hope to achieve verification by the end of the calendar year.

We then set a target to hit 60% which is the start point for the 'Excellent' category.

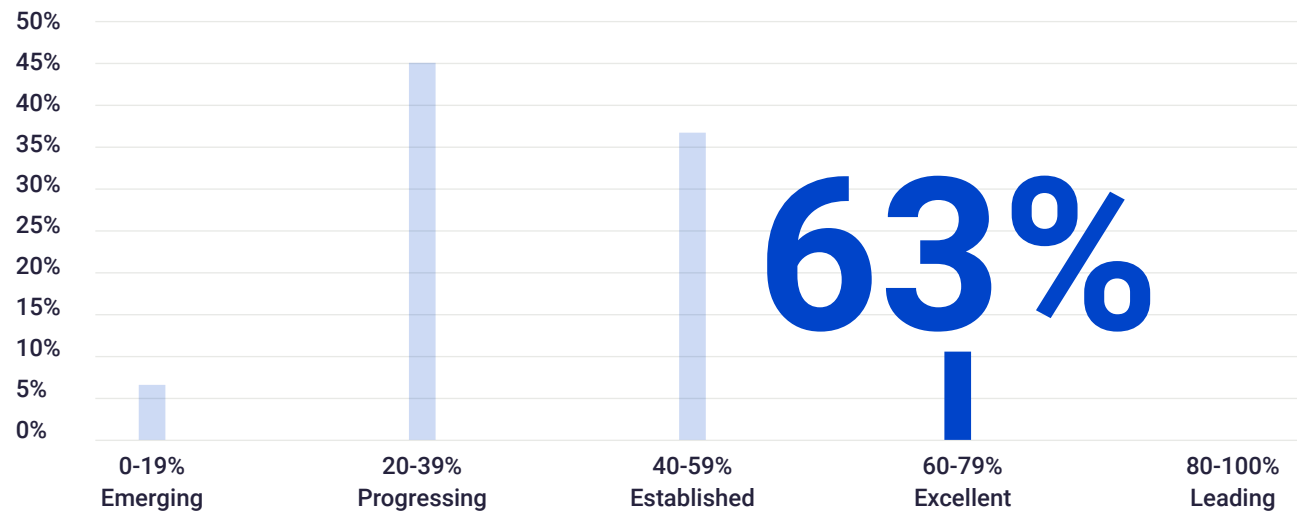
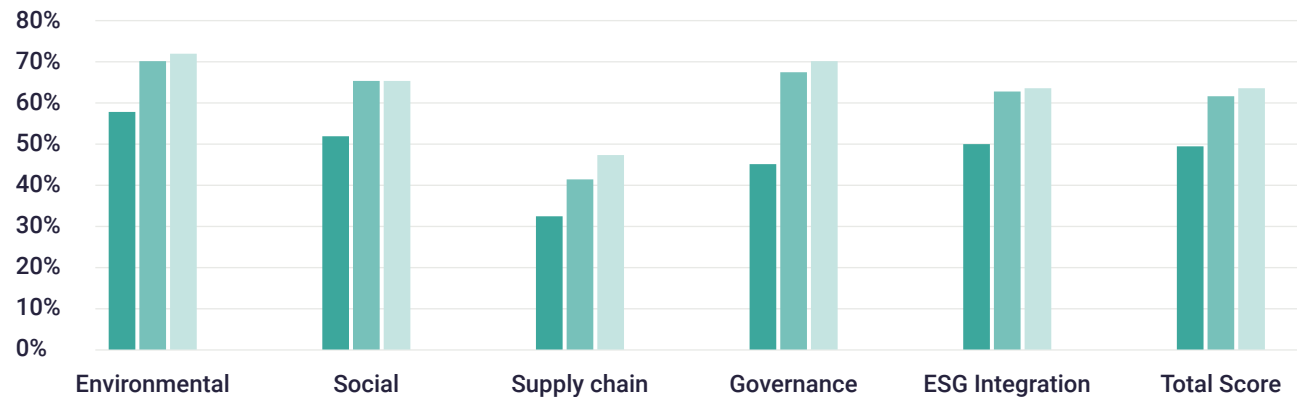
Sustainability audit Round 2

In June, we reached a key milestone in our sustainability journey, achieving an 'Excellent' grade from the independent auditor with a score of 63%.

This positive result reflects our strong commitment to sustainability. Looking ahead, our ESG Committee will partner with Summa and the rest of our organisation to champion a series of medium-to-long-term improvements, as we recognise this as a critical and ongoing priority for all stakeholders.

- Initial Assessment in June 2024
- 100-Day Rescore
- FY 2025 Target

Summary of ESG Performance



Note for graph: The vertical axis shows the percentage of companies audited that sit in each of the performance levels.

04 Environmental Impact



Introduction

As part of our ongoing commitment to sustainability, and in response to stakeholder expectations and the findings of our recent ESG audit, we have undertaken a comprehensive review of our environmental and social impacts.

This review allows us to identify the most significant risks and opportunities, ensuring we manage our operations responsibly while driving positive societal and environmental outcomes.

The sections below provide a structured overview aligned with the UK SRS: SRS S1 focuses on broader sustainability risks and opportunities, including employee well-being, diversity, equity, inclusion (DEI), and societal impact, while SRS S2 addresses climate-specific risks and opportunities in line with the Task Force on Climate-related Financial Disclosures (TCFD) framework.



SRS S1: General Sustainability Risks and Opportunities

Employee Well-being and Engagement

As our business grows, we recognise the importance of supporting our employees and ensuring a safe, engaging, and inclusive workplace. We continue to implement policies that promote well-being, including mental health support, flexible working, and professional development opportunities. This approach ensures that as we expand into new markets and employ more staff, we maintain high levels of engagement and satisfaction.

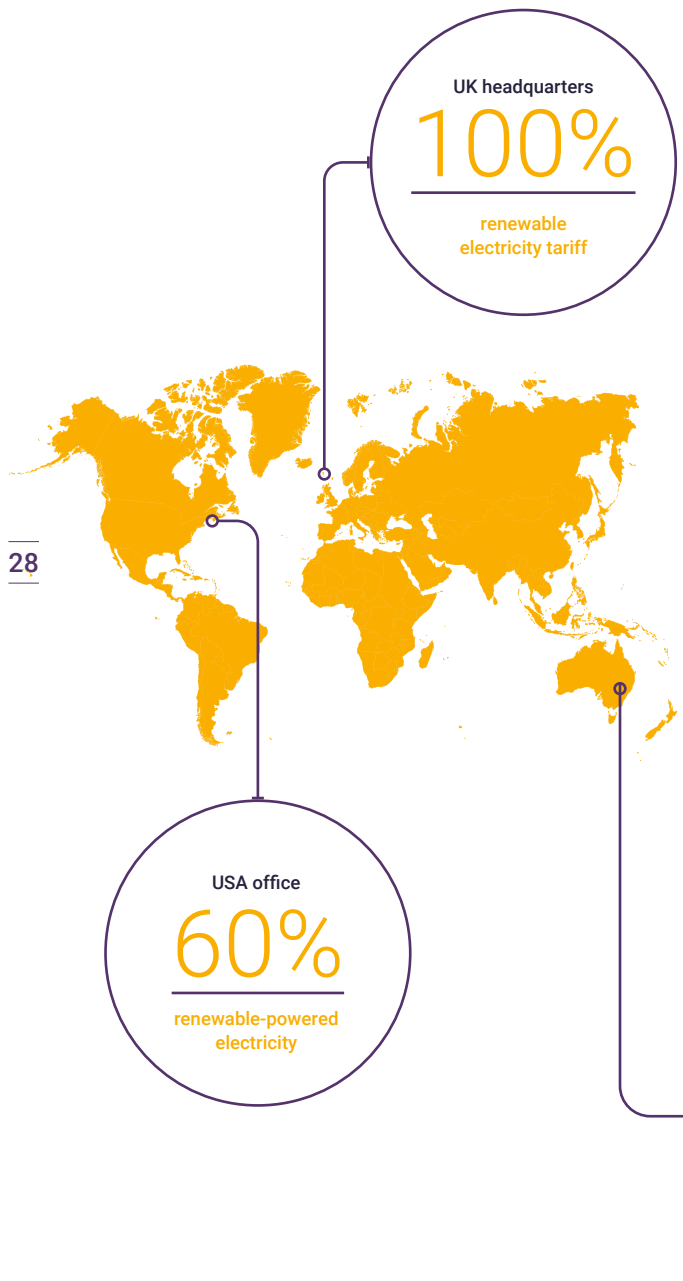
Diversity, Equity, and Inclusion (DEI)

