

Connect

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ISSUE 159

AN ELECTRIC BRITAIN

Josh Buckland shares our refreshed strategy and its link to our new purpose

A day in the life of a Senior Shift Trader

Innovation to support Biodiversity Net Gain targets

Powering policy across party lines

Meet SAS Energy's new CEO



EDITORS' NOTE

This month, Communications Director Kaa Holmes shares the inspiration behind our new company purpose, 'An Electric Britain'. Josh Buckland, Strategy and Policy Director, shares how our refreshed strategy will help us towards our purpose.

Our new purpose is key this political party season, where we've shared our messages on energy security, affordability and the role of nuclear.

We step into the fast-paced world of Andrew Mills, Senior Shift Trader in Wholesale Market Services, who gives us a glimpse into the high-pressure decisions behind buying and selling power.

We celebrate the winners of this year's Innovation Awards and Malavika Bambawale, the new CEO of SAS Energy, shares her thoughts on what's next for the sector.

And finally – it's Movember! Can you match the iconic moustache to the famous face in this month's quiz?

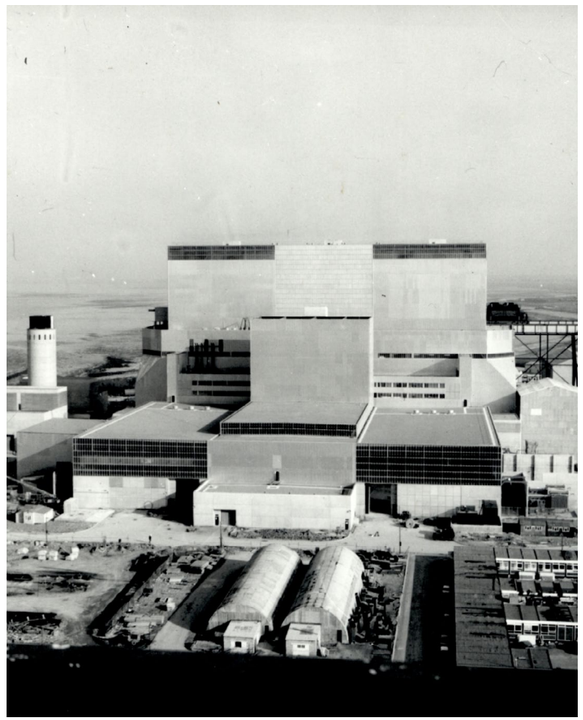
JULIA NUTLEY AND KATHY MANSON
The Connect team

CELEBRATING 50 YEARS OF AGRS

We're counting down to a major milestone – it's 50 years since Hinkley Point B first connected to the National Grid, followed by Hunterston B one day later. That day, 5 February 1976, marked the beginning of our Advanced Gas Reactor (AGR) legacy.

As we approach this historic anniversary, we invite you to share your memories, photos, stories or memorabilia from any era of our AGRs across the fleet. Whether you worked on site, supported operations or simply have fond memories, we'd love to hear from you.

Email your contributions to 50yearsofAGRs@edf-energy.com and let's celebrate the people and moments that shaped our AGR story!





NICOLA FAUVEL TO BE HINKLEY POINT C'S FIRST STATION DIRECTOR

The Hinkley Point C project has announced the appointment of Nicola Fauvel as its first Station Director. Stepping into the role early next year, Nicola brings 26 years of experience in the nuclear industry, most recently as Station Director at Hinkley Point B.

"I'm excited and humbled to be preparing Hinkley Point C for generation," Nicola said. "Building the right operational organisation is just as crucial as the fantastic engineering feats being achieved daily."

As a senior woman and advocate for the nuclear sector, Nicola is committed to creating opportunities for people from all backgrounds. In her new role, she's ready to champion that mission and help shape the future of low-carbon energy.

FIND OUT MORE ON eNZO



EDF WINS EXCELLENCE AWARD FOR VIE PROGRAMME

Simone Rossi, CEO, and Corporate, Hinkley Point C and EPR Engineering HR teams celebrated winning Excellence Awards at Business France's International Corporate Volunteer program (VIE), which was held at the French Embassy. Two of our VIE talent were also shortlisted for VIE of the Year – well done to Lucie Kerleau and Zeid Louiz.

