

INTRODUCTION

The Company is not required to comply with the UK Corporate Governance Code but seeks to apply best practices from the Code as appropriate to the Company and aligned with the corporate governance practices of EDF UK. The Company voluntarily uses the Wates Principles for Large Private Companies as a benchmark for its corporate governance practices. Such an approach ensures that decisions taken by the Board support the long-term success of the Company and its stakeholders.

This approach allows the Company to maintain robust corporate governance arrangements whilst continuing to support the corporate governance practices of its ultimate parent Company, EDF S.A.

The Company purpose and strategy is set out in the Strategic Report and published on the EDF UK website. EDF UK's purpose can be summarised as Helping Britain to achieve net zero. The purpose is supported by the Company strategy, and both are guided by: i) feedback from stakeholder engagement;

ii) consideration of the long-term impact of strategic decisions on the long-term objectives of the Company and the wider EDF UK Group, being EDF Energy Holdings Limited and its subsidiaries (the Group); and

iii) the environmental impact of those decisions.

The Company continues to support the corporate governance practices of its parent Company and the EDF UK purpose is a UK delivery of the EDF S.A raison d'être. This underpins the Board's strategy and decision making to make sure activity within the Company works to achieve long term success.

EDF UK's Chief Executive Officer (CEO) is the UK member of the EDF Group Executive Committee, and the Director of Strategy & Corporate Affairs is the UK Executive Team representative for the EDF Group CSR Strategic Committee, which provides strategic management and coordination of all Corporate Social Responsibility (CSR) issues.

The Company is committed to sustainability and published a Helping Britain achieve net zero progress Update in 2024 (available on the Group's website). The update sets out how EDF UK is helping the transition to a secure, reliable, affordable and resilient decarbonised energy system through our business activities, which include generating zero carbon electricity, helping our customers to achieve net zero, decreasing our carbon footprint and contributing to environmental and societal improvements, all of which is underpinned by our commitment to health and safety. EDF UK also published its latest Carbon Reduction Plan (available on the Group's website). The Directors are committed to the EDF UK policies aimed at protecting stakeholders (for example, Health, Safety and wellbeing, People, Ethics and business conduct, Environment, and Supply chain). These are also available online.

Taking Decisions

Board of Directors

The overriding objective of the Board remains to discharge all of the Company's statutory and regulatory requirements as a holder of a Nuclear Site Licence granted by the Office for Nuclear Regulation. Additionally, the Board is required to set the strategy established within the Group, approve plans to achieve objectives in furtherance of the strategy and monitor the Company's performance against its objectives. The Board receives standing reports at each meeting to monitor business as usual activities and current trends, whilst also focusing on forward strategy and discussing ad-hoc matters of focus as they arise. The main areas of responsibility are as follows:

- To ensure nuclear safety and security in discharge of its licensee obligations;
- To ensure and monitor the safety and operational performance of the business;
- To monitor health, safety, security and environmental protection policies;
- To monitor compliance with Government and regulatory requirements;

- To monitor the Company's organisational structure and approve modifications;
- To approve contributions to the Nuclear Liabilities Fund and the budget for decommissioning works;
- To approve all policies and strategies applicable to the Company's business;
- To receive and approve capital investment programmes;
- To ensure that changes to Company organisation, resources and processes are properly justified and managed; and
- To review power station security arrangements.

Board composition and training

The Directors of the Company have given careful consideration to the size and structure of the Board to ensure it possesses the knowledge and expertise to meet the Company's strategic needs and challenges of the organisation. There are regular Board evaluations undertaken with input from the Board's Independent Advisors. Structurally, the business of the Group is transacted at either operational Board level or at a holding group Board level. In addition, the Group has adopted and acts in accordance with a Financial Authority Limit (FALs) framework which means contracts and transactions up to a certain financial threshold are not required to be presented to a board for approval (unless otherwise required).

As at 31 December 2024, the Board was comprised of a mix of Executive Directors, three Independent Advisors (David Waboso, Tom Smith and Sian Leydon) and other attendees, bringing oversight from other aspects of the business including HR, Legal and Technical directorates. In 2024, the Board appointed Kirandeep Basra-Steele, Safety and Assurance Director as a Director of the Board. All Directors appointed have a strong background in the relevant sector(s). Improvements have been made to diversity during 2024 and the Company's Board remains committed to further improving the diversity on the Board, however, the roles in which the Directors are appointed are sufficient to satisfy the need of this particular Board.

