



SUSTAINABILITY POLICY

vital energi information for a sustainable future



SUSTAINABILITY POLICY

Policy statement: As a leading provider of innovative sustainable energy solutions, Vital Energi's mission is to create sustainable, intelligent and reliable energy solutions, supporting the growth of healthy and thriving communities to drive a greener future. Guided by this mission, we will support the transition to a net zero future in a sustainable way, creating value for our customers, employees, suppliers, investors, local communities and the environment.

POLICY PURPOSE

This policy is intended to ensure that while Vital focuses on its core purpose, transforming the energy system to net zero, it also considers the implications of its actions more broadly and makes ethical and sustainable decisions both in its direct operations and its value chain.

ROLES AND RESPONSIBILITIES

This policy applies to all Vital employees and those working on our behalf; everyone is responsible for ensuring the policy is adhered to. It is one of a suite of policies intended to communicate our values and standards to all stakeholders, fostering confidence that Vital is a responsible company to work for, buy from, invest in and partner with. This policy is owned by the Head of Environment, Social and Governance (ESG) with ultimate oversight resting with the Vital Group Board, including the approval of any changes to the policy.

ACTION AREAS

Vital Energi has committed to reducing absolute carbon emissions by 50% by 2030 from a 2020 baseline (without offsets) and achieving net zero by 2035. Through our ESG Strategy, we will set sustainability targets for other material ESG areas to be delivered by 2030, contributing to achieving the UN Sustainable Development Goals. Our focus areas will be:

- › Climate change mitigation, resilience, and adaptation
- › Equity, diversity, and inclusion
- › Supply chain engagement
- › Social value delivery

We will ensure that adequate resources are allocated to achieving our targets and that the necessary investment

is made in technology, partnerships, knowledge sharing, cross-skills training, and personnel.

PRINCIPLES OF CONDUCT

Sustainability is central to Vital's purpose, mission and vision. We are committed to a fair and just transition to a net zero future where we create and share value with our stakeholders and wider society. To ensure that sustainability is embedded throughout our business, we have adopted the following principles which apply to all our activities and are fully integrated into both our internal decision-making processes and our external interactions:

1. Embed a stakeholder-focused mindset in our business, balancing people, planet and profit over the short-, medium- and long-term.
2. Regularly engage with key stakeholders to identify our most material sustainability impacts and set measurable, ambitious goals and targets to manage those impacts.
3. Be transparent in how stakeholder perspectives feed into our actions and decision-making by making our Stakeholder Engagement Strategy and Sustainable Procurement Policy available to all.
4. Align our business strategy with the UN Sustainable Development Goals (the Goals) and be explicit in our Annual Impact Report about our contributions, both positive and negative, to the Goals.
5. Employ internationally recognised ESG disclosure frameworks, such as the Global Reporting Initiative (GRI) Standards, to disclose our sustainability impacts.
6. Publicly publish detailed information on our sustainability policies, practices and performance annually in both our Strategic Report and Annual Impact Report to allow stakeholders to assess our performance.

CONTINUAL IMPROVEMENT

Vital Energi believes that holding ourselves accountable to our stakeholders for our sustainability impact will drive improvement in our performance. We commit to setting and reviewing ESG objectives and targets for annual continuous improvement in line with our vision, scope and ambition to maintain our social licence to operate. As part of our commitment, we will communicate this policy to all employees and organisations working on our behalf and ensure the latest version is available on our website for interested parties to view it openly as appropriate. This policy will be reviewed at least annually.

Gary Fielding
Chairman
Date: January 2024

Ian Whitelock
CEO
Date: January 2024