

| GRI

Content Index 2024



GRI Content Index 2024



Statement of use: Urenco has reported in accordance with GRI Standards for the reporting period 2024 (1st January 2024- 31st December 2024).

GRI 1 used: GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): None

| GRI Standards | Disclosure | Commentary and References |
|---|--|---|
| GRI 2: General Disclosures (2021) | | |
| The organisation and its reporting practices | | |
| 2-1 | Organisational details | <p>Urenco Business Model is described on pg.2 of the Annual Report 2024 https://www.urenco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>One third of Urenco's shares are held by the UK government, through Enrichment Investments Limited, one third by the Dutch government, through Ultra-Centrifuge Nederland N.V., and one third by two German utilities, through a holding company, Uranit UK Limited. Shares in the German holding company are indirectly held 50% by E.ON S.E. and 50% by RWE AG. Further governance information can be found here: https://www.urenco.com/investors/our-governance</p> |
| 2-2 | Entities included in the organisation's sustainability reporting | <p>Entities included in Sustainability Reporting are:</p> <ul style="list-style-type: none"> - Urenco UK Limited - Urenco ChemPlants Limited - Urenco Deutschland GmbH - Urenco Nederland BV - Urenco Nuclear Stewardship Limited - Urenco USA Holdings Limited - Urenco Limited - Urenco Enrichment Company Limited <p>The entities included in the consolidated financial statements are listed on pg. 96 and pg.100, Annual Report 2024 https://www.urenco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |
| 2-3 | Reporting period, frequency and contact point | <p>For 2024, an integrated report was produced- combining the annual/financial reporting with the sustainability reporting. The reporting period is January 2024 to December 2024. The publication date of the integrated Annual Report is 13th March 2025.</p> <p>The point of contact for questions relating to the Annual Report is rebecca.astles@urenco.com</p> |
| 2-4 | Restatements of information | <p>Urenco have migrated to a new sustainability data platform in 2024. This highlighted minor errors and differences in conversion methodology which had a minor impact on our historic Scope 1 and Scope 2 (location based) figures therefore in section 305-1 and 305-2 there will be restatements of these figures. The volume of low level radioactive waste generated in 2022 and 2023 needed to be updated due to an error found while compiling the 2024 disclosure. This has been corrected in previous versions of the GRI disclosure.</p> |

| GRI Standards | Disclosure | Commentary and References | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 2-5 | External assurance | The appointment and review of external financial auditors is covered in the Audit Committee Terms of Reference (https://www.urencoco.com/investors/our-governance/our-board-and-committees) and in the Audit Committee Report within the 2024 Annual Report, pg. 72 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf Urenco’s sustainability data is externally assured by Corporate Citizenship and their 2024 Assurance Statement can be found here: https://www.urencoco.com/sustainability/governance-and-ethics/quality-certificates | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Activities and workers | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-6 | Activities, value chain and other business relationships | Urenco Business Model is detailed on pg.2 of the Annual Report 2024 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf Urenco Strategy priority focus areas include the capacity programme (Annual Report 2024, pg. 12-14 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf) , Advanced fuels pg.16, Urenco Isotopes pg.18, People and Culture pg. 20 and Sustainability pg. 22. Urenco Group owns a 50% interest in Enrichment Technology Company (ETC), a joint venture company jointly owned with Orano. Markets Overview, Annual Report 2024 pg. 10 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf Urenco have multi-year partnerships with charitable organisations. More detail can be found on pg. 27 of the 2024 Annual Report https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-7 | Employees | See Appendix at the back of this document. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2-8 | Workers who are not employees | <table><tr><th>Worker Headcount (as of 31st December 2024)</th><th>United States</th><th>Germany</th><th>The Netherlands</th><th>United Kingdom</th></tr><tr><td>ASW (Agency Supplied Worker)**</td><td>0</td><td>1</td><td>59</td><td>189</td></tr><tr><td>CSW (Contract Supplied Worker)***</td><td>169</td><td>0</td><td>21</td><td>219</td></tr><tr><th>Worker Headcount (as of 31st December 2023)</th><td></td><td></td><td></td><td></td></tr><tr><td>ASW (Agency Supplied Worker)**</td><td>5</td><td>2</td><td>0</td><td>166</td></tr><tr><td>CSW (Contract Supplied Worker)***</td><td>135</td><td>0</td><td>66</td><td>122</td></tr><tr><th>Worker Headcount (as of 31st December 2022)</th><td></td><td></td><td></td><td></td></tr><tr><td>ASW (Agency Supplied Worker)**</td><td>0</td><td>0</td><td>12</td><td>168</td></tr><tr><td>CSW (Contract Supplied Worker)***</td><td>113</td><td>70</td><td>32</td><td>74</td></tr></table> <p>ASW/CSW is UK terminology therefore this doesn’t always align with how data is recorded for our non-UK entities. For our US site, all non-permanent workers are placed under the category of contractor.</p> <p>** A worker supplied via an agency on a temporary basis. Typically paid on an hourly or daily rate via a recruitment agency. May operate on a PAYE or Ltd company basis via their agency. In the UK, ASWs support interim and temporary positions across the Capenhurst site.</p> <p>*** A worker supplied via a company providing services to URENCO, where the worker meets specific criteria. In the UK, CSWs mostly support project focused roles across the Capenhurst site.</p> | | | | | Worker Headcount (as of 31st December 2024) | United States | Germany | The Netherlands | United Kingdom | ASW (Agency Supplied Worker)** | 0 | 1 | 59 | 189 | CSW (Contract Supplied Worker)*** | 169 | 0 | 21 | 219 | Worker Headcount (as of 31st December 2023) | | | | | ASW (Agency Supplied Worker)** | 5 | 2 | 0 | 166 | CSW (Contract Supplied Worker)*** | 135 | 0 | 66 | 122 | Worker Headcount (as of 31st December 2022) | | | | | ASW (Agency Supplied Worker)** | 0 | 0 | 12 | 168 | CSW (Contract Supplied Worker)*** | 113 | 70 | 32 | 74 |
| Worker Headcount (as of 31st December 2024) | United States | Germany | The Netherlands | United Kingdom | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ASW (Agency Supplied Worker)** | 0 | 1 | 59 | 189 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CSW (Contract Supplied Worker)*** | 169 | 0 | 21 | 219 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Worker Headcount (as of 31st December 2023) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ASW (Agency Supplied Worker)** | 5 | 2 | 0 | 166 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CSW (Contract Supplied Worker)*** | 135 | 0 | 66 | 122 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Worker Headcount (as of 31st December 2022) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| ASW (Agency Supplied Worker)** | 0 | 0 | 12 | 168 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| CSW (Contract Supplied Worker)*** | 113 | 70 | 32 | 74 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI Standards | Disclosure | Commentary and References |
|-------------------|---|--|
| Governance | | |
| 2-9 | Governance structure and composition | <p>Executive Committee- Annual Report 2024 pg. 62 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Board of Directors- Annual Report 2024 pg. 64-65 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Audit Committee*- Annual Report 2024, pg. 72 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Sustainability Committee (SusCo)*- Annual Report 2024, pg. 78 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Remuneration and Appointments Committee*- Annual Report 2024, pg. 81-87 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>*The Terms of Reference for these committees can be found here: https://www.urencocom/investors/our-governance/our-board-and-committees</p> |
| 2-10 | Nomination and selection of the highest governance body | <p>The highest governance bodies for Urenco are the Executive Committee and the Board of Directors. The composition of these highest governance bodies along with a skills matrix can be found pg. 62 and pg. 64-65 of the 2024 Annual Report https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>The Remuneration and Appointments Committee is responsible for making recommendations to the Board on the appointment of the Chair, CEO, CFO and Company Secretary. Appointments of Non-Executive Directors are managed by the relevant shareholder in accordance with our Articles of Association.</p> |
| 2-11 | Chair of the highest governance body | <p>Board composition- Annual Report 2024, pg. 64-65 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>The Chairman is an independent non-executive director.</p> |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | <p>The Board manages overall control of the Group's affairs and is responsible to the shareholders for key policies and strategic direction. Matters reserved for the Board's decision include the approval of the strategic business plan, budget and financial statements, major capital projects, acquisitions and disposals, significant regulatory issues, and important policies around environmental and health and safety issues. During 2024, the Board met 5 scheduled times with 4 additional ad-hoc meetings as noted on pg. 70 of the 2024 Annual Report https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>The Board has four committees: the Audit Committee, the Sustainability Committee (SusCo), the Board Investment and the Remuneration and Appointments Committee.</p> <p>Terms of Reference for our Board Committees are available on the Urenco website - https://www.urencocom/investors/our-governance/our-board-and-committees</p> <p>Stakeholder engagement- Annual Report 2024, pg. 30-33 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |
| 2-13 | Delegation of responsibility for managing impacts | <p>The overall Executive sponsor for Sustainability is our CEO, Boris Schucht. Our CEO is the link between the non-Executive Board of Directors and the Executive Committee. Sustainability has senior management representative sponsorship. The focus area sponsors are defined in the Sustainability Committee Terms of Reference - https://www.urencocom/investors/our-governance/our-board-and-committees</p> <p>The Sustainability Committee (SusCo) meets three times a year. More information on the SusCo can be found on pg. 78 of the 2024 Annual Report https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |

