



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 purpose is to protect our planet for future generations. Guided by this purpose, 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 mission, 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 Environment, Social and Governance (ESG) Director 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 a near-term target of reducing Scope 1 and 2 carbon emissions by 50% from 2020 levels by 2030 without using offsets, and a long-term target of Net Zero emissions 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:

- › Science-based climate action
- › Green energy in harmony with nature
- › A just and fair green transition
- › Governance that enables the right decisions

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 Sustainability Statement about our contributions, both positive and negative, to the Goals.
5. Employ internationally recognised ESG disclosure frameworks, including the Global Reporting Initiative GRI Standards, EcoVadis sustainability assessments and the United Nations Global Compact principles, to disclose and manage our sustainability impacts. We will also provide any sustainability information needed to support duties under the Building Safety Act.
6. Publicly publish detailed information on our sustainability policies, practices and performance annually in both our Strategic Report and Annual Sustainability Statement 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 are committed to setting, and monitoring 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: February 2026

Ian Whitelock
CEO
Date: February 2026