Urenco
The Energy to Succeed

GRI
Content Index 2025

GRI Content Index 2025

Statement of use: Urenco has reported in accordance with GRI Standards for the reporting period 2025 (1st January 2025 - 31st December 2025).

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	Urenco Limited, a private limited company, is the parent company for the Urenco Group. Urenco Business Model is described on pg.2 of the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. 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.
2-2	Entities included in the organisation's sustainability reporting	Entities included in Sustainability Reporting are: - 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 The entities included in the consolidated financial statements are listed on pg. 193, Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-3	Reporting period, frequency and contact point	The reporting period is 1 January 2025 to 31 December 2025. The publication date of the integrated Annual Report is 11th March 2026. The point of contact for questions relating to the Annual Report is enquiries@urenco.com.
2-4	Restatements of information	During 2025, errors in the calculation of refrigerant losses for our U.S site for previous reporting years (2020-2024) which had a minor impact on our historic Scope 1 figures therefore in section 305-1 there will be restatements of these figures. This has been corrected in previous versions of the GRI disclosures.

GRI Standards	Disclosure	Commentary and References
2-5	External assurance	The appointment and review of external financial auditors is covered in the Audit Committee Terms of Reference (https://www.urenco.com/investors/our-governance/our-board-and-committees) and in the Audit Committee Report within the 2025 Annual Report, pg. 70 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Urenco's sustainability data is externally assured by Corporate Citizenship and their 2025 Assurance Statement can be found here: https://www.urenco.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 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Urenco's role in the nuclear fuel supply chain is illustrated here: https://www.urenco.com/about/nuclear-fuel-cycle. Urenco's Strategic report lists strategic areas for the business which include the capacity programme (Annual Report 2025, pg. 18 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf), Advanced fuels pg.20, Non-energy Isotopes pg.22, People and Culture pg. 24 and Sustainability pg. 26. Urenco Group owns a 50% interest in Enrichment Technology Company (ETC), a joint venture company jointly owned with Orano. Markets Overview, Annual Report 2025 pg. 12 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Urenco have multi-year partnerships with charitable organisations. More detail can be found on pg. 29 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-7	Employees	See Appendix at the back of this document. All figures presented above are based on headcount and at the end of the reporting period.
2-8	Workers who are not employees	

Worker Headcount (as of 31st December 2025)	United States	Germany	The Netherlands	United Kingdom
Short-Term Hire (STH) (previously known as ASW)	0	0	30	**219**
Statement of Work (SoW) (previously known as CSW)	Not currently recorded	Not currently recorded	Not currently recorded	**239**
Third Party Contractor (3PC) (previously known as Contractor)	Not currently recorded	Not currently recorded	Not currently recorded	**3492**
Worker Headcount (as of 31st December 2024)				
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
		In 2025, Urenco strengthened the way we manage our contingent workforce across the business as our previous approach had used varying definitions to refer to and categorise our workforce and different systems, which had created risks and inefficiencies. As a result, a global set of definitions and principles has been developed to tackle these inefficiencies and reduce a variety of potential risks to the business. Contingent workforce refers to a group of individuals who support Urenco on a non-permanent basis, typically to fulfil specific tasks, projects, or short-term roles. These workers are not part of the company's regular payroll and operate under contractual agreements. All figures presented above are based on headcount and at the end of the reporting period. As of 2025, there are four global workforce categories: • Employee • Short-Term Hire (STH) (previously known as Agency Supplied Worker) • Statement of Work (SoW) (previously known as Contract Supplied Worker) • Third Party Contractor (3PC) (previously known as Contractor) A STH contingent worker is someone who has a **contract for services with a staffing agency** but works for Urenco as the end client. This arrangement is often facilitated by recruitment agencies or "temp agencies". They fulfil a position that carries a full job/success profile and that is recorded on the organisation chart, reflecting the management structure they are nested within (including their reporting lines, both who they report into and if any employees report into them). E.g. project manager, interim positions on a day/hourly rate. A SOW contingent worker is an individual or company that **provides specialist services to Urenco but is not directly employed by Urenco**. Instead, they operate under a contract for services (statement of work), which outlines the terms and conditions of their work. This arrangement allows Urenco to procure deliverables for specific tasks or projects from external experts without hiring them as employees. E.g. external consultancies or a specialist engineer doing a piece of design work. A 3PC contingent worker refers to an **employee of a third party who are contracted to perform tasks, handle operations, or provide services** that could otherwise be done internally by the company's own employees. This outsourcing arrangement allows Urenco to focus on its core activities while leveraging the expertise and efficiency of the external provider. E.g. cleaning/facilities and catering services. **Historical categories** ASW/CSW was UK terminology therefore this didn't always align with how data was recorded for our non-UK entities. For our US site, all non-permanent workers were placed under the category of contractor. ** 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 supported interim and temporary positions across the Capenhurst site. *** A worker supplied via a company providing services to URENCO, where the worker met specific criteria. In the UK, CSWs mostly supported project focused roles across the Capenhurst site.