All changes to the Board composition, particularly appointments, are approved in accordance with the 'Politique Gouvernance des filiales' policy mandated by EDF for the worldwide EDF Group before being approved by the Company.

On appointment, Directors are provided with the EDF UK Directors Training and Induction Manual which outlines their obligations as a Director, including those in the Act, compliance, and EDF UK's corporate governance framework. Directors are encouraged to participate in bespoke training and are encouraged to update their skills and knowledge of the EDF UK Group by meeting with senior management, visiting sites (such as the power stations), undertaking external training, and engaging with stakeholders across the business and its operations.

To ensure that potential conflicts of interest are identified and duly authorised, newly appointed Directors are required to complete a Conflicts of Interest Questionnaire and sign a declaration to this effect. This information is collected by the Company Secretary of the Company and if a conflict is considered to have arisen, appropriate advice on how to proceed is provided to the Director concerned. Directors are aware that new conflicts arising thereafter must be declared and authorised in advance by the board of Directors or by the shareholders. The EDF UK Employee Code of Conduct on the EDF internal internet, 'eNZO', also sets out the restrictions in relation to outside employment/interests and our Director training specifically covers conflict of interest.

The Office for Nuclear Regulation undertakes periodic reviews of the Board's governance arrangements through observations of Board meetings and through meetings with the Board's Independent Advisors. The Board also receives reports from the Company's Independent Nuclear Assurance function which enables the Company to meet its obligations to have a strong internal regulator and the Nuclear Safety Committee which acts on its behalf in respect of Licence Condition 13. In addition, the Company receives further assurance with regards to its governance arrangements and performance from Lloyd's Register Quality Assurance Reports and from the oversight of the Nuclear Safety Review Board.

The Company is also part of the World Association of Nuclear Operators (WANO), which is a nuclear industry body established to ensure standards of nuclear safety governance across the nuclear industry, including processes, procedures and behaviours. The Company shares in their good practices around governance and organisational effectiveness. Additionally, the Company receives peer reviews from WANO and sends employees into WANO which enables learning and best practice to be shared. The Company also adheres to the standards set by the International Atomic Energy Agency in respect of nuclear safety, design authorities and safety management principles.

The Company is also assessed by the Inspector General for Nuclear Safety and Radiation Protection, which produces annual reports on nuclear safety and radiation protection performance within the Group. The report confirms whether the Company is operating within the Group's nuclear safety policy and is published annually for analysis by the public.

The Board is scheduled to meet six (6) times a year.

Scope of the Board and Delegations of Authority

The Company's constitutional documents set out the authority, role and conduct of Directors. As Executive Directors, the Board and individual Directors understand their fiduciary accountabilities and responsibilities to the Company in addition to those of the wider Group. As at 31 December 2024, the Board was subject to appropriate independent challenge from both the Independent Advisors and a Shadow Board.

The Directors receive regular updates on all aspects of the Nuclear Operations' business ahead of each Board meeting and are confident in the integrity of the information used for decision-making. There are also deep dive sessions with each of the Independent Advisors on topical matters. These sessions take place in between Board meetings and enable the Independent Advisors to more effectively challenge the strategic issues considered by the Board and to provide an independent judgement to bear on issues of strategy, safety, security, performance and resources and standards of conduct by providing constructive challenge and by encouraging debate of key issues. The Board's agenda is dictated by the Company's internal procedures relating to financial reporting; key performance indicators (KPIs) in relation to nuclear and conventional safety, operational performance and diversity & inclusion; workforce data; environmental data; stakeholder engagement feedback; and consumer data. Information provided to the Board as part of its Board pack or appended to any written resolution of the Board is verified by the respective Leadership Team member before presentation or circulation to the Board.