| GRI Standards | Disclosure | Commentary and References |
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| 2-14 | Role of the highest governance body in sustainability reporting | SusCo review and endorse Group Sustainability performance against KPIs. The Board of Directors sign off the integrated annual report which includes non-financial reporting. |
| 2-15 | Conflicts of interest | <p>The Board has processes in place to manage all potential conflicts of interest involving Directors in accordance with the Articles. Each individual Director is under an obligation to notify the Chairman and Company Secretary of any potential conflicts as soon as they arise. Any such interests are reported to the Board which decides whether they are likely to represent a real or potential conflict of interest and, if so, whether they wish to authorise such conflict and on what terms. In addition, the Company Secretary, on an annual basis, confirms with each director their current business interests. All such interests are reported to the Board for review and reconfirmation that they do not present any conflict with the interests of the Company.</p> <p>The formal provisions regarding Directors' conflicts of interests are set out in Articles 82 and 83 of the Articles.</p> |
| 2-16 | Communication of critical concerns | Critical concerns are reported to the Audit Committee of the Board. There were 24 reports in 2024. |
| 2-17 | Collective knowledge of the highest governance body | The Board of Directors Skills Matrix is on pg. 64 of the 2024 Annual report https://www.urengo.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf |
| 2-18 | Evaluation of the performance of the highest governance body | The Board informally evaluates its performance at every meeting and takes actions based on the feedback received. |
| 2-19 | Remuneration policies | <p>Remuneration report within the Annual Report 2024, pg. 81-87 https://www.urengo.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Key aspects of the remuneration policy for Executives and Non-Executive Directors can be found here: Annual Report 2024, pg. 86-87 https://www.urengo.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |

| GRI Standards | Disclosure | Commentary and References |
|---------------|-----------------------------------|---|
| 2-20 | Process to determine remuneration | <p>The Remuneration and Appointments Committee is a Committee of the Board of Directors of Urenco Limited. In accordance with its terms of reference, the key responsibilities of the Remuneration and Appointments Committee include, but are not limited to, the following:</p> <ul style="list-style-type: none"> • Advising the Board on the appointment of Non-Executive Directors (if any), to be appointed in accordance with the Company's Articles of Association; • Making recommendations to the Board on the appointment of the Chair, Chief Executive Officer, Chief Financial Officer and the Company Secretary; • The setting of remuneration for the Chair, Chief Executive Officer and Chief Financial Officer, including executive remuneration policy and Long Term Incentive Plan (LTIP) arrangements; • Providing advice to the Board on the fees of Non-Executive Directors of the Company; • Advising on the remuneration policy for the Executive Directors; • Keeping under review the leadership needs of the organisation, giving full consideration to succession planning for the Board and Senior Executive Management; • Reviewing and making recommendations to the Board annually on the remuneration of the Chief Executive Officer, Chief Financial Officer and the Company Secretary; and • Monitoring, and where appropriate approving, the remuneration of senior management. <p>The Remuneration policy has evolved over time, to align with Urenco's strategy, market practice and shareholders' views. A consistent and competitive structure, which applies across the workforce, is also a core principle. This consistency allows for a culture of shared purpose and performance.</p> <p>The Committee is authorised by the Board to obtain external legal or other independent professional advice and to secure the attendance of external advisers with relevant experience and expertise if it considers this necessary.</p> <p>Remuneration report within the Annual Report 2024, pg. 81-87 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |
| 2-21 | Annual total compensation ratio | <p>The highest-paid individual earns 10:1 more than the median base salary for all employees (excluding the highest-paid individual).</p> <p>The annual total compensation only includes the base salary and excludes other compensation elements, as the information is not consistently recorded on Urenco's central human resource information system. The ratio is rounded to the nearest whole number.</p> <p>Omission – Information unavailable for 2-21 b as Urenco's central human resource information system does not consistently record a % increase in annual total compensation.</p> |

| GRI Standards | Disclosure | Commentary and References |
|---|---|---|
| Strategy, policies and practices | | |
| 2-22 | Statement on sustainable development strategy | <p>Our vision is of a sustainable, net zero world, and Urenco has enshrined that vision into our behaviour (Act today for tomorrow) and by having sustainability as one of our core values and priority focus areas.</p> <p>In 2024, Urenco agreed a new sustainability strategy for 2025-2030 following a programme of stakeholder engagement to identify key priorities and focus areas for Urenco. The new sustainability strategy defines five sustainability elements: Protecting our Environment, Enriching our People, Sustainable Value Chains & Communities, Responsible Business and Progressing the Energy Transition. The strategy also highlights the areas within these elements that are traditionally strong, maturing and those areas of enhanced focus from 2025 to further develop our knowledge and progress. Revised sustainability KPIs which reflect the new strategy will be generated for 2025. More information can be found on pg.24 of the Annual Report 2024 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>CEO review- Annual Report 2024, pg. 6-8 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Sustainability KPI performance- Annual Report 2024, pg. 23 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |
| 2-23 | Policy commitments | <p>Urenco have an internally published Sustainability Policy which outlines the company's commitments to sustainability which feed into the Sustainability Strategy, a summary of which can be found in the Annual Report 2024, pg. 24. Urenco have a dedicated net zero taskforce focused on reducing our carbon footprint. Sustainability KPI performance can be found on pg.23 of the Annual Report 2024 https://www.urencocom/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Urenco's Code of Conduct can be found here, alongside our Supplier Code of Ethics and Conduct: https://www.urencocom/investors/our-governance/our-code-of-conduct. Human Rights and Modern Day Slavery are covered specifically on page 11.</p> <p>Urenco's Modern Slavery and Human Trafficking Statement can be found here: https://www.urencocom/sustainability/governance-and-ethics</p> <p>Urenco has developed a Human Rights Policy which has been endorsed by the ExCom and internally published. The policy will be externally published at the end of 2025.</p> <p>Both of the Code of Conduct and the Modern Slavery and Human Trafficking Statement have been signed by the CEO and endorsed by the Board. Page 7 of the Urenco Code of Conduct details who the Code applies to and how it will be disseminated. The Code of Conduct states that Urenco respects international principles of human rights including, but not limited to, those expressed in the UN Guiding Principles on Business and Human Rights. Urenco also, acknowledge and respect the responsibility to uphold human rights as expressed in the United Nations Declaration of Human Rights.</p> |