We are committed to fostering a diverse and inclusive workforce where all employees feel valued and empowered. Our DEI initiatives include targeted recruitment, employee development programmes, and an inclusive culture that encourages collaboration across teams and regions. These efforts not only strengthen our workforce but also enhance innovation and performance across the business.

Societal Impact

Beyond our immediate operations, we consider the broader societal impact of our business. We actively participate in initiatives that support local communities and promote responsible business practices. Our focus includes responsible sourcing, ethical business conduct, and partnerships that drive positive social outcomes. By aligning our operations with societal expectations, we aim to contribute meaningfully to the communities in which we operate.





SRS S2: Climate-Specific Risks and Opportunities

Carbon Footprint Tracking and Reduction

Since 2019, we have monitored our carbon footprint across Scope 1, Scope 2, and limited Scope 3 emissions, implementing several successful interventions. At the end of 2024, we expanded reporting to cover all relevant Scope 3 emissions and included our regional offices, providing a comprehensive view of our total footprint for the first time.

Our updated baseline includes:

- Purchased goods, services, and capital spend.
- Post-installation, in-use electricity consumption of our products.
- Upstream and downstream transportation, including customer oil lab samples.
- End-of-life treatment of sold products, largely managed through the WEEE recycling scheme.

For 2024, our UK headquarters in Capenhurst operated entirely on a 100% renewable electricity tariff, complemented by earlier energy efficiency interventions including improved insulation, LED lighting with sensors, VRF (Variable Refrigerant Flow) system, a building energy management system, solar PV installation, and a large battery storage facility. Regional offices follow sustainable practices, including our NABERS 4.5★ rated Australian office and 60% renewable-powered electricity in the USA office.



29

x10

EV charging points
at our head office.



33.23 tCO₂e

Current emissions
intensity per employee



Managing Growth and Travel Emissions

As our business expands, travel emissions increase. We have implemented a strict travel policy prioritising virtual engagement and the least impactful travel options. Our company car fleet is fully electric, and we provide 10 EV charging points at our head office. Current emissions intensity is 33.23 tCO₂e per employee.

	Calendar Year 2024	UK	Regional Offices	Total Company
Scope 1	Fugitive emissions	0	0	0.0
	Stationary combustion	34.2	0	34.2
	Mobile combustion	22.9	0	22.9
Scope 2	Electricity	0	24.1	24.1
	Heat	0	6.2	6.2
Scope 3	Purchased goods and services	5236	223	5459.0
	Capital goods	165.5	0	165.5
	Fuel and energy related activities	38.6	6.2	44.8
	Upstream transportation	1761.4	126	1887.4
	Waste generated in operations	0.9	0.4	1.3
	Business travel	100.5	145.8	246.3
	Employee commuting	65.1	42.3	107.4
	Downstream transportation	45	29.3	74.3
	Use of sold products	1896	66	1962.0
	End of life treatment of sold products	1.06	0.001	1.1
Total		9,367	669	10,036

90.1%
activity-specific data ratio

New Baseline, New Intervention Approach

Having a full picture of emissions allows us to prioritise interventions with confidence. Our 2024 emissions dataset achieved a 90.1% activity-specific data ratio, with only 9.9% based on spend estimates.

To drive meaningful reductions, we have adopted the Science Based Targets initiative (SBTi) methodology, registering with SBTi and preparing to submit proposed emissions reduction targets for review by the end of 2025.

9.9%
based on spend estimates

Key Emission Sources and Focus Areas

38%



20%



19%

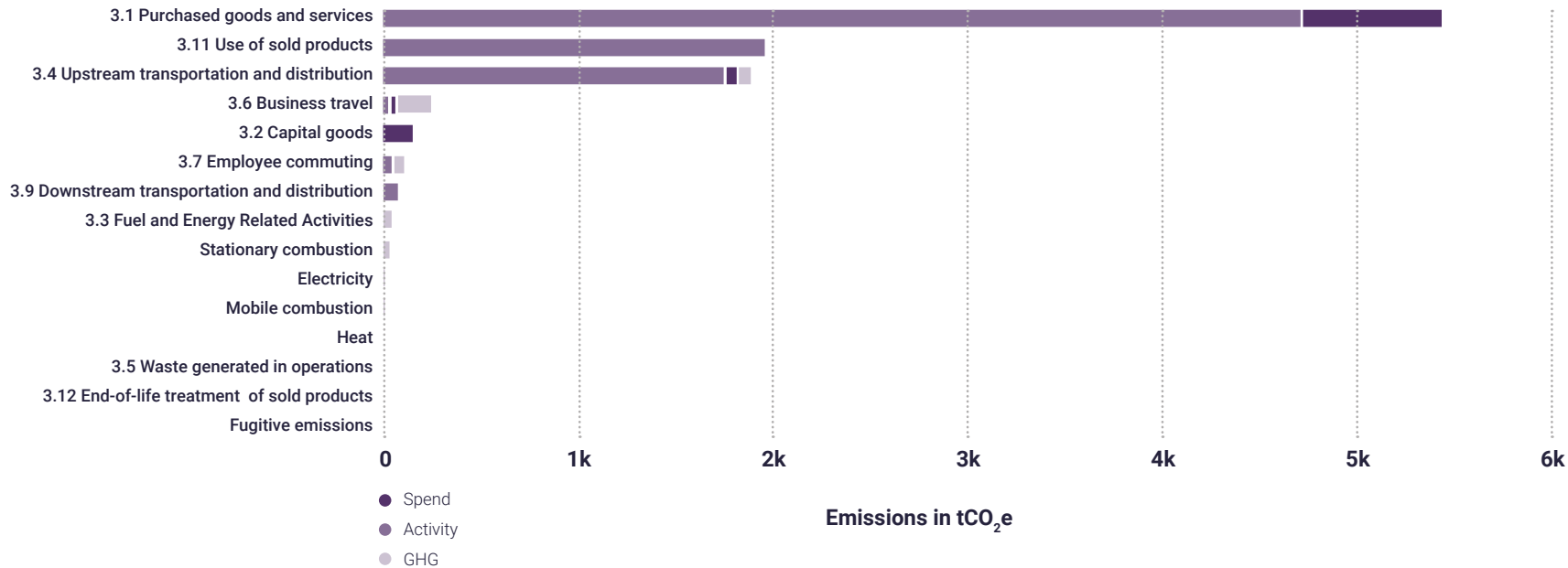


The main contributors to emissions are:

1. Purchased goods and services (38%), primarily PCBs essential to our products.
2. Use of sold products (20%), reflecting electricity consumption over an in-use 10-year lifecycle.
3. Upstream transportation (19%), encompassing goods movement to and from facilities.