In addition, the Shadow Board continues to be made up of individuals from the Company's Early Talent and Diversity and Inclusion groups. The Shadow Board reviews the Board pack ahead of the Board meeting and a representative attends the Board meeting to provide feedback and help to inform discussions. This has provided the Board with an opportunity to take on more views from a diverse selection of the workforce, thus demonstrating the Board's commitment to diversity and inclusion.

Key financial information is collated from SAP, the Group's accounting system. The Group's finance function is appropriately qualified to ensure the integrity of this information is provided with the necessary training to keep up to date with regulatory changes.

The Company uses Financial Authority Limits (FALs) (as detailed in the Group Corporate Governance Policy) and contract signatory authority mechanisms to control and provide oversight over the various financial commitments it enters into. The Company formally adopts the FALs annually. There are set principles of delegation for each high-level authority. In 2023, the FALs were reviewed at EDF Energy Holdings Board level, with amendments being approved in light of the ongoing, increased energy market volatility to ensure that decisions could be made at the right level of the organisation, in a timely manner and are specific enough to enable the business to undertake the relevant activities required. In 2024, the FALs were reviewed by the Company to add further points of clarity on particular workstreams.

Risk Management

The Company has a robust risk management culture that is enabled through policies, reporting and internal audit

Corporate Governance Statement

EDF Energy Nuclear Generation Limited (2024)



and assurance, enabling Directors to make robust decisions concerning principal risks to the Company. The Group has a Risk & Resilience Policy (covering Risk Management, Internal Control, Business Continuity and Crisis Management), which defines the minimum standards that business units (BUs) within the Company need to meet. The Company self-assesses against these standards and the EDF UK Group is audited against policy standards to provide assurance that those companies have an appropriate risk culture.

BU risks are identified by management, with each BU having their own risk governance structure and risk reporting arrangements. Directors agree how their principal risks should be managed or mitigated to reduce the likelihood of their incidence or magnitude of their impact. The key risks to the Group's objectives are set out in the "Principal risks and uncertainties" section of the Strategic Report and in the Annual Risk and Internal Controls Report. Each Company level risk has an Executive Sponsor. This review provides an opportunity for the Directors to consider any emerging risks and have a forum to devise solutions to minimise their impact.

The Company has processes in place to ensure that all significant risks are effectively managed, at an appropriate level in the business, ensuring risks are 'communicated and escalated' and 'trends and interfaces are monitored' providing visibility of risks from a local level (power station or BU) right through to company level. As the significance of the risk increases so does the level of communication and escalation in order to ensure significant risks are appropriately reviewed and stress tested, supporting effective decision making by key stakeholders at the appropriate level in the business. Risk reviews on progress against delivering mitigation plans and controls are conducted on a regular basis. On a quarterly basis, the business-level risk committees conduct a holistic review of the significant risks as well as the linkages to other risks challenging the effectiveness of the deployed risk strategies. Membership includes senior management from across the organisation providing diverse, independent and intrusive challenge of risks.

The day-to-day management and the implementation of strategies agreed by the Board are delegated to the relevant Director(s), who are also members of the Company's Leadership Team. The reporting structure below board level is designed so that decisions are made by the most appropriate people in a timely manner. This is underpinned by the Management System Manual (MSM) of which the processes within detail the internal procedures in relation to all aspects of the business. An annual assessment of the controls of each process within the MSM is undertaken to ensure they remain fit for purpose at site and fleet level. There are periodic deep dives on the performance of the Company processes and key performance indicators are monitored through both line management and functional oversight. The annual process control effectiveness assessments are reviewed and challenged and action plans to address gaps in controls are monitored on a regular basis. The overall outcome of the annual process control assessment is presented to the Company's Leadership Team and is submitted to EDF Energy Limited for information.

In addition, the EDF UK Group Internal Control Self-Assessment is carried out annually to assess EDF UK's compliance with the policies of its parent, EDF. These results are then included in the Annual Risk and Internal Controls Report. This report is reviewed and approved by the ET and the Audit Committee, before being submitted to the EDF Group Risk department. Where any improvements are identified, actions are agreed in response and implemented where required, to facilitate continuous improvement.

The EDF Group Audit Charter provides internal audit with authority to independently assess the effectiveness of risk management, control and governance processes of the Company and its subsidiaries. The findings of any such review are reported to the Audit Committee of the Company and, if necessary, presented to the Board for discussion.