| GRI Standards | Disclosure | Commentary and References | | | | | | | | | | |
|-----------------------------------|----------------------------------|--|------|--------------------------|-----------------------------------|-------------------------|-------------------------|------------------------|---------------------------|----------------------------------|---------------------------------|-----------------|
| 2-24 | Embedding policy commitments | <p>Human Rights management forms a part of the supply chain pre-qualification process. Furthermore, Urenco have partnered with EcoVadis who are undertaking sustainability assessments of our suppliers covering various areas of Environment, Social and Governance (ESG). Human Rights and Ethics Management is covered by the following assessed areas:</p> <div><div><ul style="list-style-type: none">• Health & Safety• Security• Working Conditions• Social Dialogue & labour rights• Career Management & Training• Child Labour, Forced Labour & Human Trafficking</div><div><ul style="list-style-type: none">• Diversity, Discrimination & Harassment• External Stakeholder Human Rights• Corruption• Anti-competitive practices• Responsible Information Management</div></div> <p>In 2024, Urenco introduced the SAP Ariba platform for supplier qualification along with desktop based enhanced due diligence on high risk suppliers identified through EcoVadis IQ. Additionally, agreement with the Supplier Code of Ethics or an equivalent was made a mandatory requirement for all suppliers. This is monitored and enforced through the SAP Ariba platform. This ensures Urenco's values are encouraged and shared with the supply base.</p> <p>Sustainability leadership cascades down through the following organisational structure:</p> <ul style="list-style-type: none">• The Urenco Limited Board of Directors, including the Sustainability Committee of the Board.• The CEO, who is the overall executive sponsor for the sustainability programme.• The Executive Committee.• Managing Directors and Senior Leadership Team.• Executive and senior level sponsorship of the sustainability programme is split into four areas, shown below; <table><tr><th>Area</th><th>Executive/Senior Sponsor</th></tr><tr><td>Net Zero and environmental impact</td><td>Chief Operating Officer</td></tr><tr><td>Social Impact programme</td><td>Head of Communications</td></tr><tr><td>Inclusivity and Diversity</td><td>Chief People and Culture Officer</td></tr><tr><td>Governance (incl. human rights)</td><td>General Counsel</td></tr></table> <ul style="list-style-type: none">• Urenco sustainability focus area Sponsors have corporate wide responsibility for delivering the sustainability programme results as identified in the sustainability KPIs and targets. Sponsors are supported by a collaborative and engaged network of group and site level Net Zero Leads who are responsible for driving our sustainability strategy and collecting accurate data to monitor progress against our targets.• Delivery of the strategy is owned across all business units and functions. <p>There is mandatory employee training available for the following topics:</p> <ul style="list-style-type: none">• Urenco Code of Conduct• Speak Out: Promoting the Reporting of Misconduct• Anti-bribery and anti-corruption• Modern Slavery• Information Security <p>Communication of new policies and updates via the Urenco intranet further instils these practices.</p> | Area | Executive/Senior Sponsor | Net Zero and environmental impact | Chief Operating Officer | Social Impact programme | Head of Communications | Inclusivity and Diversity | Chief People and Culture Officer | Governance (incl. human rights) | General Counsel |
| Area | Executive/Senior Sponsor | | | | | | | | | | | |
| Net Zero and environmental impact | Chief Operating Officer | | | | | | | | | | | |
| Social Impact programme | Head of Communications | | | | | | | | | | | |
| Inclusivity and Diversity | Chief People and Culture Officer | | | | | | | | | | | |
| Governance (incl. human rights) | General Counsel | | | | | | | | | | | |

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| 2-25 | Processes to remediate negative impacts | Our Urenco sites engage openly and transparently with local residents where site queries and concerns can be raised by email or telephone. Any complaint or grievance is dealt with and recorded in a structured manner, under the supervision of the relevant department. As part of our nuclear licensing process, the possible impacts of incidents and scenarios on our environment and local community are considered. |
| 2-26 | Mechanisms for seeking advice and raising concerns | <p>Urenco is committed to maintaining a culture whereby employees and contractors feel empowered to raise and openly discuss concerns about anything that does not conform with the Urenco Code of Conduct or any of the Urenco values and behaviours. See pg. 8-9 of the Urenco Code of Conduct for the process to follow https://www.urencoco.com/investors/our-governance/our-code-of-conduct. A formal dispute resolution process is present within contracts for subcontractors.</p> <p>Speak-Out is our process for registering and resolving serious concerns that break the law or the Code. There is also an independent and confidential hotline and web portal where employees and external stakeholders can report concerns. A link to this facility can be found here: https://www.urencoco.com/investors/our-governance/our-code-of-conduct</p> <p>Urenco has a Speak-Out Management Function whose role is to support the Group in establishing effective procedures and supporting infrastructure in relation to all aspects of whistleblowing. The core members of the Speak-Out Management Function are the General Counsel, Chief People & Culture Officer, Head of Audit & Risk, Deputy General Counsel and the Group Compliance Manager. Meetings are held regularly to review the process of any speak-out cases. The General Counsel provides an update on Speak-Out reports/investigations to the Audit Committee at each meeting of the committee.</p> |
| 2-27 | Compliance with laws and regulations | <p>Urenco Group is subject to various claims which arise in the ordinary course of business. Having taken appropriate legal advice, the Group believes that a material liability arising from these claims is remote.</p> <p>Urenco has not received any material fines or non-monetary sanctions for non-compliance with laws and regulations. Incidents that trigger reporting to the Group's regulators are tracked in line with our procedures.</p> |

| GRI Standards | Disclosure | Commentary and References | | | | |
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| 2-28 | Membership associations | | | | | |
| | | Membership of associations for 2024 | Hold position on the governance body | Participate in projects or committees | Provide substantive funding beyond routine memberships dues | View memberships as strategic |
| | | Nuclear Energy Institute (NEI) | X | X | | X |
| | | World Nuclear Association (WNA) | X | X | | X |
| | | Nuclear Industry Association (NIA) | X | X | X | X |
| | | KernD (German Nuclear Society) | X | X | X | X |
| | | Nuclear ARC | | X | | X |
| | | NuclearEurope | X | X | X | X |
| | | Kernvisie | | X | | |
| | | Nuclear Netherlands | X | X | | X |
| | | World Nuclear Transport Institute | | X | | X |
| | | North West Nuclear Forum | X | X | | X |
| | | Chemical Industry Association | | X | | |
| | | Japan Atomic Industrial Forum | | | | X |
| | | German Nuclear Society | X | X | | X |
| | | World Nuclear Fuel Market | | X | X | |
| | | Institute of Nuclear Power Operations | | X | | X |
| | | U.S. Nuclear Industry Council | X | X | | X |
| | | American Nuclear Society | | X | X | X |
| | | Nuclear Information & Records Management Association | | X | | |
| | | Women in Nuclear | | X | | X |
| | | Inclusion & Diversity in Nuclear | | X | X | X |
| | | International Atomic Energy Agency (IAEA) | | X | X | |
| | | European Nuclear Society | | X | X | |
| | | United Nations Global Compact | | X | | |
| | | British-American Business Association | | | | X |
| | | Bruegel | | X | | |
| | | European Energy Forum | | X | | |

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| Stakeholder engagement | | | | | | | | | | | | | | | | | | | |
| 2-29 | Approach to stakeholder engagement | Stakeholder engagement- Annual Report 2024, pg. 30-33 https://www.urenco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf | | | | | | | | | | | | | | | | | |
| 2-30 | Collective bargaining agreements | <p>The collective bargaining agreements impact 72% of Urenco employees. Urenco has no collective bargaining agreements in UUSA, UI, ULTD, or UEC legal entities. Employees based in Capenhurst are not part of collective bargaining agreements from grade 18 and higher.</p> <p>In the Netherlands & Germany, employees’ terms & conditions are agreed upon in the Works Council discussions, which for this purpose, is treated as equivalent to the collective bargaining agreements.</p> <p>The collective bargaining negotiations may also influence the employment terms for employees not part of the collective bargaining agreement.</p> <table><tr><td></td><td>2020</td><td>2021</td><td>2022</td><td>2023</td><td>2024</td></tr><tr><td>Percentage of employees covered by collective bargaining agreements</td><td>43%</td><td>47%</td><td>73%</td><td>72%</td><td>72%</td></tr></table> | | | | | | | 2020 | 2021 | 2022 | 2023 | 2024 | Percentage of employees covered by collective bargaining agreements | 43% | 47% | 73% | 72% | 72% |
| | 2020 | 2021 | 2022 | 2023 | 2024 | | | | | | | | | | | | | | |
| Percentage of employees covered by collective bargaining agreements | 43% | 47% | 73% | 72% | 72% | | | | | | | | | | | | | | |
| GRI 3: Material Topics 2021 | | | | | | | | | | | | | | | | | | | |
| 3-1 | Process to determine material topics | See Urenco’s 2023 Materiality analysis document within the Our Priorities section of our Sustainability homepage https://www.urenco.com/sustainability | | | | | | | | | | | | | | | | | |
| 3-2 | List of material topics | Urenco’s 2023 Materiality Analysis (link above) outlines Urenco’s strategically significant and increasingly significant material topics. All of the 2021 and 2022 material topics remain priorities for Urenco such as nuclear safety and security, waste, health and safety, ethical and transparent business and have grown more nuanced in their categorisation however a few new material topics were added for 2023. New material topics for Urenco were energy security, data privacy and security, role of nuclear in the net zero transition and protecting and restoring nature. The conflict between Russia and Ukraine and other subsequent shocks to global energy markets has brought energy security into sharp focus. Climate change and the transition to net zero have become common place in the public consciousness and business integrity. Current and upcoming corporate sustainability reporting legislation are requiring companies to disclose detailed information on issues such as nature and biodiversity. | | | | | | | | | | | | | | | | | |
| 3-3 | Management of material topics | <p>A new sustainability strategy for 2025-2030 was developed and endorsed at the end of 2024, with the updated 2023 material topics at its core. The new sustainability strategy defines five sustainability elements: Protecting our Environment, Enriching our People, Sustainable Value Chains & Communities, Responsible Business and Progressing the Energy Transition. The strategy also highlights the areas within these elements that are traditionally strong, maturing and those areas of enhanced focus from 2025 to further develop our knowledge and progress. More information can be found on pg.24 of the Annual Report 2024 https://www.urenco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>See pg 22-28 Of the Annual Report 2024 for the management of the material topics https://www.urenco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> | | | | | | | | | | | | | | | | | |