VIE offers high-potential European young talent the opportunity to work internationally in a French subsidiary for up to 24 months. EDF has supported the programme for more than 20 years and we currently have 112 VIE talent working in Hinkley Point C, EPR Engineering and R&D.

The award recognises our UK commitment to VIE and our focus on a strategic pipeline of international talent for Project Bridge, our group-wide initiative focused on developing expertise at Hinkley Point C, with a view to supporting the broader EPR programme in France in the years ahead.



EDF GROUP PULSE AWARDS

Now in their 10th year, the Pulse Awards are EDF's headline innovation awards. The awards support and reward both employee innovations as well as startups inventing tomorrow's low-carbon world.

FIND OUT HOW TO ENTER ON eNZO

AN ELECTRIC BRITAIN



Kaa Holmes, Communications Director, introduces our new company purpose – **An Electric Britain** – and reflects on changes over the last five years.

CAN YOU EXPLAIN OUR NEW COMPANY PURPOSE?

Our previous purpose, **helping Britain achieve net zero,** was developed in 2020 and focused only on climate change. Our updated purpose, **An Electric Britain,** better reflects the full scope and impact of the company's contribution to build, power and enable Britain's energy future. It acknowledges the broader energy challenges we face today: climate commitments, energy security and affordability, and it identifies electricity as the solution.

Our new purpose is rooted in the updated UK country strategy, which Josh Buckland discusses in more detail on ↘ page 6.

WHY ARE WE INTRODUCING A NEW PURPOSE?

Feedback from employees and the senior leadership team showed a split in opinion on the old purpose, with many feeling it no longer captured the full value of EDF's contribution or the challenges we face today. While we still care passionately about addressing climate change, a lot has changed in the last five years:

1. **Energy prices have risen sharply,** with the price cap increasing by 70% since 2020.
2. **Energy security has become a national priority,** especially following the shift away from Russian gas.
3. We've made progress in decarbonising generation but **more needs to be done to electrify homes and businesses and improve affordability.**

The refreshed purpose aims to acknowledge the real concerns about affordability and security as well as climate.

WHAT DO YOU WANT THE PURPOSE TO ACHIEVE?

Our purpose is a tool primarily for our employees to **create pride, deepen collaboration and reinforce the idea that we are stronger together.** We want the new purpose to:

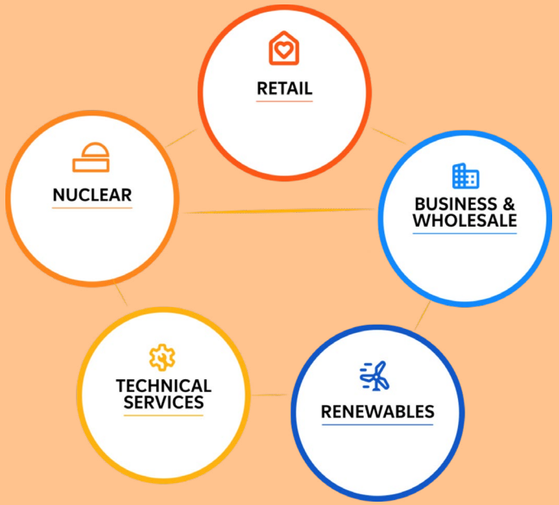
- Unify our people across all five families.
- Create pride and clarity about EDF's unique role in Britain's energy future.
- Reflect the real concerns of our employees and customers – not just climate, but also affordability and security.
- Support high performance and career growth, showing how each person's work contributes to a bigger mission.

FIND OUT MORE ON eNZO



OUR PURPOSE:

An Electric Britain



OUR STRATEGY:

How we bring our purpose to life

SUPPORTING OUR PURPOSE WITH STRATEGY

Josh Buckland, Strategy and Policy Director, explains how we can collectively build **An Electric Britain**, no matter which part of the business we're in.



ABOUT ME

I grew up in Hong Kong and now live in South London with my wife. Since joining the company in January, I've taken up learning French. I'm also keeping a close eye on our team's fantasy football league and despite not knowing much about football, I'm doing surprisingly well!