This data informs the prioritisation of ongoing and future interventions and will form a central part of our SBTi submission.

Emissions (market-based electricity) by GHG protocol category & input type, 2024





05 Social Responsibility

Employee wellbeing and engagement

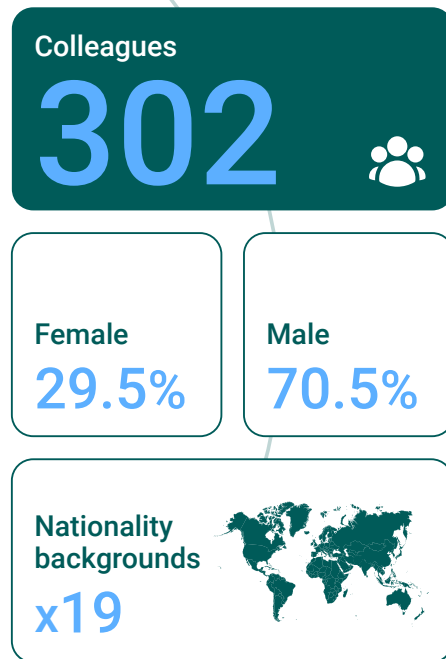
Working with electricity is dangerous if strict processes are not followed. Our safety culture runs throughout the business, and every team meeting in every department has Safety and Well-being as it's first agenda item. We provide access to courses for self-development and well-being.

We have six qualified First Aiders and six qualified Mental Health First Aiders who promote mental health awareness across the business with various communications and activities. We also have a professional and private third party helpline service. In early 2024 we invited David Beaney, a mental health speaker and advocate, and sufferer himself to speak at a town hall. He was inspirational and this led to several people discussing their mental health openly with colleagues, which is often seen as one of the barriers to good mental health. In 2024 we created a new role of Internal Communications Manager to demonstrate our commitment to improving employee engagement.

We have a number of additional employee benefits including Perkbox which rewards staff with points that equate to cash discounts at supermarkets and retailers. The real value in Perkbox is when peers recognise each other and when it is used by managers. The sums awarded are private, but the comments from line managers are visible to all, and this recognition is greatly appreciated.

We have Engagement Champions (13 in total). Each department has at least one and our international businesses are also represented. Our Internal Communications Manager leads the group and their objective is to support local engagement initiatives, contribute to the overarching business engagement strategy, gather stories for the quarterly newsletter, highlight key themes, and provide feedback during monthly meetings. They also run our social events such as coffee mornings which raise money for our nominated charity; and run our summer sports day, where staff in mixed department teams compete in typical school sports-day events, with the CEO and other members of the Executive being active participants! Typically between 60-90 people attend these events, which are great fun, especially for integrating new colleagues. We keep staff informed of business activities via monthly Town Halls (these are in-person, once a quarter), and through our internal intranet and social channel.





Diversity, Equity, and Inclusion (DEI)

We employ 302 colleagues, 29.5% are female and our staff come from 19 different nationality backgrounds, many based in our HQ. This means great diversity of thought which fuels our collaboration value.

Last year saw 99 new colleagues join EA Technology, with a further 29 posts filled through internal promotion or transfer. Our gender pay gap for this period was 19.13%. There are four members of the EA Technology Board, of which one is female. There are six c-suite directors of which one is female.

We don't ask questions around diversity on application forms, and our talent acquisition specialists are trained in inclusive recruitment practices. There is training around the benefits of having a diverse workforce for managers who interview & select new recruits. And sponsorship management is used to attract and employ overseas nationals.



Supporting communities and local initiatives

Robert Davis, our CEO is probably EA Technology's biggest ESG champion. It's his proactivity and leadership within the region that defines his contribution.

He is a Deputy Lieutenant in the Cheshire Lieutenancy and in this role takes the lead on promoting awareness and participation in the Kings Awards for Enterprise in the County, amongst other duties.

We encourage other businesses across the North West to plan to achieve net zero emissions. Our social media campaign 'journey to net zero' consists of educational blogs, videos, and informative pieces on how, as a company, we are helping the local community with reducing their carbon footprint.

Our employees are encouraged to take one day each year away from work to support a cause that benefits their community and / or the environment. The Environmental Action Team raises awareness of these days by creating group opportunities that employees can join. For example a volunteering day on October 8th 2024 at Wirral Wildlife's New Ferry Butterfly Park. A tree planting day in Snowdonia National Park, planted enough trees to cover the participants carbon footprint for the next 12 months.

In terms of our local communities we need to help reverse the sector skills shortage for engineers, especially female engineers. In 2023 we invited The Queens School, Chester's STEM A-Level female students for a day at our HQ to learn about how our engineers are playing a key role in energy decarbonisation. They were hosted by 4 of our female engineers, and we did our very best to inspire them. This year we are sponsoring the Green Expo Youth Conference, and hope to inspire the next generation of engineers by sharing some of the exciting work we do.

06

Health and Safety Performance





Valuing Safety, Health, and Operational Excellence

In 2024–2025, EA Technology delivered a strong year for health and safety performance, with no fatalities, or reportable injuries—and just one minor injury recorded across the business. An all injury frequency rate of 0.2 injuries per every 100,000 hours worked was recorded.

A record 39 good catches were submitted, reflecting strong engagement with hazard awareness and incident prevention.

Regular senior manager safety tours, staff involvement in risk assessments, and tailored operating instructions all contributed to a positive and proactive safety culture. This achievement highlights EA Technology's commitment to protecting people and continually improving workplace conditions.



Driving Continuous Improvement Through Standards and Compliance

The company maintained full compliance with ISO 45001:2018 for Health and Safety Management and ISO 14001:2015 for Environmental Management, while progressing towards integrated ISO certification for health, safety, quality, and environmental systems.

Twenty-three internal audits and six external audits were completed across a range of functional areas including calibration, procurement, COSHH, and stress management. Any non-conformances were promptly recorded and tracked using the company's Integrated Management System (IMS), ensuring accountability and real-time performance improvement across departments.



Embedding a Culture of Safety, Engagement, and Learning

Staff training and engagement remained a priority throughout the year, with courses delivered on topics such as first aid, business continuity, mental health, and substation entry.

New starters received structured health and safety inductions, and all employees continued to access mandatory e-learning modules via the iHasco platform. Quarterly SHE Matters briefings, one-to-ones, town hall meetings, and the Environmental Action Team and Health and Safety Committee all helped to embed a culture of shared responsibility and continuous learning. This holistic approach ensures that health and safety remains central to EA Technology's identity and operational integrity.