| GRI Standards | Disclosure | Commentary and References |
|---|--|---|
| GRI 201: Economic Performance 2018 | | |
| 201-1 | Direct economic value generated and distributed | Group Finance Report, pg. 56-61 of the 2024 Annual Report: https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf |
| 201-2 | Financial implications and other risks and opportunities due to climate change | See Taskforce for Climate-related Financial Disclosures (TCFD) on pg. 34-47 of the 2024 Annual Report: https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf |
| 201-3 | Defined benefit plan obligations and other retirement plans | <p>The Group operates pension schemes in the UK, Germany, the Netherlands and the USA. Some are defined benefit schemes (two in total during the year) which, with the exception of Germany, are funded externally; and others are defined contribution schemes. No post-retirement benefits other than pensions are provided.</p> <p>For the defined benefit schemes, the plan's liabilities are met. The estimated value of those liabilities in 2024 was €24.8 million. For the year ended 31st December 2024, Urenco had €25.0 million in retirement benefit asset. The net surplus on the Group's defined benefit pension schemes was €0.2 million. The Retirement Benefit obligations for 2024 can be found on pg. 167 of the Annual Report 2024 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>The cost of defined benefit pension plans is determined using actuarial valuations. The actuarial valuations involve making assumptions about life expectancies, discount rates, expected rates of return on assets, future salary increases, and future pension increases. Due to the long-term nature of these plans, such estimates are subject to significant uncertainty. The key assumptions are considered to be the discount rate and the inflation rate. Valuations of the schemes are carried out at least every three years. The most recent actuarial assessments for the UK scheme of plan assets and the present value of defined benefit obligations were carried out at 5 April 2024 and subsequently rolled forward to 31 December 2024. Urenco closed the UK defined benefit section for further accrual from 5 April 2017 for most Group employees following consultations with employees and their representatives and the pension scheme Trustees.</p> |
| 201-4 | Financial assistance received from government | <p>Urenco pays corporate income taxes in each of its operating jurisdictions at the prevailing mainstream rate of tax after taking into account the ordinary adjustments to business profits provided for in the applicable tax statutes. Further details can be found in Note 9 of the Group Accounts. UUSA reported a tax credit for R&D within their 2023 US consolidated tax return in 2024 for just under \$600,000.</p> <p>Urenco has received €2.8 million in government grants during the 2024 reporting period and details of these can be found on pg.125 & pg.129 of the Annual Report 2024 https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |

| GRI Standards | Disclosure | Commentary and References | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--|--|---|---------|---------|---------|---------|------|------|------|--|--------|--------|--------|--------|--------|--------|--|---|-----|---|----|---|----|--------------------------------------|---------|---------|---------|---------|---------|---------|---------------------------------|---------|---------|---------|---------|---------|---------|
| GRI 302: Energy 2016 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-1 | Energy consumption within the organization | <table><thead><tr><th></th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr></thead><tbody><tr><td>Total fuel consumption from non-renewable sources (MWh)*</td><td>32,612</td><td>30,282</td><td>35,839</td><td>34,500</td><td>31,381</td><td>30,975</td></tr><tr><td>Total fuel consumption from renewable sources (MWh)*</td><td>0</td><td>139</td><td>7</td><td>40</td><td>0</td><td>34</td></tr><tr><td>Total electricity consumption (MWh)*</td><td>585,183</td><td>572,541</td><td>563,319</td><td>556,957</td><td>551,714</td><td>534,981</td></tr><tr><td>Total energy consumption (MWh)*</td><td>617,795</td><td>602,962</td><td>599,165</td><td>591,497</td><td>583,095</td><td>565,990</td></tr></tbody></table> <p>*Urenco migrated to a new sustainability data platform in 2024. This migration highlighted minor errors and differences in conversion methodology which had a minor impact on our historic energy consumption figures.</p> <p>Non-renewable fuel sources include natural gas, fuel oils, diesel, petrol and propane. The renewable fuel source is hydrotreated vegetable oil (HVO). Electricity purchased by Urenco for use at our sites and offices. Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year.</p> | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | Total fuel consumption from non-renewable sources (MWh)* | 32,612 | 30,282 | 35,839 | 34,500 | 31,381 | 30,975 | Total fuel consumption from renewable sources (MWh)* | 0 | 139 | 7 | 40 | 0 | 34 | Total electricity consumption (MWh)* | 585,183 | 572,541 | 563,319 | 556,957 | 551,714 | 534,981 | Total energy consumption (MWh)* | 617,795 | 602,962 | 599,165 | 591,497 | 583,095 | 565,990 |
| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total fuel consumption from non-renewable sources (MWh)* | 32,612 | 30,282 | 35,839 | 34,500 | 31,381 | 30,975 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total fuel consumption from renewable sources (MWh)* | 0 | 139 | 7 | 40 | 0 | 34 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total electricity consumption (MWh)* | 585,183 | 572,541 | 563,319 | 556,957 | 551,714 | 534,981 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total energy consumption (MWh)* | 617,795 | 602,962 | 599,165 | 591,497 | 583,095 | 565,990 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-2 | Energy consumption outside of the organization | Omission- Urenco changed Scope 3 calculation provider in 2024 and this information was not part of output provided. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-3 | Energy intensity | <p>Energy intensity ratio is given by the sum of all energy consumption within the Urenco organisation divided by the published annual output of the Urenco Group. Energy consumption within the organisation includes purchased electricity, natural gas, fuel oils, petrol, diesel, hydrotreated vegetable oil (HVO) and propane.</p> <p>Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year. For 2024, the energy intensity ratio for the Urenco Group is 32.7 MWh / tSW.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-4 | Reduction of energy consumption | <p>For electricity and fuel use reduction figures year-on-year for the UK entities only, please refer to the Streamlined Energy and Carbon Reporting table on pg.90 in the Annual Report 2024 https://www.urengo.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year.</p> <p>Actual, externally assured, consumption data is used to calculate the energy reductions.</p> <p>Urenco does not currently report on reductions in energy consumption for other geographies outside of the UK.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 302-5 | Reductions in energy requirements of products and services | Not relevant to our product. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI Standards | Disclosure | Commentary and References |
|--|---|--|
| GRI 303: Water and Effluents 2018 | | |
| 303-1 | Interactions with water as a shared resource | <p>At the UK site, raw water is withdrawn from the River Dee to service the cooling towers. The water is not withdrawn from the watercourse directly by Urenco, but by a third party. The effluent from two of the cooling towers enters the Sewage Effluent Treatment Plant (SETP) before being discharged to the Rivacre Brook. Effluent from the other two cooling towers goes directly into the surface water drains. Water for domestic use enters site via two mains water supply lines. Rainwater harvested from the Tails Management Facility (TMF) building is directed into the raw water ring main and therefore utilised by the cooling towers, reducing the water withdrawal volume from the River Dee. Water-related impacts are captured through implementation of an ISO14001 certified management system, which incorporates routine monitoring of the water environment within and outside the site boundary and detailed assessment of environmental aspects and impacts.</p> <p>In Eunice, all water is withdrawn from the Eunice municipal town supply which originates from groundwater. This water feeds process water, domestic water and fire water. The water used for domestic use is discharged to sewer. The building HVAC condensate, blowdown water and water from the storage rafts is all discharged into a lined pond, owned and operated by the site which experiences evaporative losses to the environment. Stormwater runoff and rainwater is directed to another pond on site.</p> <p>In Germany, the municipal supply provides water for domestic use and small industrial use. The waste water is discharged to sewer after the water is confirmed to meet discharge levels. In the Netherlands, the municipal supply provides domestic water which feeds the water treatment system prior to use within the evaporative cooling towers and for cylinder cleaning within the Recycling Centre. Waste water is discharged to sewer after the water is confirmed to have met discharge levels.</p> <p>Urenco had a strategic target to reduce operational water withdrawal by 15% compared to a 2020 baseline by 2025. Urenco did not reach this target, with a reduction of 10.5% at the end of 2024. Urenco will continue to look for opportunities to reduce our water withdrawal from the environment, especially as reduced water availability was highlighted as a climate change risk for our operating sites in the Netherlands and the US in our Taskforce for Climate-related Financial Disclosures (TCFD), see pages 34-42 in the Annual Report 2024 https://www.urencio.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> |
| 303-2 | Management of water discharge-related impacts | <p>The UK site is the only location where process water is discharged to a freshwater body, Rivacre Brook. All other Urenco sites either collect process water in owned and operated ponds within their site boundary or discharge process water to the sewer, subject to meeting discharge levels.</p> <p>The UK site has several environmental permits which set limits for the site's liquid discharges into Rivacre Brook. The Radioactive Substances Permits set limits on uranium, uranium daughter radionuclides, other alpha-emitting radionuclides and technetium-99. An environmental monitoring regime is in place to identify statistically significant changes to radionuclides in the environment associated with the site's liquid discharges. This regime incorporates sampling at the site boundary and downstream of the site and includes water sampling, sediment sampling and monitoring of bankside dose. The Installations environmental permits include limits for metals and non-metals, temperature and pH. The SETP water discharge permit contains limits for metals and non-metals, BOD, suspended solids and pH.</p> <p>Routine monitoring is undertaken in line with the permits or, where applicable, Environment Agency guidance to determine whether limits are being met. Any non-compliances are reported to the Environment Agency and corrective actions put in place to prevent reoccurrence. An analysis 'flagging' system is used to quickly identify results close to the permit limit or results that are statistically significant. This allows the risk of non-compliance to be minimised and negative trends to be identified and managed.</p> |