MY ROLE AT EDF

As Strategy and Policy Director, I focus on two main areas. First, I help bring together the work of all five families to tell a story about our collective impact. It's about creating opportunities and making the most of our shared capabilities. Second, I help the business navigate a complex policy and regulatory environment, ensuring we manage risks effectively, promote sustainability and actively shape the external landscape we operate in.

REFRESHING OUR STRATEGY

Our strategy brings to life our new purpose, 'An Electric Britain', which is central to everything, and explained in more detail on ↘ page 4 by Kaa Holmes.

Our strategy isn't a traditional top-down approach. Instead it's built on the strength of each business family having its own clear direction and accountability, which is the right way to run a business. The focus is on what they've already achieved, what we want to do collectively and how we can collaborate more – especially in areas like energy flexibility, which touches every part of the business.

It's an evolution, not a revolution, and the strategy has been endorsed at a high level by the EDF Group Board and CEO, Bernard Fontana.

HOW IT ALIGNS WITH AMBITIONS 2035

Ambitions 2035 focuses on generating more clean energy, electrifying homes and businesses and developing new technologies like nuclear, renewables and battery storage – this is reflected in our own goals here in the UK. We've mapped KPIs to this framework and work closely with our colleagues in France to overcome shared challenges and the same focus on safety and security.

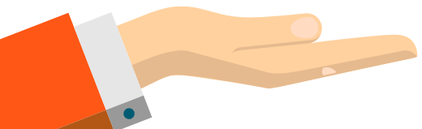


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In a world full of change and uncertainty, the strategy provides a clear direction and sense of unity.







WHAT IT MEANS FOR YOU

Day-to-day the new strategy won’t change how most of us work. But it reminds us that we’re part of something bigger and encourages us to reflect on how we contribute and where we can do more. Everyone represents our brand and purpose internally and externally, and our strategy sits behind this. In a world full of change and uncertainty, the strategy provides a clear direction and sense of unity.

MEASURING SUCCESS

Success will be measured through quantifiable objectives linked to our current business plans and goals for our Ambitions 2035. Ultimately we’re developing a strategy to support An Electric Britain, and our success will be in achieving that goal. It’s the broader impact: electrification, delivering more clean energy through nuclear and renewables, and lowering household and business bills. If we don’t help create An Electric Britain, we haven’t succeeded in our strategy.

BRINGING IT TO LIFE WITH AN ELECTRIC BRITAIN PROGRESS UPDATE

At the heart of our strategy is improving the UK’s sustainability. The sustainability business update showcases our progress in clean power, electrification and reduced carbon. It’s a powerful way to share our story and demonstrate our impact.

The update is a great opportunity to talk about our strategy externally and evidence our achievements, both in the contributions we’re making and why, in the context of broader business objectives. It’s a big part of the conversation.



AN ELECTRIC BRITAIN PROGRESS UPDATE

The sustainability progress update, due out on 11 November, is our annual summary of our sustainability commitments and performance across the company in the UK. It showcases the progress we’re making in electrifying Britain, protecting our planet and improving people’s lives. This year’s report is also a key document for setting out our new purpose, marking an important moment for the business.

Join the panel discussion with Josh, Carine de Boissezon, EDF Group Chief Impact Officer and other environmental experts on 13 November to discuss how our strategy and purpose support the UK and global energy transition goals and help deliver a sustainable future.

SCAN THE QR CODE TO WATCH THE PANEL DISCUSSION

TOP TRADER AND DINGHY RACER



Andrew Mills shares a typical day as a Senior Shift Trader in Short Term Trading, Wholesale Market Services (WMS).

TELL US ABOUT YOURSELF

My wife is Italian, and we had our first son six months ago. I compete in dinghy racing and am also a keen cyclist. Luckily both large sporting events I was in this year were in Italy so they could double up as family holidays.

CAN YOU DESCRIBE YOUR ROLE AS A SHIFT TRADER?

WMS traders decide the best way to buy or sell the energy we have. We're always on, working 24 hours a day including weekends. There are always two of us doing a 12-hour shift – one is focused on trading, the other on operations and scheduling.

We can trade our power position in three ways: in an auction, an intraday market – which is like a live stock exchange and always moving – or we don't trade the energy and leave it to cash out. Our job is to work out which option will gain us the most value. We also trade our position to optimise assets such as batteries, gas peakers and power stations. Some days can be very intense when prices change dramatically.