07 Impact Valuation





Impact Valuation

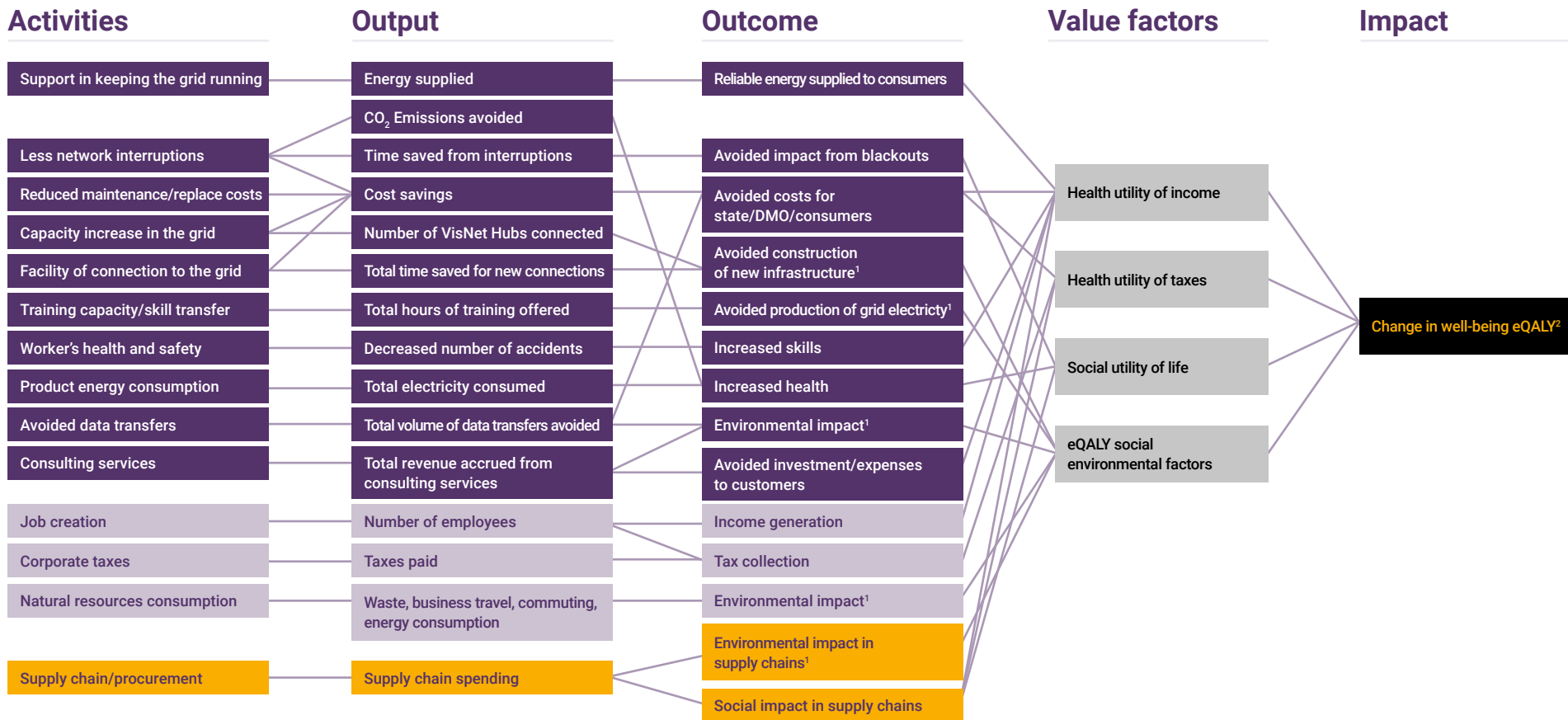
At EA Technology, we believe it's not enough to simply deliver high-performing products and services and understand and tackle our carbon emissions—we must also understand and maximise the positive difference they make in the world. Many countries are accelerating the transition of their electricity grids to a decarbonised future, and we want to understand the societal value our products and services are contributing to this journey.

That's why we've partnered with specialist consultants, Valuing Impact, to evaluate the broader social and economic impact of our work. This section outlines how our work supports more efficient, reliable, and sustainable electricity grids—ultimately benefiting end consumers and society as a whole. By quantifying our impact, we aim to make more informed decisions and continue creating long-term value for the people and communities that our customers serve.

We recognise that this is an emerging discipline, but it is one that some of our customers are already embracing, so in the interests of transparency and to kick-start conversations on this topic we share our baseline findings.

Working with Valuing Impact we developed a framework by identifying activities across our value chain to map the direct and indirect effects on natural, social and human capital. From this we identified the key datapoints to create the model. For drivers relating to the company's natural capital a bottom-up approach was taken, whereas social and human capital were analysed from a top-down approach.

Social Impact Framework



Notes: 1 For all outcomes that relate to environmental impact, we assessed and valued 18 indicators from LCA analysis.

Notes: 2 The eQALY methodology, developed by Valuing Impact, structures impact measurement into seven impact pathways. Translating all types of impact into a single indicator enables the evaluation of trade-offs and supports decision-making. The 7 pathways are: Health and well-being; Income, salaries and finances; Education, skills and training; Taxes; Cost to society/government; Environmental externalities; Ecosystem services.



With the primary and secondary data gathered, we applied the measurement methodology established for each pathway, refining the assumptions and calculations based on evidence to enhance the accuracy of the estimates.

EA Technology generates a net positive societal impact with an overall well-being SROI (Social Return on Investment) of 1.9. Meaning for every £1 of revenue we return £1.90 of impact to society through increased well-being. We primarily create this social value by supporting the electricity distribution value chain and ensuring that electrical assets operate at peak efficiency.

**For every £1 of revenue,
EA Technology returns £1.90 of impact
to society through increased well-being.**

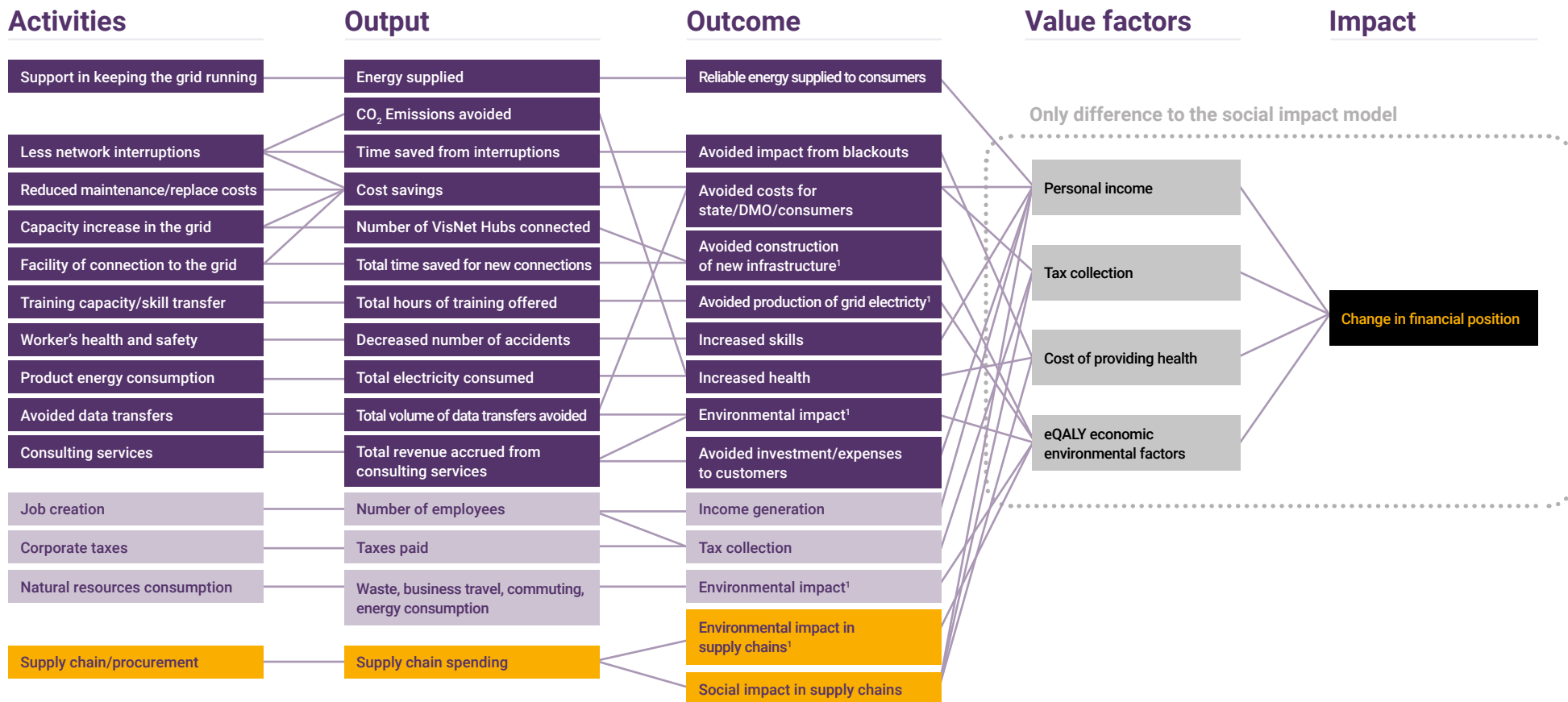
**Social impact results for EA Technology
[Impact-equivalent GBP (well-being), 2024]**