| GRI Standards | Disclosure | Commentary and References | | | | | |
|---------------|-------------------|---|-----------------------|---|-----------------------|---|-----------------------|
| 303-3 | Water withdrawal | | 2022 | 2023 | 2024 | | |
| | | | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) |
| | | Water Withdrawal | | | | | |
| | | Third-party- Freshwater | 219,676 | 0 | 213,800 | 0 | 224,863 |
| | | Third-party- Groundwater | 76,747 | 76,747 | 77,407 | 77,407 | 76,276 |
| | | Freshwater- Surface Water | 149,698 | 0 | 162,881 | 0 | 153,151 |
| | | Total Water Withdrawal | 446,121 | 76,747 | 454,088 | 77,407 | 454,290 |
| 303-4 | Water discharge | | 2022 | 2023 | 2024 | | |
| | | | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) |
| | | Water Discharge | | | | | |
| | | Surface Water (Total) | 56,112 | 0 | 54,615 | 0 | 68,989 |
| | | Third-party (Total) | 100,657 | 21,074 | 92,777 | 16,246 | 135,811 |
| | | Third-party water sent for use to other organisations | 985 | 0 | 463 | 0 | 0 |
| | | Total Water Discharge | 157,754 | 21,074 | 147,855 | 16,246 | 204,800 |
| 303-5 | Water consumption | | 2022 | 2023 | 2024 | | |
| | | | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) | Areas with water stress (i.e. UUSA) (m³) | All Areas (m³) |
| | | Water Consumption | | | | | |
| | | Total Water Consumption | 288,368 | 55,673 | 306,233 | 61,162 | 249,490 |

| GRI Standards | Disclosure | Commentary and References | | | | | | |
|-------------------------|---|--|---------|---------|---------|---------|---------|---------|
| GRI 305: Emissions 2016 | | | | | | | | |
| 305-1 | Direct (Scope 1) GHG emissions | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| | | Scope 1 emissions (tCO ₂ e)* | 12,965 | 17,112 | 13,966 | 12,996 | 12,242 | 9,444 |
| | | Gases included in this calculation are CO ₂ , CH ₄ , N ₂ O and HFCs. | | | | | | |
| | | Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting Standard - Revised Edition (2004). | | | | | | |
| | | CO ₂ emissions from biogenic carbon for 2024 are 0.13tCO ₂ e. Urenco's only biogenic fuel source is hydrotreated vegetable oil (HVO) used for power backup systems at our UK and Dutch site. | | | | | | |
| 305-2 | Energy indirect (Scope 2) GHG emissions | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| | | Scope 2 emissions (tCO ₂ e) | | | | | | |
| | | Electricity (Location based)* | 260,088 | 216,141 | 191,738 | 186,300 | 185,245 | 169,301 |
| | | Electricity (Market based) | 184,614 | 129,245 | 124,787 | 133,044 | 125,945 | 82,948 |
| | | Gases included in this calculation are CO ₂ , CH ₄ and N ₂ O. | | | | | | |
| | | Urenco has a base year of 2019. In 2019 the location-based emissions were 260,088 tCO ₂ e and the market based emissions were 184,614 tCO ₂ e. | | | | | | |
| | | *Urenco migrated to a new sustainability data platform in 2024. This migration highlighted minor errors and differences in conversion methodology which had a minor impact on our historic Scope 2 figures. | | | | | | |
| | | Our consolidation approach for emissions is operational control. | | | | | | |
| | | Scope 2 location-based emission factors are sourced from the International Energy Agency (2024) for our electricity usage in Germany and the Netherlands, from eGRID (2022) for our US usage and from the Greenhouse Gas Reporting: Conversion Factors 2024 (UK Government) for our UK usage. Our market-based emissions are calculated using conversion factors sourced from our electricity suppliers. | | | | | | |

| GRI Standards | Disclosure | Commentary and References | | | | | | |
|---------------|--|---|---------|---------|----------|---------|---------|----------|
| 305-3 | Other indirect (Scope 3) GHG emissions | | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
| | | Scope 3 emissions (tCO ₂ e) | 260,895 | 193,178 | 248,124* | 262,472 | 323,845 | 231,159* |
| | | <p>The gases included in this calculation are CO₂, CH₄, N₂O, HFCs, PFCs, SF6 and NF3.</p> <p>Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0).</p> <p>Emission categories included in this calculation are: categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12 and 15.</p> <p>*Scope 3 total revised from figure published in the 2024 Annual Report due to discovery of a minor data error.</p> | | | | | | |
| 305-4 | GHG emissions intensity | <p>The GHG intensity per tonne of separative work unit (tSW) is 5.34 tCO₂e/tSW. This represents a 50% reduction in emissions intensity from our 2019 baseline. The GHG intensity per tonne of separative work unit for 2019 was 10.68 tCO₂e/tSW. This intensity metric is calculated using the total scope 1 and 2 emissions generated by the Urenco Group.</p> <p>Separative work unit is the standard measure of the effort required to increase the concentration of the fissionable U235 isotope. Scope 1 and 2 emissions are included in the numerator (CO₂, CH₄, N₂O, HFCs).</p> | | | | | | |
| 305-5 | Reduction of GHG emissions | <p>Urenco reduced our market-based scope 2 emissions in 2024 by 55.1% compared to our 2019 baseline.</p> <p>Gases included in this calculation are CO₂, CH₄ and N₂O.</p> <p>Our baseline year of 2019 aligns with our science based near term targets for net zero carbon emissions.</p> <p>Data has been collated in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004) and the Scope 2 Guidance amendment (2015).</p> | | | | | | |
| 305-6 | Emissions of ozone-depleting substances (ODS) | No emissions | | | | | | |
| 305-7 | Nitrogen oxides (NO _x), sulphur oxides (SO _x), and other significant air emissions | Omission- Information unavailable- Urenco are in the process of calculating this information and the data will be available in due course. | | | | | | |