WHAT SKILLS DO YOU THINK ARE ESSENTIAL TO SUCCEED IN TRADING?

Being able to stay up during the night and think objectively under pressure. A bit of psychology comes into play, trying to figure out what other traders might do and anticipate their moves. Being good at maths helps too!

WMS'S WORLD CHAMPION



Andrew was crowned the 2025 OK Dinghy World Champion after an epic week of racing on Lake Garda. Working towards this for 20 years, Andrew said: "It was great to win with the largest and most competitive fleet the OK dinghy class has ever seen at a world championship."

> "When you get it right, there's a real sense of achievement.

WHAT'S THE MOST CHALLENGING PART OF YOUR JOB?

Keeping an intense focus for the 12-hour shifts can be tough. You're dealing with things in the real world that are not controllable and you need to stay calm and not let emotions take over. Things can change suddenly, like a power station going offline or you might start the day with a great position and end up scrambling to recover. The setup can be a bit overwhelming at first too, with lots of screens and data to get your head around, but most people find their rhythm within six months.

HOW DO YOU STAY CALM AND FOCUSED DURING VOLATILE MARKET CONDITIONS?

It's a personality trait really but you learn to take deep breaths or take a break from the screens. There are two of us on shift so you can use your partner to vent frustrations and benefit from their objective view to keep things in perspective.

DO YOU COLLABORATE WITH OTHER PARTS OF THE BUSINESS?

Yes. Software engineers build the tools we use to analyse data and the market analysis team enter some auctions for us and provide analysis to help shape our view of the market. These collaborations make a big difference, especially during night shifts but we know we're backed by a wider support network.

A DAY IN THE LIFE

5AM
Travel to London.

7.15-7.30AM
Handover from the previous trader with any updates, e.g. asset strategies or compliance.

8-9.30AM
Analyse the day ahead and predict prices, taking into account solar generation, wind generation and demand.

9.30-12.30PM
Submit information to National Grid for how much power we will produce and at what times, so they can manage the grid. Sell excess power or buy power if there's a shortage. Work out the best route to market for our trades: auction, intraday market or cashout.

12.30-1.15PM
Go for a walk and have lunch.

1.15-7.15PM
Continue trading and operations with breaks.

7.15PM
Handover to next traders.

MEET THE WINNERS FROM THIS YEAR'S INNOVATION AWARDS

The awards celebrate the best innovations from across the company.

This year's Innovation Awards attracted 55 applications across four categories, which align with our Group strategy and UK priorities. After a competitive selection process, 12 finalists were invited to present their ideas to a panel of judges at Nova North in October. Following a day of impressive pitches and a celebration lunch, CEO Simone Rossi announced the winners in each category:

- Contributing to operational efficiency: **Cloud carbon footprint**.
- Expanding flexibility to meet the needs of the electricity system: **Flexing your home battery, it's that easy**.
- Helping our customers save money and carbon: **Smart charging with EDF**.
- Producing more low-carbon electricity with nuclear and renewables: **Smarter Predictions, Safer Power**.

David Ferguson, Head of UK R&D Innovation, who organised the awards, said: "Innovation is a day-to-day priority for EDF, with our people constantly solving problems and exploring new opportunities. The Innovation Awards recognise and celebrate the very best developments from across EDF in the UK."

The winners receive £500 for each category and will now enter the prestigious EDF Group Pulse Awards, providing the opportunity for further recognition for outstanding contributions.

Congratulations to all of the finalists and the winners!



FIND OUT MORE ON eNZO



NEW OFFER TO SUPPLY BIODIVERSITY NET GAIN CREDITS

The UK R&D team has incubated a new commercial offer for an emerging market, working in collaboration with EDF power solutions and EDF Business Solutions.

It's over a year since Biodiversity Net Gain (BNG) became a mandatory part of the planning system for any large construction project. The BNG process now requires new developments to enhance biodiversity by at least 10%. This can be done on-site, as part of the development or – where that's not possible – off-site. The latter is particularly challenging for some developers.

