Statement by the directors of the company regarding their duty under s172(1) Companies Act 2006 to promote the success of the company

The Board of the company believes they have acted in the manner most likely to promote the success of the company for the benefit of its members as a whole having a regard to the matters set out in s172(1)(a-f) of the Act.

The following important matters have been directly addressed:

Likely consequence of long term decisions

- The company generates profits through the service of payroll provisions to connected group companies. The Board has continued with this business strategy and signed service level agreements with all connected companies to ensure the business can meet the company's cashflow requirements ensuring prompt supplier payments and other liabilities are met as they fall due.
- The Board approved the adoption of all RWE and Renewables division directives, policies and regulations. This approval process took place twice during the year, ensuring the company adopts the directives, policies and regulations on a timely and regular basis.

Employee engagement

- The people development strategy fosters growth for all people within the Renewables business in the UK and is aimed at supporting them in their current and future roles. The Board actively supports and delivers interventions to support the cultural integration between the company and its parent undertakings.
- The Board has ensured that all employees receive regular e-mail communications from the HR team through its adoption of the RWE Renewables divisions' HR regulations, directives and policies. Information is further communicated to staff with frequent news bulletins via e-mail, via local office TV screens and continuously online. The company's Human Resources policies reflect the requirements of the Modern Slavery Act 2015 and a 'Slavery and Human Trafficking Statement' is published on the company's website detailing the company's policies and compliance.
- The Board continues to prioritise the ongoing health and wellbeing of employees. The divisional HR function seeks feedback through Employee Satisfaction surveys (ESAT). The company has sponsored a Healthy Minds initiative including a Mental Health and Wellbeing toolkit provided by the Occupational Health Team.
- The Board has overseen the ongoing implementation of the RWE group wide ideology - We Care. RWE believe that caring about each other and the world around us is not just a priority at RWE, but a value, which should be demonstrated through our behaviour. RWE have adopted a We Care behaviour and rolled out the ideology to ensure that whatever priorities we have each day, adopting a culture of care is central to whatever we do, wherever we are and that We Care is one of our core behaviours of how we do business. Our behaviour should be that We Care today so everyone enjoys tomorrow. All technologies in all locations should strive to improve their We Care culture at a local/team level and contribute to our overall performance improvements. In order for us to #enjoytomorrow, our culture of care needs to focus not only on our people and assets but also our local environment and our wider, sustainable contribution to the planet and society. We Care implementation is supported by the Health, Safety, Security and Environment (HSSE) & Asset Risk functions and has dedicated programme managers and internal and external experts dedicated to the development of a caring culture. It includes a key focus on emotional and physical wellbeing for our teams.
- The Board sets quantitative and qualitative health and safety targets, as part of the RWE strategy. These targets are cascaded to all employees and contractors of RWE via the target agreement process. This approach serves to advance continuous health and safety improvement, which is a central element of RWE's corporate policy.

- The company supports staff into retirement through the provision of a defined contribution scheme and a defined benefit scheme. Every three years the defined benefit pension scheme is required by law to have an actuarial valuation. The most recently completed valuation of the Innogy section took place at 31 March 2024. The Board, having assessed the financial impact on the company, approved the valuation and agreed a funding plan with the pension scheme Trustees which remains in force until the next valuation, as at 31 March 2027. The underlying contributions for both the defined benefit and defined contribution schemes are addressed as part of these valuations.

Business relationships

- The company follows RWE's Code of Conduct and expects business partners to accept the principles set out in that Code. The company's goals must only be achieved by legal and ethical means. Private interests should remain separate to those of the company and employees should not solicit or accept monetary benefits from third parties. Conflicts of interest should be declared at the start of the procurement process or when staff first become aware that a conflict exists. In order to minimise the risks of bribery and corruption the RWE Group operates a compliance management system with designated Compliance Officers in all Group companies.
- The company's Procurement Terms and Conditions also require all suppliers to comply with the RWE Code of Conduct. The Code of Conduct is consistent with the "Labour standards" set out in the United Nations Global Compact, it requires all suppliers both through their own activities and those within their own supply chains, to ensure they do not commit any offences of 'slavery, servitude and forced or compulsory labour', 'child labour' or 'human trafficking'. This is consistent with the requirements of the Modern Slavery Act 2015.
- The health and safety of employees and contractors on the company's sites is vitally important. Contractors are therefore expected to sign up to and follow RWE's HSE Requirements whenever working in a location managed by a RWE Renewables company.
- The company supports suppliers by paying promptly in line with the terms agreed between the parties.

Maintaining high business standards

- The Board is aware of its social role and responsibility towards customers, business partners, shareholders, employees and the wider stakeholder community. As part of the RWE group the company follows the RWE Code of Conduct which provides clear principles on how the company conducts its business and social activities. The company is committed to conducting business with integrity, being respectful to others and the environment, and in compliance with the law.

On behalf of the board

Ben Freeman

B Freeman
Director

9 July 2026