



ENERGY POLICY

vital energi information for a sustainable future



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

Vital Energi recognises the significant environmental impact of energy consumption. The company is committed to reducing environmental and climate change impacts and has set ambitious interim targets on the way to net zero by 2050 to achieve a 50% reduction in Scope 1 & 2 emissions by 2030 and reach net zero emissions in Scope 1 & 2 by 2035.

ROLES AND RESPONSIBILITIES

This policy applies to all Vital employees who are 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. This policy is currently overseen by the Environment, Social and Governance (ESG) Director, with executive accountability resting with the Managing Directors and ultimate oversight by the Vital Group Board, including the approval of any changes.

PRINCIPLES OF CONDUCT

To ensure that our commitment to the environment is embedded throughout our business, we have identified a set of principles of conduct.

Therefore, we commit to the following key **Energy** Principles of Conduct:

- 1 Implement a relevant, robust, and effective Energy Management System (EnMS)
- 2 Maintain Vitals ISO 50001.
- 3 Continue to deliver a phased plan to electrify the fleet vehicles to significantly reduce the carbon footprint of business travel.
- 4 Minimise energy consumption in office and site spaces where Vital has full operational control by promoting energy awareness, installing energy-efficient equipment, removing fossil fuel systems when possible and facilitating design-based activities that considerably improve energy performance.
- 5 Engage with employees, suppliers and local communities to encourage sustainable practices and energy efficiency.
- 6 Support sustainable procurement to prioritise using suppliers and distributors that report a lower carbon footprint and impact energy performance.
- 7 Comply with all applicable legislation and other requirements of energy efficiency, use, consumption, and management.
- 8 Manage and monitor energy efficiency on project sites, deploy energy-efficient site accommodation, and conduct resource and equipment management in line with this Policy.
- 9 Ensure ready availability of necessary information, resources, and support to our employees and suppliers.

CONTINUAL IMPROVEMENT

Vital Energi definitively understands the importance of strong environmental awareness and effective energy management. As such, we are fully committed to constantly monitoring and improving energy performance in line with our vision, EnMS scope and ambition to remain a market leader in sustainable energy solutions. Vital Energi also acknowledges the importance of continual improvement to ensure that internal environmental and energy management remains relevant and effective in contributing to the sustainability agenda by mitigating significant environmental impacts in the future. 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.

BOARD APPROVAL

This statement has been approved by the Chairman and Chief Executive Officer.

Gary Fielding
Chairman
Date: February 2026

Ian Whitelock
CEO
Date: February 2026