| GRI Standards | Disclosure | Commentary and References | | | |
|---------------------|--|--|-------|-------|-------|
| GRI 306: Waste 2020 | | | | | |
| 306-1 | Waste generation and significant waste-related impacts | Waste is generated during the operation and maintenance of our facilities, and when constructing and dismantling assets. Urenco apply the waste hierarchy and strive to minimise the volume of conventional and radioactive waste generated through responsible waste practices. Radioactive contaminated equipment is treated such that it can be re-used or the materials can be re-used, minimising the amount of radioactive waste. Urenco have its own cleaning, repair and requalification facilities which lengthens the life time of plant equipment such as UF6 cylinders, sample bottles and pump-sets, preventing equipment becoming waste. The majority of Urenco’s radioactive waste is low level radioactive waste and is managed accordingly to ensure that, where possible, intermediate level waste is not created. Conventional waste is sorted and segregated at each site to maximise reuse and recycling. Urenco continues to develop and improve decommissioning and decontamination technologies to reduce radioactive waste and promote recycling and reuse, with associated embodied carbon recovery benefits. | | | |
| 306-2 | Management of significant waste-related impacts | Our Tails Management Facility enables the reuse of hydrofluoric acid within industrial processes. The carbon intensity of the hydrofluoric acid produced is approximately 70% lower than two of the conventional production routes for this product. The reduced carbon intensity of the production process enables Urenco to provide a benefit to customers who use the product within their own processes and thereby reduce the carbon footprint of their own products. The process also ensures that the maximum amount of useable product is generated in the facility, minimising waste outputs. Each operational site collects conventional and radioactive waste data detailing waste volume (t) and the method of disposal for conventional waste e.g. recycling, incineration etc. This data is reviewed, presented and any trends discussed monthly at the Operational Executive Meetings (OEM) that are held at all Urenco sites. | | | |
| 306-3 | Waste generated | | 2022 | 2023 | 2024 |
| | | Total weight of waste generated in metric tons | 546.5 | 623.3 | 793.9 |

| GRI Standards | Disclosure | Commentary and References | | | |
|---------------|------------------------------|---|--------------|--------------|--------------|
| 306-4 | Waste diverted from disposal | Waste in tonnes | 2022 | 2023 | 2024 |
| | | Hazardous- Composting | 0 | 0 | 0 |
| | | Hazardous- Reuse | 0 | 0 | 0 |
| | | Hazardous- Recycled | 58 | 42.9 | 50.5 |
| | | Hazardous- Recovery | 4 | 3.8 | 1.7 |
| | | Total hazardous waste diverted from disposal | 62 | 46.7 | 52.2 |
| | | Non-hazardous- Composting | 16* | 20 | 43.4 |
| | | Non-hazardous- Reuse | 2.6 | 24.9 | 85.3 |
| | | Non-hazardous- Recycled | 148.4 | 176.4 | 313 |
| | | Non-hazardous- Recovery | 82.7 | 41.5 | 33.1 |
| | | Total non-hazardous waste diverted from disposal | 250 | 262.8 | 474.8 |
| | | *4.77 tonnes is organic mixed food waste and garden waste | | | |
| 306-5 | Waste directed to disposal | Waste in tonnes | 2022 | 2023 | 2024 |
| | | Hazardous- Incineration without energy recovery | 1.7 | 1.8 | 1.08 |
| | | Hazardous- Incineration with energy recovery | 5.3 | 6.9 | 2.63 |
| | | Hazardous- Landfill | 0 | 0 | 0 |
| | | Hazardous- Other disposal operations | 24.3 | 15.3 | 16.3 |
| | | Total hazardous waste directed to disposal | 31.3 | 24 | 20 |
| | | Non-hazardous- Incineration without energy recovery | 0 | 0 | 0 |
| | | Non-hazardous- Incineration with energy recovery | 136 | 205.8 | 238 |
| | | Non-hazardous- Landfill | 65.2 | 79.4 | 8.5 |
| | | Non-hazardous- Other disposal operations | 2 | 4.7 | 0.4 |
| | | Total non-hazardous waste directed to disposal | 203.2 | 289.9 | 246.9 |
| | | Nuclear material for disposal | 2022 | 2023 | 2024 |
| | | Volume of low level nuclear material for disposal (m ³) | 4,714.9 | 3,594.4 | 2,513.9 |

| GRI Standards | Disclosure | Commentary and References | | | | | | |
|--------------------------|--|--------------------------------|---------------|------|------|------|------|------|
| GRI 401: Employment 2016 | | | | | | | | |
| 401-1 | New employee hires and employee turnover | | | 2020 | 2021 | 2022 | 2023 | 2024 |
| | | Employee New Hires by Location | UUK | 18 | 19 | 38 | 113 | 102 |
| | | | UNL | 17 | 27 | 35 | 98 | 86 |
| | | | UD | 19 | 15 | 28 | 46 | 34 |
| | | | UCP | 5 | 19 | 23 | 87 | 126 |
| | | | UUSA | 32 | 31 | 69 | 55 | 101 |
| | | | UNS | 3 | 6 | 10 | 19 | 8 |
| | | | HO (UL / UEC) | 30 | 33 | 53 | 37 | 43 |
| | | Employee New Hires by Age | Under 20 | 4 | 0 | 8 | 21 | 17 |
| | | | 20-29 | 36 | 26 | 97 | 112 | 116 |
| | | | 30-39 | 31 | 40 | 62 | 148 | 144 |
| | | | 40-49 | 32 | 48 | 49 | 98 | 109 |
| | | | 50-59 | 20 | 25 | 31 | 63 | 77 |
| | | | 60 and over | 2 | 12 | 11 | 13 | 37 |
| | | | | 2020 | 2021 | 2022 | 2023 | 2024 |
| | | Employee Turnover by Location | UUK | 0.5 | 4.8 | 5.7 | 3.6 | 3.2 |
| | | | UNL | 0.7 | 6.9 | 6.1 | 3.0 | 5.3 |
| | | | UD | 1 | 4.5 | 3.5 | 2.4 | 3.6 |
| | | | UCP | 1.5 | 4.1 | 7.2 | 3.7 | 1.9 |
| | | | UUSA | 1.6 | 15.5 | 18.4 | 11.5 | 11.4 |
| | | | UNS | 1.1 | 12.6 | 6.2 | 6.5 | 2.4 |
| | | | HO (UL / UEC) | 2.1 | 10.6 | 14.5 | 8.0 | 11.4 |
| | | Employee Turnover by Age | Under 20 | 0 | 0.3 | 16.2 | | |
| | | | 20-29 | 0.9 | 5.9 | 13.2 | | |
| | | | 30-39 | 0.4 | 6.4 | 7.1 | | |
| | | | 40-49 | 1.1 | 7.4 | 5.2 | | |
| | | | 50-59 | 1 | 10.2 | 6.8 | | |
| 60 and over | 5.6 | | 19.9 | 18.5 | | | | |
| | | | | | 2023 | 2024 | | |
| Employee Turnover by Age | Under 30 | | | | 5.8 | 7.8 | | |
| | 30-50 | | | | 4.9 | 2.7 | | |
| | Over 50 | | | | 5.0 | 6.6 | | |