EDF power solutions is well positioned to help. While building its solar farms, the business can invest in additional nature enhancements on their sites to generate surplus BNG units. These can then be sold to other developers, but until recently the team didn't have a suitable route to market.

Last year, the UK R&D Innovation team created a cross-company project, under the banner Equiterra, to position EDF as a credible supplier of off-site BNG units. The team has built a clear strategy and a range of offers tailored to different customer types, along with a sales pipeline. Initially, they will focus on strategic sales to large developers of energy and transport infrastructure before turning their attention to EDF Business Solutions' customer portfolio.



David Ferguson, Head of Net Zero Innovation for UK R&D, said: "We aim to provide high-integrity Biodiversity Net Gain credits from dual-use land, integrated with clean energy solutions. In addition, we offer unique value-adding services including robust measurement and access to EDF's biodiversity expertise, partnerships and education programmes."

NET ZERO INNOVATORS

Equiterra follows the Net Zero Innovators annual challenge, where employees from across the company find innovative solutions to business challenges that will help Britain achieve net zero and deliver a positive commercial impact. The 2025 programme has recently launched and we look forward to seeing more exciting proposals like this come to life!

POWERING POLICY ACROSS PARTY LINES



Teams from across the company attended the Labour, Conservative and Liberal Democrat party conferences to engage with political stakeholders and share our messages on energy security, affordability and nuclear.

Party conferences are an opportunity to influence policy thinking, understand party priorities and maintain strong cross-party relationships.

At the **Labour conference**, we hosted a fringe panel with newspaper New Statesman, focusing on unlocking the UK's energy potential. Josh Buckland, Strategy and Policy Director, was joined by Marcus Wells and Abigail Jones from the Corporate Affairs team to speak at various roundtables, highlighting the company's role in driving electrification, regional growth and the future of nuclear. The Chancellor's speech opened with a strong endorsement of Sizewell C, reinforcing Labour's support for new nuclear.

At the **Conservative conference**, we partnered with independent think-tank and pressure group Bright Blue for a fringe panel on homegrown electricity. EDF representatives attended strategic roundtables and dinners, sharing views on



infrastructure investment, long-term policy certainty and the evolving Conservative energy platform.

At the **Liberal Democrat conference**, Abigail Jones attended a Business Day and engaged directly with party leadership, including their energy spokesperson Pippa Heylings MP, ensuring EDF's messages were heard.

Our political engagement spans across **all major parties** and attending conferences is just one part of our broader strategy. We continue to build relationships across the political spectrum. This ensures the company remains a trusted voice in energy policy, regardless of political leadership.

PROGRESS THROUGH PARTNERSHIP

We meet SAS Energy's new CEO, **Malavika Bambawale**, who shares how collaboration across the company is transforming renewable technology adoption for UK businesses.

Most of my career has been dedicated to the energy transition, working across continents and sectors to help organisations and governments adopt renewable technologies that make sense financially and for the planet. My journey has taken me from consulting for the UK Government to collaborating with global institutions like the World Bank and the UN.

A bright future for solar

Solar power in the UK has faced many challenges. Historically it's been seen as expensive and impractical due to limited sunshine and high upfront costs but this is no longer the case. Costs have dropped dramatically and solar-plus-battery solutions are now viable. Flexible funding options mean businesses and homeowners can adopt solar without large initial payments, and payback periods are shorter than ever.

As part of the EDF family, I'm excited by the blend of SAS's deep technical expertise and EDF's large-scale vision. Together, we're helping clients navigate a rapidly changing energy landscape, one shaped by geopolitics, climate change and the urgent need for security of supply.

Making an impact together

Looking ahead, I believe collaboration is key. There's so much potential in working closely with the different families within our company, both in the UK and internationally. By sharing knowledge and learning from each other's experiences, we can accelerate the adoption of renewable solutions and create a lasting impact.



MEET MALAVIKA

I grew up in India and as the daughter of an army officer we moved around a lot. That experience shaped my adaptability and curiosity which I carried into my professional life where I've lived and worked across the globe. I'm a mum to two teenagers, aged 19 and 17, and our much-loved seven-year-old Cockapoo, Toffee.