Executive Remuneration

The Group's executive remuneration structures and policies are set and implemented within the wider framework of EDF Group policies for Senior Leaders and operate under the supervision and governance of the Remuneration Committee of the main governance board of the Group, EDF Energy Holdings Limited (EDF Energy Remuneration Committee). Although the purpose of the EDF Energy Remuneration Committee is to provide a forum for considering the level and composition of the remuneration of the EDF Energy Holdings Board and Executive Team, its responsibilities are wide and go beyond that. One of its responsibilities is to make recommendations about the overall remuneration policy of the Group having due regard to the practices adopted by comparator UK companies and the need to attract, retain and motivate employees of the experience and calibre required, including detailed elements of the remuneration packages, pension arrangements and service contracts for the above Group.

Employees

The Company is committed to building a sustainable future for all employees. Honouring this commitment means fostering a work environment where everyone is rewarded fairly for the work they do and the contributions they make to the Company's success. The Group is also an active equal opportunities employer and promotes an environment free from discrimination, harassment and victimisation, where everyone receives equal treatment and career development regardless of age, gender, nationality, ethnic origin, religion, marital status, sexual orientation or disability. All decisions relating to employment practices (including remuneration) are objective, free from bias and based solely upon work criteria and individual merit. EDF UK publishes its annual Gender Pay Gap report on its website.

Stakeholder Engagement

The Company's key stakeholders, and the ways in which it engages with them, are set out in the Strategic Report.

Good governance and effective communication are essential to deliver the purpose, the Raison d'être of EDF, and to protect EDF UK's reputation and relationships with all stakeholders including shareholders, customers, employees, suppliers, regulators and local communities. The Directors are committed to the wider EDF UK policies, aimed at protecting these stakeholders, with policies in place in relation to Health, Safety & Wellbeing, People, the Environment, Ethics & Business Conduct and Supply Chain (policies are available to view online). These EDF UK policies align with the EDF Group policies, which includes the Group Corporate Social Responsibility policy. The Company purpose was developed with input from both employees and customers to ensure its relevance for stakeholders and secure their buy-in. By maintaining a dialogue with stakeholders, not only are the Directors having due consideration for stakeholders' interests, but they can ensure their views are being considered in decision making. This means such decisions are aligned with the Company purpose and support the long term success of the Company.

To ensure the strategy, objective and purpose of the Company is articulated and implemented throughout the organisation, the EDF UK Group has a communications team to support the Company with issuing tailored communications to employees. The Group engages, informs and consults with its employees on matters affecting them and has regard to their interests in decision making. Employees who possess a diverse range of talents and perspectives, that feel engaged in their roles, is fundamental to the long-term success of the Company. Public and political opinion with regard to EDF UK is monitored and the team frequently engages with political parties and other stakeholders. To review and manage public perception, the Group has a social media team who have an active listening, response and monitoring strategy to gauge market perception of the EDF UK Group as a whole, as well as more specifically, the delivery of the Company purpose and strategy. These various forms of listening and communication ensures that teams across the Company can provide management with contemporaneous feedback, which in turn informs how the Company, through its Directors, adapts and improves its ways of communicating and engaging with a broad range of stakeholders. The Directors understand that acknowledging and considering constructive public feedback is necessary for the overall development of the Company.

The Company maintains four levels of interaction with the Office for Nuclear Regulation. These meetings, coupled with workshops when required, take place on a regular basis and ensure effective communication between the Company and its regulator. The Company adopts a similar approach to its engagement with the Environment Agency and the Scottish Environment Protection Agency.

In addition, as part of its work on the future defueling and decommissioning of its AGR power stations, the Company continues to proactively engage with the Department for Energy Security and Net Zero, the Nuclear Liabilities Fund and the Non NDA Liabilities Assurance department. The Company is also engaging with Nuclear Decommissioning Authority and Nuclear Restoration Services ahead of the transfer of fully defueled stations in the coming years.