| GRI Standards | Disclosure | Commentary and References |
|--|--|--|
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | See Appendix at the back of this document for the benefits provided to full-time employees. |
| 401-3 | Parental leave | Omission- Information unavailable- Urenco do not currently record this data centrally. |
| GRI 403: Occupational Health and Safety | | |
| 403-1 | Occupational health and safety management system | <p>Each Urenco site has in place a robust Occupational Health and Safety Management System that ensures Urenco operate to the highest possible safety standards. Each site's regulatory framework requires the implementation of a management system. For example, in the UK the Office for Nuclear regulation (ONR) requires, as part of the Nuclear Site License Conditions granted to enable sites to operate a fundamental requirement is to have a robust management system for Occupational Health and Safety. The sites' management systems include considerations for non-employees and contractors and outline the expectations for engagement with these groups.</p> <p>Urenco businesses undertake a wide range of activities on their sites, activities that include work with nuclear & radiological hazards, chemicals hazards, construction & industrial safety hazards and environmental protection are in scope of the management systems and company policies, procedures and processes exist to control work. The management systems also include procedures and processes to manage work away from the site, including those persons who regularly work at home, travel for business and attend external events (training, conferences etc).</p> |
| 403-2 | Hazard identification, risk assessment, and incident investigation | <p>Urenco has a global risk register which each business feeds into. There is a global standard for Hazard Identification and Risk Assessment. This is applied universally on all sites. To support the implementation of the Global Standard, each Urenco business has local supporting arrangements. These arrangements detail competence requirements for those involved in Risk Assessment processes. Each business has a comprehensive assurance plan which includes audits and workplace HSSE Inspections, all of these combine to ensure that Urenco standards, expectations and regulatory requirements are adhered too. These activities are also used to identify improvement opportunities to working practices. The sites engage with contractors through this program and perform acknowledgement of proposed risk assessments for their activities.</p> <p>Urenco has a global reporting and action tracking software called Devonway. Devonway is one of the tools Urenco uses to maintain the safety culture and empowers organisational learning. Investigations can be processed through this software and corrective actions assigned. All relevant people involved in the investigation and corrective can access the platform for updates on the progress of investigations. Investigations are performed for reported events which occur, including those involving persons who are not employees but whose work and/or workplace is controlled by the organisation. The platform also enables reporting of safety observations and audits. There is global guidance for the Observation Programme.</p> <p>Urenco promotes a culture of empowerment and personal accountability. Workers are encouraged to identify hazards and risks and to stop work if any of these cause concern, this applies to all individuals working at the site regardless of the company for who they work. Senior Management consistently reinforce this message via regular communications and the Health and Safety induction at each site details this ensuring that all new starters are aware of the site's expectations.</p> |

| GRI Standards | Disclosure | Commentary and References |
|---------------|---|--|
| 403-3 | Occupational health services | Employees at all sites undergo required occupational health monitoring. Urenco works in combination with the employers of workers who are not employees but whose work and/or workplace is controlled by the organization to ensure that there is communication of any risks presented to their employees by nature of working at our premises. |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | <p>An employee safety engagement programme is in place at each site which places clear accountabilities/responsibilities for safety escalation through the business. All personnel have the ability to raise safety observations either by the electronic system or a paper card system. The structure creates pathways to Managing Directors and Senior Leaders for issues which require escalation for resolution. In addition to this there are engagement forums with non-employees who work at the site to ensure that there is a route for escalation of any concerns.</p> <p>Aside from formal engagement activities, Urenco also uses many techniques to ensure that the general workforce is engaged in Health and Safety, these include, but are by no means limited too:</p> <ul style="list-style-type: none"> • Consultation in the development of safe system of work arrangements and associated procedures. • Involvement in weekly safety messages discussed at departmental level at the beginning of each week. <p>Urenco takes a multi-media approach to ensuring that information, including that related to Health and Safety (H&S), is effectively communicated to employees, contractors and wider external stakeholders.</p> <p>Via the company intranet, to which all Urenco personnel have access, all elements of the Management System can be easily accessed. This ensures that the health, safety and environmental policies which lay down the basic organisational ethos and expectations through to Company Instructions and associated guidance are fully accessible to ensure a clear understanding of the expectation related to H&S.</p> |
| 403-5 | Worker training on occupational health and safety | <p>Competence forms a key part of employee management and contractor selection processes. All employees maintain and develop their skills through ongoing internal and external training in post. Training and competence of employees is managed using web-based Learning Systems. Each employee has a unique profile bespoke to their role, each role is subject to a training needs analysis and then the profile is populated with all training and competence requirements for that individual.</p> <p>Furthermore, all individuals have routine performance management reviews. These reviews are used to monitor training needs, review currency, monitor effectiveness of training undertaken and identify additional training requirements, whether that be for continued competence or for development purposes. Attendance at mandatory and baseline training is monitored to ensure individuals maintain currency and competency to perform roles. This is tracked as part of a suite of KPI's.</p> <p>Contractors are selected via a formal evaluation process which includes checks of their safety management arrangements, safety performance and competence. Questions are issued to tenderers as part of the Invitation to Tender process and responses are evaluated and scored to aid selection of the correct contractor. Question sets are developed for the specific contract and include comprehensive Health and Safety questions. Contractors are managed and supervised once on site by Urenco trained Supervisors specialists. Contractors must work to their contract-specific method statements and risk assessments. Induction training is delivered to all contractor employees prior to work onsite. This includes a Urenco Health & Safety Induction. Individual checks are also carried out on contractor employee's personal training records prior to being authorised to start work on site. During contractor works close monitoring is maintained by Urenco. This includes routine contractor meetings at which H&S is an integral part of the agenda.</p> |

| GRI Standards | Disclosure | Commentary and References | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------------|---|--|-------|-------|-------|------|------|------|--------------------------|---|---|---|---|---|--------------------------------|---|---|---|---|---|-----------------------------|---|---|---|---|---|------------------------------|------|-------|-------|-------|-------|
| 403-6 | Promotion of worker health | All Urenco full-time employees are entitled to healthcare benefit packages. In the UK, the RewardU benefits package offers UK employees discounted gym memberships, cancer screening and health assessments via salary sacrifice. Similar employee benefit packages are available at the German and Netherlands sites. In the UK and USA, Urenco has also contracted with an external organisation to provide support to employees and contractors in relation to their health and wellbeing. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 403-7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Health and Safety management forms part of the supply chain pre-qualification process. Urenco’s partnership with EcoVadis assesses Employee Health & Safety and Working Conditions amongst other criteria to determine if companies Urenco has business relationships with uphold the same high standards for occupational health and safety. All employees and contractors that come onto site have Health and Safety induction training, this includes relevant safety procedures such as safe systems of work. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 403-8 | Workers covered by an occupational health and safety management system | All Urenco employees are covered by the applicable occupational health and safety management system. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 403-9 | Work-related injuries | <p>Urenco do not report separate injury statistics for employees and contractors working on site. Our safety policies and standards are equally applicable to everyone working at or visiting our sites, whether an employee of Urenco or not. Urenco do not distinguish between high consequence work-related injuries and recordable work-related injuries in the data we publish. Urenco have had zero fatalities in 2024.</p> <p>Our employee and contractor safety performance remained robust throughout 2024. We had a total of ten recordable injuries, resulting in a TRIR of 0.291, meeting our target of 0.32. The total reportable injury rate is based on the total number of LTIs and MTIs per annum x 200,000/hours worked in last 12 months. The number of hours worked varies year on year as it includes employee and contractor hours.</p> <table><tr><th></th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th></tr><tr><td>Lost Time Incident (LTI)</td><td>1</td><td>3</td><td>6</td><td>5</td><td>4</td></tr><tr><td>Medical Treatment Injury (MTI)</td><td>4</td><td>2</td><td>4</td><td>2</td><td>5</td></tr><tr><td>Restricted work cases (RWC)</td><td>1</td><td>1</td><td>1</td><td>0</td><td>1</td></tr><tr><td>Total Reportable Injury Rate</td><td>0.28</td><td>0.274</td><td>0.445</td><td>0.248</td><td>0.291</td></tr></table> | | 2020 | 2021 | 2022 | 2023 | 2024 | Lost Time Incident (LTI) | 1 | 3 | 6 | 5 | 4 | Medical Treatment Injury (MTI) | 4 | 2 | 4 | 2 | 5 | Restricted work cases (RWC) | 1 | 1 | 1 | 0 | 1 | Total Reportable Injury Rate | 0.28 | 0.274 | 0.445 | 0.248 | 0.291 |
| | 2020 | 2021 | 2022 | 2023 | 2024 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lost Time Incident (LTI) | 1 | 3 | 6 | 5 | 4 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Medical Treatment Injury (MTI) | 4 | 2 | 4 | 2 | 5 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Restricted work cases (RWC) | 1 | 1 | 1 | 0 | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total Reportable Injury Rate | 0.28 | 0.274 | 0.445 | 0.248 | 0.291 | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 403-10 | Work-related ill health | Omission- Information unavailable- Urenco does not currently record this data centrally. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