FIND OUT MORE ABOUT SAS ENERGY ON THEIR WEBSITE

HOW WE'RE ENHANCING YOUR DIGITAL EXPERIENCE

Our IT and Digital teams across the company have focused on listening, acting and delivering meaningful changes that make everyday digital experiences smoother.

Feedback from colleagues is at the heart of how we shape any digital improvements. Many people shared positive progress but we also heard that IT and digital systems don't always make work as easy or efficient as they should. Our changes include:

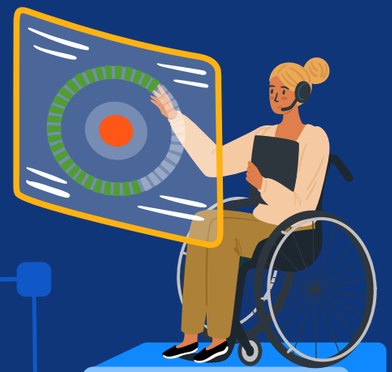
BETTER DEVICES

More modern laptops offer smoother multitasking, longer battery life and fewer frustrations. A new, higher-spec standard device will follow in 2026.



PROACTIVE TECH CARE

Smart tools automatically check device health to spot and fix issues before they slow you down.



SUPPORT MADE SIMPLE

The myIT portal has been streamlined, making it easier to log requests, track progress and get help.

HELP THAT COMES TO YOU

TechBar floor walks and remote queueing bring hands-on support directly to your workspace.

"I love Copilot for simple things like transcribing notes, booking meetings and exploring the prompt gallery."



SUSAN ALBRIGHTON, EDF BUSINESS SOLUTIONS

STRONGER SYSTEMS

Upgrades across key business platforms are improving stability, simplifying workflows and making tools work better for you – including Asset Management System, IFS stabilisation and Kraken Phone.



"Single Sign-On for SAP has significantly streamlined the experience, reducing login time and eliminating the stress associated with managing multiple passwords."



JANE WRIGHT, SUPPLY CHAIN

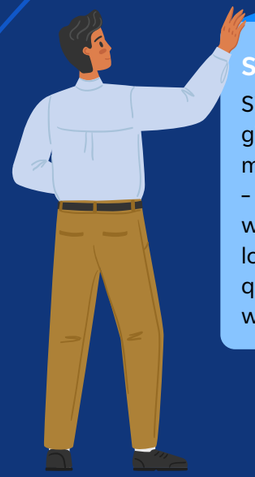


SMOOTHER COLLABORATION

Behind-the-scenes improvements to Microsoft Teams are enhancing call quality, file sharing and meeting reliability.

SMARTER WAYS TO WORK

Microsoft Copilot Chat helps you save time, find information faster and boost creativity.



SIMPLER SIGN-ON

Single Sign-On (SSO) gives access to multiple applications – including SAP – without repeated logins, making it quicker to get to what you need.

Our commitment is clear: to make digital tools not just functional but genuinely empowering, giving people the confidence and support they need to do their best work.





FLOATING SOLAR SETS SAIL IN THE ALPS



Lazer's floating solar power plant is the first facility in France to combine photovoltaic and hydroelectric power generation at a single site.

Opened in 2023, Lazer's floating solar power plant sits on the reservoir alongside the existing hydroelectric plant, doubling the site's clean energy output. With over 50,000 solar panels and a capacity of 20MWp (megawatts peak), it can supply enough electricity for around 12,500 people a year.

It's designed to work in tandem with the hydro scheme, especially in summer when water is used for irrigation. The floating panels adjust to changing water levels, keeping everything running smoothly.

The project began in 2017 and was backed by local investment. Construction started in 2021, with solar islets – small floating islands – assembled and towed into place.

With a 30-year lifespan, Lazer's floating solar plant is a smart, sustainable addition to EDF power solutions' energy mix – and shows how innovation and collaboration can unlock new ways to tackle the energy transition.

FIND OUT MORE INFORMATION ON VEOL

BEST FOOT FORWARD FOR CHARITY



↑ SAHARA TREK

In October, our Sahara trekkers completed a six-day trek. Megan Chaplin, an Environment Engineer at Hinkley Point C, said: "It was an amazing experience with fantastic views. The toughest stretch was an 11-mile walk before lunch where the guide said 'just over this next sand dune' about 15 times!"