Total Social Impact (Thousands GBP)	
Upstream	(5,706)
Production waste disposal	(17)
Manufacturing of equipment	(32)
Business Travel	(51)
Employee Commuting	(85)
Product components procurement	(5,520)
Own operations	7,809
Job creation	6,553
Corporate taxes	1,327
Energy Consumption – Natural gas	(17)
Energy Consumption – Electricity	(54)
Downstream	88,413
Support in keeping the grid running	74,365
Capacity increase in the grid	11,004
Reduced maintenance/replace costs	1,760
Consulting services - Invest	1,099
Consulting services - AMPSS	716
Less network interruptions	706
Training capacity/Skill transfer	362
Consulting services - NZT Consulting	160
Worker's health and safety	68
Facility of connection to the grid	33
Avoided data transfers	32
Product Energy Consumption	(1,892)
Grand Total	90,516
SROI	1.9

Economic Impact and Results



In the social impact model above, the figures show the estimated increase in well-being resulting from the company's activities. In the economic impact model below, the primary measure is economic benefit, which is mainly attributable to reduced cost for beneficiaries.



Notes: 1 For all outcomes that relate to environmental impact, we assessed and valued 18 indicators from LCA analysis.

- Downstream impact (product utility)
- Internal operations
- Upstream impact



The table shows that we generate a net positive economic impact with an overall SROI of 9.6. For every £1 of revenue, EA Technology returns £9.60 of impact to society through increased economic output or increased productivity. We create economic value primarily by supporting increased grid capacity and minimising the need for asset maintenance or replacement, which together account for 46% of the total value generated downstream.

EA Technology has a material impact on our customers' bottom line, with £448m of economic impact generated for them each year, as illustrated in the graphic on the following page.

**For every £1 of revenue,
EA Technology returns £9.60 of impact
to society through increased economic
output or increased productivity.**

**Economic impact results for EA Technology
[GBP, 2024]**

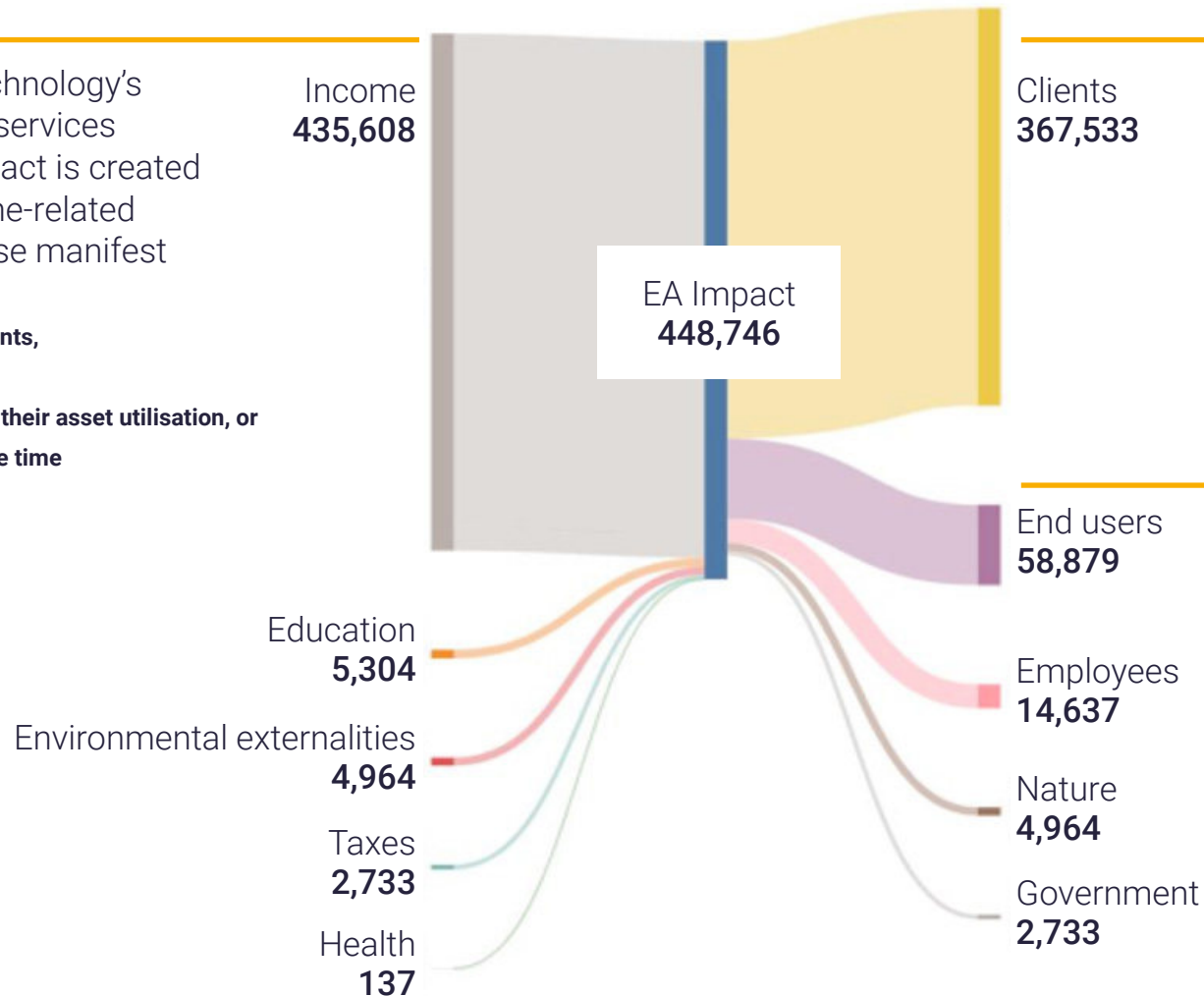
Total Social Economic Impact (thousand USD)	
Upstream	(6,465)
Production waste disposal	(24)
Manufacturing of equipment	(55)
Business Travel	(59)
Employee Commuting	(74)
Product components procurement	(6,253)
Own operations	17,298
Job creation	16,805
Corporate taxes	565
Energy Consumption – Natural gas	(18)
Energy Consumption – Electricity	(54)
Downstream	437,914
Capacity increase in the grid	117,466
Reduced maintenance/replace costs	84,980
Support in keeping the grid running	75,634
Consulting services - Invest	60,568
Consulting services - AMPSS	53,075
Less network interruptions	33,921
Consulting services - NZT Consulting	7,725
Training capacity/Skill transfer	5,304
Avoided data transfers	858
Worker's health and safety	137
Facility of connection to the grid	71
Product Energy Consumption	(1,825)
Grand Total	448,746
eSROI	9.6

How is impact created?