| GRI Standards | Disclosure | Commentary and References | | | | | |
|---|--|---|--|--|-------|-------|--|
| GRI 405: Diversity and Equal Opportunity 2016 | | | | | | | |
| 405-1 | Diversity of governance bodies and employees | Board of Directors: In 2024, 78% male and 22% female, 100% in age group over 50 years, a slight change compared to 89% male and 11% female in 2023. | | | | | |
| | | Diversity of employees | 2022 | 2023 | 2024 | | |
| | | Number of Female Senior Managers | | 21% | 16% | 22% | |
| | | Number of Male Senior Managers | | 79% | 84% | 78% | |
| | | | | | | | |
| | | Number of Senior Managers, under 30 | | 0% | 0.5% | 0% | |
| | | Number of Senior Managers, 30-50 | | 54% | 63% | 49% | |
| | | Number of Senior Managers, over 50 | | 46% | 36.5% | 51% | |
| | | | | | | | |
| | | Number of Female Managers | | | | 84% | |
| | | Number of Male Managers | | | | 16% | |
| | | Number of Managers identifying as Other | | | | | |
| | | | | | | | |
| | | Number of Managers, under 30 | | | | 3% | |
| | | Number of Managers, 30-50 | | | | 57% | |
| | | Number of Managers, over 50 | | | | 40% | |
| | | | | | | | |
| | | Number of Female Non-Managers | | 22% | 23.9% | 24.6% | |
| | | Number of Male Non-Managers | | 78% | 76% | 75% | |
| | | Number of Non-Managers identifying as Other | | 0% | 0.1% | 0.1% | |
| | | | | | | | |
| | | Number of Non-Managers, under 30 | | 16% | 17% | 18.4% | |
| | | Number of Non-Managers, 30-50 | | 50% | 52% | 50.8% | |
| | | Number of Non-Managers, over 50 | | 34% | 31% | 30.8% | |
| | | Urenco do not report other indicators of diversity for our workforce, only age and gender. | | | | | |
| | | 405-2 | Ratio of basic salary and remuneration of women to men | See the following link for the UK Gender Pay Gap Report 2024 https://www.urengo.com/news/Global/2025/closing-the-gap-urengos-2024-gender-pay-gap-report | | | |

| GRI Standards | Disclosure | Commentary and References |
|--|--|---|
| GRI 413: Local communities 2016 | | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | <p>As part of our nuclear licensing process, the possible impacts of incidents and scenarios on our environment and local community are considered.</p> <p>Urenco's Social Impact Programme, see pg. 27 of the 2024 Annual Report https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>Urenco maps and tracks engagements with stakeholders and logs these interactions so that areas of concern and interest can be addressed. For more information, see pg. 30-33 of the 2024 Annual Report https://www.urencoco.com/cdn/uploads/supporting-files/Urenco-AR-2024.pdf</p> <p>There are labour unions for Urenco employees in the UK and a Works Council for Urenco Deutschland and Urenco Netherlands employees.</p> <p>Our Urenco sites engage openly and transparently with local residents where site queries and concerns can be raised by email or telephone. Any complaint or grievance is dealt with and recorded in a structured manner, under the supervision of the relevant department.</p> <p>Urenco consult our communities on anything which could impact them. Urenco do this through letters, meetings, newspaper articles and display materials with an enquiries mailbox set up for open dialogue.</p> <p>An employee safety engagement programme is in place at each site which places clear accountabilities/responsibilities for safety escalation through the business. The structure creates pathways to Managing Directors and Senior Leaders for issues which require escalation for resolution.</p> |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | <p>There is potential for noise impacts on the local community at any of our operating sites due to their industrial nature. However, they all have effective management systems that control our activities and minimise the impact to local communities.</p> |
| GRI 415: Public Policy 2016 | | |
| 415-1 | Political contributions | <p>During 2024, no political contributions financial or in-kind have been made by Urenco.</p> |

Appendix A:

GRI 2-7: Employees

| Employee Headcount (as of 31 st December 2024) | United States | | | | Germany | | | | The Netherlands | | | | United Kingdom | | | |
|---|---------------|------|----------------|-------|---------|------|----------------|-------|-----------------|------|----------------|-------|----------------|------|----------------|-------|
| | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total |
| Total employees | 93 | 266 | 0 | 359 | 87 | 346 | 0 | 433 | 70 | 354 | 0 | 424 | 357 | 1004 | 1 | 1362 |
| Permanent employees | 93 | 264 | 0 | 357 | 80 | 325 | 0 | 405 | 54 | 308 | 0 | 362 | 333 | 947 | 1 | 1281 |
| Temporary employees | 0 | 2 | 0 | 2 | 7 | 21 | 0 | 28 | 16 | 46 | 0 | 62 | 24 | 57 | 0 | 81 |
| Non-guaranteed hours employees | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Full-time employees | 92 | 264 | 0 | 356 | 52 | 337 | 0 | 389 | 26 | 329 | 0 | 355 | 328 | 995 | 1 | 1324 |
| Part-time employees | 1 | 2 | 0 | 3 | 35 | 9 | 0 | 44 | 44 | 25 | 0 | 69 | 29 | 9 | 0 | 38 |

| Employee headcount fluctuations* | United States | | | | Germany | | | | The Netherlands | | | | United Kingdom | | | |
|---|---------------|------|----------------|-------|---------|------|----------------|-------|-----------------|------|----------------|-------|----------------|------|----------------|-------|
| | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total | Female | Male | Unknown /Other | Total |
| Employee headcount as of 31 st December 2024 | 93 | 266 | 0 | 359 | 87 | 346 | 0 | 433 | 70 | 354 | 0 | 424 | 357 | 1004 | 1 | 1362 |
| Employee headcount as of 31 st December 2023 | 79 | 199 | 0 | 278 | 75 | 323 | 0 | 398 | 57 | 303 | 0 | 360 | 289 | 843 | 1 | 1133 |
| Employee headcount as of 31 st December 2022 | 66 | 187 | N/A | 253 | 68 | 282 | N/A | 350 | 49 | 285 | N/A | 334 | 234 | 696 | N/A | 930 |
| Employee headcount as of 31 st December 2021 | 58 | 173 | N/A | 231 | 63 | 264 | N/A | 327 | 40 | 272 | N/A | 312 | 213 | 643 | N/A | 856 |
| Employee headcount as of 31 st December 2020 | 54 | 173 | N/A | 227 | 62 | 265 | N/A | 327 | 40 | 266 | N/A | 306 | 204 | 575 | N/A | 779 |

Total number of employees at end of 2024

2578

* The headcount continues to grow in Urenco, with notable increases in United Kingdom (74.8%), Germany (32.4%), United States (58.1%) and The Netherlands (38.6%) over the 5 years.

2-7-d. A full-time employee works the standard contracted hours available for the location; in contrast, a part-time employee works less than the regular contracted hours.

The reasons for temporary employment at Urenco may include hiring specialised professionals to support temporary assignments, apprenticeship schemes, covering parental leaves, etc.

Appendix A:

GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees

| Benefits Provided | Almelo | | | Eunice & Arlington | | |
|------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Full-time employees | Part-time employees | Temporary employees | Full-time employees | Part-time employees | Temporary employees |
| Life Insurance | No | No | No | Yes | No | No |
| Health care | Yes | Yes | Yes | Yes | No | No |
| Disability and invalidity coverage | Yes | Yes | Yes | Yes | No | No |
| Parental leave | Yes | Yes | Yes | No | No | No |
| Retirement Provision | Yes | Yes | Yes | Yes | Yes | No |
| Stock Ownership | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable |

| Benefits Provided | Capenhurst | | | Gronau | | |
|------------------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| | Full-time employees | Part-time employees | Temporary employees | Full-time employees | Part-time employees | Temporary employees |
| Life Insurance | Yes | Yes | Yes | No | No | No |
| Health care | Yes | Yes | Yes | Yes | Yes | Yes |
| Disability and invalidity coverage | Yes | Yes | Yes | Yes | Yes | Yes |
| Parental leave | Yes | Yes | Yes | Yes | Yes | Yes |
| Retirement Provision | Yes | Yes | Yes | Yes | Yes | Yes |
| Stock Ownership | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable | Not Applicable |

| Benefits Provided | Stoke Poges | | |
|------------------------------------|---------------------|---------------------|---------------------|
| | Full-time employees | Part-time employees | Temporary employees |
| Life Insurance | Yes | Yes | Yes |
| Health care | Yes | Yes | Yes |
| Disability and invalidity coverage | Yes | Yes | Yes |
| Parental leave | Yes | Yes | Yes |
| Retirement Provision | Yes | Yes | Yes |
| Stock Ownership | Not Applicable | Not Applicable | Not Applicable |

The 'significant locations of operations' is defined by the site location where an employee is based.

| GRI

Content Index 2025