The Company takes a proactive approach to communications with the public, regulators and stakeholders through communications on its website. The Company also engages with communities local to its power stations through its Site Stakeholder Groups and uses this as an alternative forum for communications. It is essential that the Company

Corporate Governance Statement

EDF Energy Nuclear Generation Limited (2024)



provides a range of opportunities to engage with the people in local communities, from constituency MPs and MSPs to local schoolchildren. Each nuclear site has a fully-equipped visitor centre and hosts school visits and station tours by appointment. The Company also hosts community meetings throughout the year when the station Director provides information about operations and takes questions from attendees. The Company ensures that it keeps in touch with the community between meetings and issues written updates from the station Director as required. Employees select an employee charity every three years and from 2023 that is Alzheimer's Society. Each site works with local branches of this and other local charities to raise funds and help their cause.

In mid-2023, the Company launched its 10 Year Priorities to employees and stakeholders, along with changing the business unit name from Generation to Nuclear Operations. These 10 Year Priorities continued to apply during 2024 and 2025. Our priorities for the next decade are to deliver value from Sizewell B with the ambition to continue generating out to 2055 and beyond, continue to maximise AGR output for as long as it is safe and reliable to do so, defuel efficiently, consistently shipping flasks to Sellafield and then enabling a seamless transfer to Nuclear Restoration Services for decommissioning. Alongside all of these big responsibilities, the Company will do more to develop our future by working with Government and industry to identify new opportunities and strengthen our nuclear skills and capabilities.

Employees and trade unions

The EDF UK Group engages, informs and consults with its employees on matters affecting them and has regard to their interests in decision making. At EDF UK, we recognise that employing individuals who represent the breadth of the society which we serve and operate in, and who possess a diverse range of talents and perspectives, that feel engaged in their roles, is fundamental to the long-term success of the Company. A key topic for the Directors this year has been around harnessing diverse talent and ensuring that EDF UK stands out as an employer for existing and future employees, especially in light of challenging labour markets.

The Group conducts its EDF Group Employee Engagement Survey, 'My EDF', annually which gathers the views and opinions of all employees with regard to their work situation, as well as their impression of the relevant Company they work for, at local level or EDF Group-wide. It identifies areas of satisfaction and opportunities for improvement in order to help establish priorities within the Group and to implement action plans within the different teams. The results of the My EDF survey are used to support the setting of Company strategy, realign Company purposes / values (where identified as being required) and define individual team objectives to help deliver the 2030 strategy.

The EDF UK Group aims to provide a great place to work, by enhancing equity, diversity and inclusion for our colleagues and supply chain. EDF UK fully supports a welcoming and consciously inclusive workplace culture, working together with our networks to further enable equity, diversity and inclusion. These include:

- LGBTQ+ Supporters;
- Women;
- RACE;
- Careers and Accessibility;
- Working Parents; Forces Support;
- Young Professionals;
- Cancer Support;
- Mental Health Supporters; and
- Neurodiversity.

Corporate Governance Statement

EDF Energy Nuclear Generation Limited (2024)



EDF UK understands the importance of monitoring workplace employee satisfaction and using people led insights to inform action pay close attention to how included our people feel. We recognise that understanding the lived experience of our people is fundamental to understanding how we can improve as an organisation.

EDF UK is also able to monitor the diversity of senior leadership in terms of gender, ethnicity, sexual orientation and disability. All senior leadership appointments and succession plans are regularly reviewed by the Chief People Officer and Executive Team to make certain the very best talent is appointed. The talent pipeline is very diverse, and performance to date is because of sustained career development and progression over the last few years. The company benchmarks to standards such as Disability Confident, the Gender Equality European & International Standard (GEEIS), and BiTC Race at Work Charter. EDF UK's ambition is for 50% of senior leaders to have one or more of these diverse characteristics by 2030.

In addition to the education workshops, events and creating psychologically safe spaces to share lived experiences through our Conscious Inclusion Champion and Mental Health First Aider communities, employees can share feedback through surveys at BU or team level. All employees are annually invited to give their views on the company strategy, future, management, processes, tools, diversity, reward and more, through the MyEDF survey. Participation rates in 2024 were 75%, this gave a representative view of how employees feel, and gave insight on what the company should focus on and improve. In 2024, scores for engagement and diversity reached new highs, with 90% of participants saying they'd recommend EDF as a good place to work.