97% of EA Technology's products and services economic impact is created through income-related activities. These manifest when clients:

- **Defer investments,**
- **Incur savings,**
- **Are efficient in their asset utilisation, or**
- **Save productive time**

Economic impact results for EA Technology [GBP, 2024]



Who is benefitting?

82% of the economic impact flows to EA Technology's clients by directly impacting their bottom lines. This is money that customers save as a direct consequence of using our products and services to support their operations.

End users (companies and households) also benefit indirectly through cheaper and more reliable energy supply.

Insights and Next Steps



Overall, we deliver a net-positive environmental impact across our full value chain—meaning the benefits generated, particularly through product use, outweigh the environmental costs incurred throughout production and delivery.

The ability to enable the customer to optimise low-voltage networks and improve their capacity while deferring investments and upgrades is the major driver of EA Technology's positive impact. There is a strong impact case around this concept that could be reinforced through further measurement and positioning.

This analytical approach also enables us to assess the impact of each product and service individually, empowering product managers to optimise the positive impact of their specific offerings over time.

Integrating a product LCA (Life Cycle Assessment) - aligned lens into our impact measurement processes would enhance the ability to identify and more accurately assess environmental hotspots in the supply chain, such as the impact of PCBs, laying the groundwork for targeted improvements.

We believe looking at the outcomes our business generates through this lens demonstrates our potential to deliver long term value which is attractive to mission-led investors looking for both financial returns and impact. It helps position our products and services as solutions to real world challenges with material impact on well-being and economy, enhancing our market differentiation. And it aligns company growth with societal benefit which fits perfectly with our values and our vision pillars.



08 Progress Against Targets

Our sustainability targets span critical ESG areas such as carbon reporting, policy and governance, and climate risk. By aligning these with our vision pillar commitments, we demonstrate that sustainability is not an add-on, but an integral part of how we deliver our long-term vision.

Topic	Target	Status	Comment
ESG targets	Extend carbon reporting to cover all relevant Scope 3 emissions		All relevant Scope 3 categories included in the 2024 dataset
	Extend carbon reporting to cover all regional offices		Included in the 2024 dataset
	Fill policy gaps		Supplier Code of Conduct, Responsible Sourcing Policy and Competition Law Policy created
	Update carbon management plan with upstream transportation		PPN 06 updated
	Review H&S policy regarding driving for business		Document updated by H&S Manager
	Track waste monthly and set reduction target		Target set to reduce waste by 10% p.a. Monthly monitoring by waste stream in place.
	Understand EPC ratings for all buildings		Capenhurst Unit 13: C65, Unit 7: C67, Unit 4: C75, Unit 6: C73. Australia NABERS 4.5
	Add climate risks to Business Risk Register		Followed EU regulation 2020/852 EU Taxonomy: "Do no significant harm to climate change adaptation".
	Set ESG performance management targets		Temporary carbon reduction target set pending SBTi target setting
	Establish ESG committee		Quarterly meeting cadence set
	Establish health and wellbeing programme		A calendar of health and well-being activities is in place through the year. A benefits brochure is in progress
Vision pillar targets	Staff retention at 90%		Tracked quarterly
	Employee net promoter score of 40		Tracked quarterly
	60% ESG audit score by year end		Complete
	30% Sales target growth		Tracked quarterly
	25% EBITDA target growth		Tracked quarterly
	Customer net promoter score: 'Very Good' (50-59)		Tracked quarterly
	Customer satisfaction score +85%		Tracked quarterly
	80% of complaints solved in 1 day, 99% solved in 31 days		Tracked quarterly
	100% product delivery to SLA		Tracked quarterly
Carbon management	Achieve SBTi status using product intensity target category		Preparing to submit targets to SBTi in October
	Save 250 tCO2e p.a. by switching to sea freight from air freight		ROG Coils and VisNet processor PCB moved to sea freight saving 131 tCO2e p.a.
	Design next generation products with reduced power consumption		Work in progress
	Quantify client carbon savings from use of EA Technology Products		Recent Impact study showed 27,800 tCO2e p.a. benefit to customers using EA products (Valuing Impact, 2025)
	Removal of single use plastics from supply chain		Single use plastics removed from ROG Coil packaging from July 2025
	Improve reuse of existing resources		ROG coil assembly trays changed to be 100% returnable for continuous reuse from May 2025

09 Appendix

A. Carbon Reporting Data

Environmental data (Scopes 1, 2, 3)

Scope 1 emissions



Total emissions
(tCO₂e)

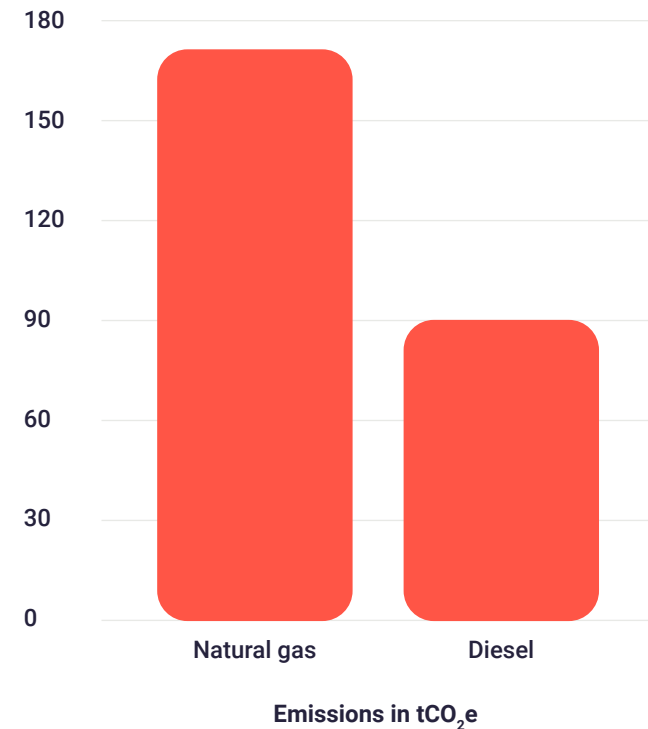
57.10



Energy consumed
(MWh)

262.29

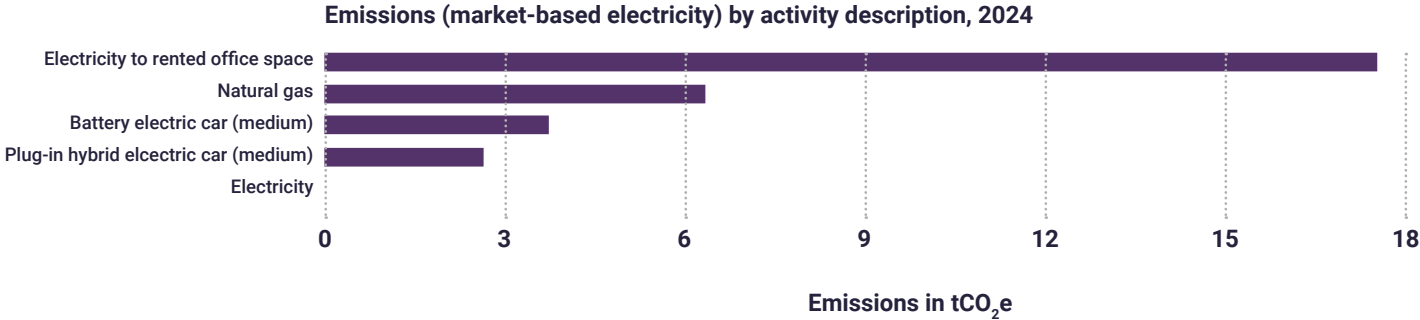
Energy by energy source and data origin, 2024