← CROATIA MOUNTAIN TREK

A team of nine took on the Croatia Mountain Trek. Ben Forrister, Project Manager at Hinkley Point B, said: "It was a tough but rewarding challenge for a great cause."

TO DONATE, VISIT JUSTGIVING AND SEARCH THEIR NAMES

ROYAL PARKS HALF MARATHON

Connect's very own Julia Nutley ran the Royal Parks half marathon. She said: "It was a brilliant route and the support was incredible."



OXFORD HALF MARATHON

Leo Franco, Senior Analyst in Flexibility Operations, ran the Oxford Half Marathon. He said: "Doing a run for charity multiplies that sense of achievement by 10."





MAKING WAVES

After conquering a solo swim across the English Channel in June, Julia Maguire, Senior Employment Counsel, was ready for her next challenge – the Aqua Challenge 10km swim in Nice. To enter, she needed a licence issued by the French national swimming authority. EDF Group arranged this and paid for her entry.

"Swimming in the Bay des Anges was stunning – sunny skies and calm blue water, a pleasant contrast to the cold, grey Channel!" Racing without a wetsuit, Julia was placed second in her category and 25th out of 69 overall. Next she'll take on a 10km swim in Ibiza, followed by an ambitious Europe-to-Asia swim – from Rhodes to Turkey!

GIVE A LITTLE, WIN A LOT



Our Christmas Raffle for Alzheimer's Society runs from 3-28 November, giving you 25 chances to win prizes ranging from £50 to £1,000 – just in time for Christmas.

Whether you're in it for a treat or to give back, your donation helps fund vital dementia support and research.

How to enter

- Go to the raffle hub and find your site or nearest location.
- Click the link then select GIVE NOW to make your donation.

Important reminders

- Enter your name when asked, otherwise your donation will be counted but you won't be entered into the draw.
- Don't hide your donation amount or you'll only be entered once.

ENTER ON eNZO

TOP HONOUR FOR POLLY TARRANT AT GLOBAL OFFSHORE WIND AWARDS

Well done to Polly Tarrant, an EDF power solutions Environment Manager at our offshore wind farm, Neart na Gaoithe, for winning the Unsung Hero Award at last month's Global Offshore Wind Awards.

The prestigious award celebrates people who consistently deliver high-quality work behind the scenes, contributing to team success and cohesion. Polly's work has advanced our understanding of how offshore wind interacts with the environment, helping to drive continuous improvement in this area.

Congratulations Polly on this well-deserved recognition.



QUIZ:

MATCH THE 'TACHE

Growing a moustache this Movember? Whether you're raising awareness for men's health or just embracing the fuzz, celebrate with our celebrity moustache quiz. Can you match the 'tache to the star?



Don't stop this rock royalty now



Was his magnum opus appearing in Friends?



This famous film character always stays classy



Number 4 is fantastic – but he's not the last of our moustachioed men



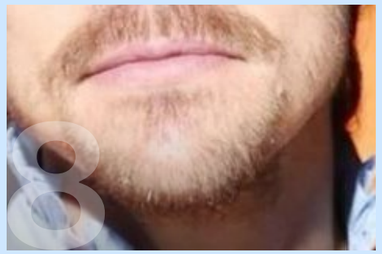
Here's a famous British actor – not from modern times



He's not had the Beverly Hills chop on his facial hair



A fine moustache like this is goals!



There's only one direction this moustache is growing – top of the pops!



Hello! Is it tache you're looking for?

Answers: 1. Freddie Mercury; 2. Tom Selleck; 3. Ron Burgundy; 4. Pedro Pascal; 5. Charlie Chaplin; 6. Eddie Murphy; 7. David Seaman; 8. Harry Styles; 9. Lionel Richie



CONNECT'S PHOTO COMPETITION

Agata Broyd, a Civil Assessment Group Leader for Pressurised Water Reactor Technology, shares her special moment that matters, which is this year's photo competition theme.

She says: "In the hustle and bustle of life and work, it's fundamental to find time to be with those we love the most, like watching my littlest discover the ocean and absorbing her marvel and excitement."

Connect welcomes news and comments from all employees. Connect is published by EDF. Please email Julia Nutley and Kathy Manson at connect@edfenergy.com

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