Specific examples of EDF UK's improvement plan for employees include:

1. **New employer brand - 'Success is Personal'** - The Company has launched a new attraction strategy for 2025, which includes a new recruitment system that will encourage more interaction with potential talent, provides robust reporting insights throughout the recruitment pipeline and provide a leading candidate experience.
2. **Parenting Policy improvement** - Following consultation with trade union partners, the Working Parents Network and the Women's Network, an updated Parenting Policy was published in 2024. This included improved maternity and paternity pay and time off for neo-natal care and fertility.
3. **Pay review** - There has been a continued response to the cost-of-living crisis, recognising its exceptional impact in 2022 and challenging labour market conditions from the UK post-pandemic. The Company has introduced an annually recurring flexible cash fund and improved pension plan payments for new starters.
4. **Everyone's Welcome** - Following an independent review, our EDF UK ED&I strategic pillars have been defined as:

- Inclusive leadership behaviours: supporting leaders to empower and include,
- Cultural Intelligence: with teams that value cultural differences,
- Health and Psychological Safety: enabling an environment where people feel safe to 'speak up'.

To ensure we build a consciously inclusive workplace culture in a meaningful way, each business unit has a dedicated ED&I strategy and plan. The Nuclear Operations people plan includes a key focus on ED&I, which seeks to attract, engage and retain diverse talent and build inclusion for everyone, enabling our colleagues to truly thrive and positively impact business outcomes including productivity, advocacy for the business and engagement. The ED&I strategy is aligned to our organisational strategic people priorities, Everyone's Welcome 3 pillars and 'we do right by each other' ethos.

The ED&I strategy and plan are defined and delivered through the Nuclear Operations Inclusion Action group (IAG) comprising of representatives from all sites, with robust governance and oversight through Exec and Senior Lead sponsorship. Diverse IAG representation enables an embedded approach across the organisation, with ownership and delivery across all sites which is further mobilised through local people plans.

Corporate Governance Statement

EDF Energy Nuclear Generation Limited (2024)



The IAG gain insights through diversity and inclusion data and learn about lived experience and emerging themes via its members (e.g. our Conscious Inclusion Champions and network reps). As well as delivering strategically, we are therefore able to also take targeted action to make the biggest impact, in line with site need and build a culture of inclusion for its people. Examples include education workshops on LGBTQ+ language at Torness power station.

The IAG includes members from our contract partner organisations, bringing valuable external insight and benchmarking opportunities. We also recognise that contractors are an integral part of our workforce culture and it is therefore critical that they are represented.

The IAG is also represented at the EDF UK ED&I forum, enabling opportunity for cross EDF UK collaboration and learning from each other. Collectively, we work together to deliver against EDF UK strategic action. Involvement in developing our 'employee value proposition' (EVP) is a recent example of collaborative working that's helped to cement our ethos of 'we do right by each other' as part of our cultural practice and offering.

Involvement with external organisations as champions for change also provides learning and collaboration opportunities to help us on our on ED&I journey and make a positive impact for our sector e.g. Women in Nuclear, Energy Leaders Coalition, Inclusive Employers.

Collectively, we take positive action to further develop an inclusive workplace culture, including:

- Conscious Inclusion approach mobilised through training 100 Conscious Inclusion Champions to act as champions of change, role model conscious inclusion and further develop cultural intelligence across our BU and devising conscious inclusion behaviours we can all adopt to further build a culture of inclusion.

- IAG Project workstreams designed to further build inclusive practices such as 'getting the basics right' and 'engaging the majority demographic' to empower everyone to build inclusion and value the diversity we each bring. With diversity of thought we can mitigate 'group think' and enable true innovation, which is key to achieving our organisational goal of helping Britain achieve net zero.

- Positive action to improve diverse representation through a reverse mentoring programme, with colleagues with an ethnic minority background mentoring our leaders to educate and inform positive action, piloting a new attraction pipeline for under-represented talent through collaboration with 10K Black Interns programme and WiN mentoring programme for identified female talent; connecting women across the nuclear sector and developing their mentoring skills.