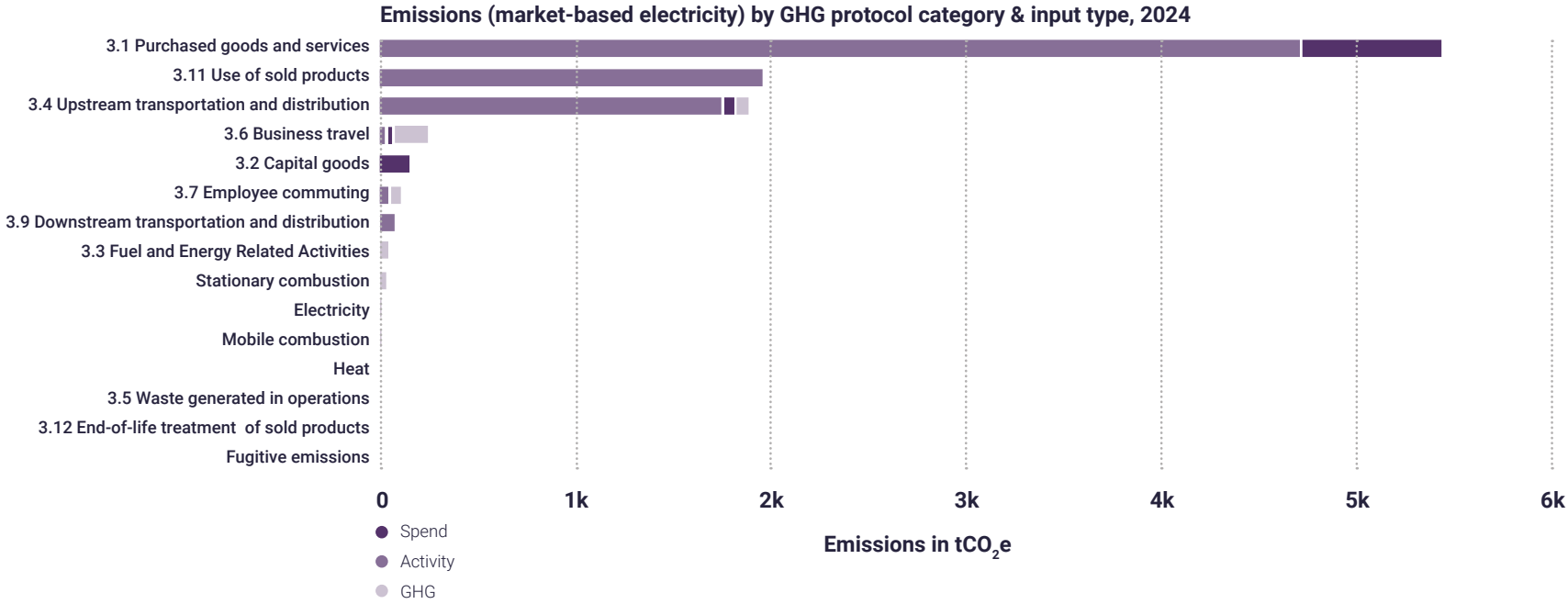
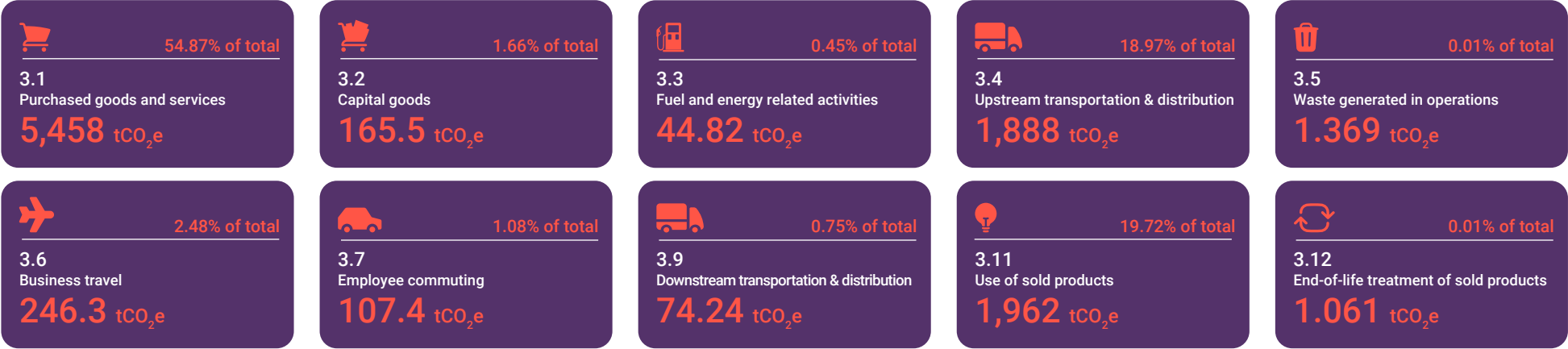
● Energy provided (MWh)

● Energy estimated (MWh)

Scope 2 emissions



Scope 3 emissions





B. Impact Value Methodology

The method used to assess the societal impact of our products and services is based on a range of frameworks, including: 'The Social and Human Capital Protocol' (2019, Capitals Coalition); 'The Natural Capital Protocol' (2016, Capitals Coalition); and 'A Guide to Social Return on Investment' (2012, The SROI Network). The method is also compatible with other impact frameworks such as the GIIN and GRI.

Definitions

Impact Valuation takes environmental and social metrics and converts them into 'monetary' values to measure societal impact.

Valuation refers to the process of estimating the relative importance, worth, or usefulness of different impacts to people.

Impact can be defined as a change in one or more dimensions of people's well-being directly or through a change in the condition of the natural environment (IFVI – International Foundation for Valuing Impact, 2024).

Impact valuation is an approach that brings more consistency, comparability and relevance to impact information to support decision-making and strategy.

Data Hierarchy

Our approach to impact evaluation has been to prioritise primary data wherever possible and follow a structured approach to fill gaps with the best available data sources. As we move forward with this reporting we will ask customers and suppliers to share relevant data sources to help us improve the accuracy of our reporting. We only use secondary sources to supplement any gaps in the outcome data.

Impact Pathways Method Summary

Own Operations

Impact Pathways	Rationale
Job creation.	This pathway measures how EA Technology's direct job creation provides income to employees and contributes to government tax collection through personal income taxes.
Corporate Taxes.	This pathway measures the impact of taxes paid by EA Technology, which enable governments to invest in and provide social welfare.
Natural resources consumption – Business Travel/Employee Commuting.	This pathway measures the environmental impact of business travel and employee commuting.
Natural resources consumption – Waste from operations.	This pathway measures the environmental impact of waste disposal from operations.
Natural resources consumption – Energy Used in Operations.	This pathway measures the environmental impact of energy used in operations.
Natural resources consumption – Production waste disposal.	This pathway measures the environmental impact of waste disposal from production.
Supply chain – Product components procurement.	This pathway measures the environmental impact of producing all components of EA Technology's products through their life cycle.
Supply chain – Manufacturing of equipment.	This pathway measures the environmental impact of manufacturing EA Technology's products at third-party facilities.