- Mobilising a centralised STEM / Outreach programme to attract diverse talent and invite under-represented groups to 'count themselves in' to our organisation.

5. Net zero commitments - To support the Company's net zero commitments and make it easier for our employees to lead low-carbon lifestyles, the Company is continuing its electric vehicle car scheme, available to employees as a salary sacrifice benefit, with approximately 1,000 vehicles ordered through the scheme. In addition, e-bikes are included in the Company's cycle-to-work program.

Furthermore, the Company believes all harm, both physical and psychological, is preventable and thus has an ambition to strive for zero harm at the workplace. This means ensuring workplaces are safe and healthy for everyone; both employees and anyone working on the Company's behalf. Through-out 2024, the Directors have discussed the Company's zero harm ambition and considered the latest incident reports and statistics, engaging in dialogue to discuss how these latest statistics can be improved and what further training can be implemented through-out the business.

The Company and wider Group proactively engages with relevant external stakeholders including trade associations (such as Confederation of British Industry, Energy UK, Nuclear Industry Association and Renewable UK, etc). Directors

and other attendees share feedback from these external discussions with internal stakeholders to support decision making and facilitate transparency.

Communities and environment

EDF UK is committed to leading the UK's transition to a secure, low-carbon electricity system. As the UK's biggest zero carbon generator, the Company is helping support the reduction in carbon emissions enacted by the Climate Change Act 2008 (as amended) to set a net zero target by 2050, and the Paris Agreement on Climate Change. More information on EDF UK's sustainability commitments can be found in Helping Britain achieve net zero - progress update 2024, accessible on EDF UK's website. The EDF UK Net Zero Steering Group - comprising senior stakeholders from different BUs and functions, serves as a forum to discuss and share knowledge on climate-related topics.

EDF UK is committed to social responsibility, community engagement and environmental sustainability, which are underpinned by various corporate policies (available online). EDF UK aims to protect the natural environment and biodiversity through its stewardship of land around its power stations and the commitments made through its renewables and new nuclear projects. Extensive consultation with local communities is undertaken to enable better decision-making.

In addition to investing in local projects, EDF UK has a partnership with Alzheimer's Society, supporting pioneering research and life changing dementia services across the UK. Demonstrating the commitment to this incredible charity, in 2024, EDF UK raised £211,277 through a series of company-wide fundraising events, and efforts from our people including skydives, marathons, endurance challenges and international expeditions.

Suppliers

EDF UK is an active supporter of the United Nations Global Compact ("UNGC"). The UNGC's ten core principles form part of the supplier onboarding process across EDF UK. The UNGC covers a range of topics including: Human Rights, Labour, Environment and Anti-corruption.

Additionally, EDF UK works with a broad range of organisations to promote safe, secure, and responsible energy generation, while delivering fair value, better service, and simplicity to customers. As a member of MSDUK and WEConnect, the Company actively encourages the development of diverse and inclusive supply chains. The diversity and wellbeing of suppliers are key priorities for EDF UK, and acknowledges the critical role partners and suppliers play in sustaining EDF UK's competitiveness and profitability, ensuring the long-term success of the business.

To closely monitor its supply chain, EDF UK conducted a comprehensive review in 2023, gathering feedback and input from each BU. This created an updated policy, establishing a framework of minimum standards for supply chain activities across EDF UK. By conducting such reviews, EDF UK seeks to maintain high ethical standards throughout the supply chain and reinforces employee engagement with this crucial aspect of the business.

Other stakeholders

The Company and its subsidiaries proactively engage with relevant external stakeholders including trade associations (such as Energy UK, Nuclear Industry Association and Renewable UK, etc.). The Company's participation with these groups supports stakeholders' relations and provides a channel to engage with government and regulators.

The Company and its subsidiaries also engage directly with central government (including officials within the Department for Energy Security and Net Zero) and industry and environmental regulators (such as Ofgem, the Environment Agency and the Scottish Environmental Protection Agency).

Through-out 2024, the Directors have been conscious to take into account a range of different stakeholders, whilst balancing the Company's long-term financial success. The importance of these various factors has been subject to ongoing conversations amongst the Board, with great value being placed on how decisions are considered and put into practice.