Product Utility

Impact Pathways	Rationale
Support in the provision of base load.	This pathway measures the positive impact of ensuring a stable and reliable energy supply for households and businesses.
Reduced maintenance/replace costs.	This pathway measures the positive impact of reduced maintenance costs for clients on human capital.
Capacity increase in the grid.	This pathway measures the positive impact of avoided new infrastructure construction on both human capital (through savings from construction costs) and natural capital (through the environmental impact of avoided construction).
Facility of connection to the grid.	This pathway measures the benefit of EA Technology facilitating end-user grid connections, assessing human capital through avoided client costs from energy savings, and natural capital through the environmental impact of renewable energy consumption against national electricity grids.
Less network interruptions.	This pathway measures the positive impact EA Technology products have on end users (through reduced network interruptions and assessing their willingness to pay to avoid them), clients(through avoided regulatory penalties and operational costs), and the environment (through avoided CO2 emissions from reduced network interruptions.)
Training and Capacity Building.	This pathway measures the potential career opportunities and enhanced future earnings individuals gain from the training provided by EA Technology.
Worker's health and safety.	This pathway measures the positive impact EA Technology's products on increased end-user safety, specifically through avoided miles travelled and avoided accidents from direct shock.
Product energy consumption.	This pathway measures the negative environmental impact of the total energy consumed by EA Technology's products throughout their lifespans.
Avoided data transfers.	This pathway measures the positive impact of EA Technology's products in avoiding the sharing, storing, and processing of unnecessary data, thus lowering the consumption of natural resources by data centres.
Consulting services.	This pathway measures the economic benefit of EA Technology's solutions in clients' operations. Those savings can take the form of deferred investments, lower incidence of fines, greater operational efficiency or reliability.

C. ESG audit

Area		Topic	RAG		Topic	RAG		Topic	RAG	
Environmental protection and compliance		1		Pollution control	4	A	Plastics	7		Carbon emissions disclosure
		2	A	Hazardous materials	5		Use adoption of scarce resources, including biodiversity (policy & strategy)	8		Climate risks and opportunities assessment
		3	A	Recycling and resource efficiency	6	A	Energy			
Human capital		9	A	Recruitment and rotation	12		Employee engagement	15		Occupational H&S (policy, reporting procedure, RIDDOR)
		10	A	Reward and remuneration	13	A	Employee training & development	16	A	Physical and mental wellbeing
		11	A	Employee handbook and Code of Conduct (policy, violation tracking & incidents)	14	A	Diversity, Equity, and inclusion (policy & strategy)	17	A	Grievance (policy, procedure and incidents)
Human rights		18		Human Rights, Modern slavery and child labour (policy)	20		Working conditions	22		Vulnerable people (policy)
		19		Gender pay gap (calculation)	21		Collective association (permitted)			
Business conduct		23		Board and leadership	26	A	Risk Management	29	A	Marketing/labelling (compliance)
		24		Ethical Business Conduct (AB&C policy & incidents)	27	A	Business Continuity Plan/ Director Recovery Plan			
		25		Whistleblowing (policy, procedure & incidents)	28	A	Product safety/quality (compliance)			
Policies		30		Policy management (review, violation tracking & incidents)	32		Money Laundering (policy & incidents)	34		Data and cyber security (policy, Director Recovery Plan & incidents)
		31		Corporate Criminal Offence (policy & incidents)	33		Data and privacy (GDPR policy & incidents)			
Stakeholder alignment		35		Customer relationship (system & litigation)	37	A	Community and social impact			
		36		Stakeholder ESG maturity	38		Influencing client/ customer ESG performance			
Supply chain		39		Supplier vetting (SC risk analysis & audit)						
ESG approach		40	A	ESG Governance (Policy, committee, board ownership)	41	A	ESG Performance management (targets, metrics and KPIs)	42		ESG reporting compliance

● Not in scope or not relevant

● High risk

● Medium risk

● Low risk (Advisory)

● Low risk

High likelihood of current practices having a significant impact, which may require mitigating action to be taken immediately or in the short-term.

Moderate likelihood of current practices having a significant impact, which may require mitigating action to be taken in the medium term.

Low likelihood of current practice having a significant impact on the business however, this item should be addressed in the short-term to mitigate the risk item from escalating.

No or low likelihood of current practices having a significant impact, but further improvement in managing risks may be advisable to prevent escalation of this risk in the future.

Hub



D. Certifications and awards

In May 2024 EA Technology was a recipient of the King's Award for Enterprise in the Innovation category for the VisNet Hub.



In November 2024 we won the Digitisation and Technology Award at the Scottish Power Supplier Awards for the VisNet Hub.



E. Glossary of Terms

Asset Management - The systematic process of maintaining, upgrading, and operating assets cost-effectively on a condition basis to ensure optimal performance, reliability, and lifespan.

BEMS (Building Energy Management System) - A system that controls and monitors energy-consuming devices within buildings to improve energy efficiency and reduce emissions.

Carbon Footprint - The total greenhouse gas emissions caused directly or indirectly by an individual, organisation, event, or product, typically expressed in tonnes of CO₂ equivalent (tCO₂e).

CapEx (Capital Expenditure) - Funds used by an organisation to acquire, upgrade, and maintain physical assets such as equipment or property.

DEI (Diversity, Equity, and Inclusion) - A framework that promotes fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented full participation of under-represented groups.

ESG (Environmental, Social, and Governance) - A framework used to assess an organisation's practices and performance on environmental sustainability, social responsibility, and corporate governance.

ESG Audit - A structured assessment conducted by an independent party to evaluate a company's performance and compliance with ESG principles and identify areas for improvement.

eQALY - The eQALY methodology, developed by Valuing Impact, structures impact measurement into seven impact pathways. Translating all types of impact into a single indicator enables the evaluation of trade-offs and supports decision-making. The 7 pathways are: Health and well-being; Income, salaries and finances; Education, skills and training; Taxes; Cost to society/government; Environmental externalities; Ecosystem services.

Good Catch - A proactive safety observation or intervention where a potential hazard is identified and reported before an incident occurs.

IMS (Integrated Management System) - A unified system that combines multiple aspects of an organisation's systems, processes, and standards—such as ISO 45001, ISO 14001, and ISO 9001—into one coherent framework.

ISO 14001:2015 - An international standard specifying requirements for an effective environmental management system (EMS).

ISO 45001:2018 - An international standard for occupational health and safety management systems, aimed at improving employee safety and reducing workplace risks.

iHasco - An e-learning platform used by EA Technology for delivering mandatory training on subjects like fire safety, mental health, and driver awareness.

Life Cycle Assessment (LCA) - A methodology for assessing the environmental impacts associated with all stages of a product's life, from raw material extraction to disposal or recycling.

NABERS (National Australian Built Environment Rating System) - An Australian rating system that measures the environmental performance of buildings, particularly energy efficiency.

OPEX (Operational Expenditure) - Ongoing costs for running a product, business, or system, such as maintenance, utilities, or personnel.

Perkbox - A staff rewards platform that allows employees to receive perks, recognition, and benefits, often used to enhance engagement and morale.

SBTi (Science Based Targets initiative) - A globally recognised body that helps companies set greenhouse gas reduction targets aligned with climate science and the goals of the Paris Agreement.

Scope 1, 2, 3 Emissions - A classification of greenhouse gas emissions:

Scope 1: Direct emissions from owned or controlled sources.

Scope 2: Indirect emissions from purchased electricity, heating, and cooling.

Scope 3: All other indirect emissions in a company's value chain.

Social Return on Investment (SROI) - A methodology that assigns monetary values to the social and economic impacts generated by an organisation's activities to assess value created per unit of investment.

Valuing Impact - The consultancy partnered with EA Technology to help quantify and model the social and economic impact of its products and services.

VisNet Hub - EA Technology's Low Voltage monitoring hardware and software innovation, recognised for digitising and improving the visibility and efficiency of low-voltage electricity networks.

WEEE (Waste Electrical and Electronic Equipment) - A directive and scheme focused on recycling and recovering electronic waste, ensuring responsible end-of-life treatment for electronic products.