GRI Standards	Disclosure	Commentary and References
Governance		
2-9	Governance structure and composition	The highest governance body for Urenco is the Board of Directors of Urenco Limited. A description of the committees of the Board can be found on pg. 66 of the 2025 Annual Report, including the composition of the Board and its committees. A skills matrix can be found on pg. 62 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Board of Directors- Annual Report 2025 pg. 62-63 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Audit Committee*- Annual Report 2025, pg. 70 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Sustainability Committee*- Annual Report 2025, pg. 76 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Remuneration and Appointments Committee* - Annual Report 2025, pg. 79-85 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. *The Terms of Reference for these committees can be found here: https://www.urenco.com/investors/our-governance/our-board-and-committees. The Executive Committee is responsible for developing and implementing the global business strategy, including annual budgets, sustainability and performance objectives, and risk and issue mitigation. Executive Committee- Annual Report 2025 pg. 60 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-10	Nomination and selection of the highest governance body	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 Urenco Limited's Articles of Association.
2-11	Chair of the highest governance body	Board composition- Annual Report 2025, pg. 62-63 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. The Chairman is an independent non-executive director.

GRI Standards	Disclosure	Commentary and References
2-12	Role of the highest governance body in overseeing the management of impacts	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 2025, the Board met 5 scheduled times with 9 additional ad-hoc meetings as noted on pg. 68 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. The Board has four committees: the Audit Committee, the Sustainability Committee, the Board Investment Committee and the Remuneration and Appointments Committee. Terms of Reference for our Board Committees are available on the Urenco website - https://www.urenco.com/investors/our-governance/our-board-and-committees. [The Executive Committee is formed of senior executives and is responsible for developing and implementing the global business strategy, including annual budgets, sustainability and performance objectives, and risk and issue mitigation. Executive Committee- Annual Report 2025 pg. 60 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. The Board is cognisant of the need to foster the Company's business relationship with all its stakeholders. More information on this can be found in the Section 172(1) Statement on pg. 67 of the Annual Report. Stakeholder engagement- Annual Report 2025, pg. 32-34 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-13	Delegation of responsibility for managing impacts	The Board oversees climate-related matters and has ultimate responsibility for key policies and strategic direction, delegating sustainability matters to the Sustainability Committee. See pg. 37 of the Annual Report for detail of board and management responsibilities, and the governance section on pg. 66 of the Annual Report. Sustainability has senior management representative sponsorship. The overall Executive sponsor for Sustainability is our CEO, Boris Schucht, who is the link between the Board of Directors and the Executive Committee. The focus area sponsors are defined in the Sustainability Committee Terms of Reference - https://www.urenco.com/investors/our-governance/our-board-and-committees. The Sustainability Committee meets three times a year. Topics are presented to the Executive Committee for recommendation to the Sustainability Committee for approval or onward recommendation to the Board for approval. More information on the Sustainability Committee can be found on pg. 76 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-14	Role of the highest governance body in sustainability reporting	The Board delegate sustainability matters to the Sustainability Committee who meet three times a year and review sustainability matters, including health and safety, social performance, environment and ethical conduct, reporting this to the Board. The Sustainability Committee reports climate-related matters to the Board, drives sustainability initiatives and monitors key performance indicators (KPIs). KPIs are agreed by the Board as part of the annual Business Plan process. The Board of Directors sign off the integrated annual report which includes non-financial reporting.

GRI Standards	Disclosure	Commentary and References
2-15	Conflicts of interest	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. The formal provisions regarding Directors' conflicts of interests are set out in Articles 82 and 83 of the Articles.
2-16	Communication of critical concerns	The Group has processes in place to allow for concerns about the organization's potential and actual negative impacts on stakeholders to be raised, including grievance mechanisms and a confidential 'Speak out' facility. Critical concerns are reported to the Audit Committee of the Board. There were 22 reports in 2025.
2-17	Collective knowledge of the highest governance body	The Board of Directors Skills Matrix is on pg. 62 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.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	Remuneration report within the Annual Report 2025, pg. 79-85 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Key aspects of the remuneration policy for Executives and Non-Executive Directors can be found here: Annual Report 2025, pg. 84-85 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.

GRI Standards	Disclosure	Commentary and References
2-20	Process to determine remuneration	The Remuneration and Appointments Committee is a Committee of the Board of Directors of Urenco Limited. The composition of the Remuneration and Appointments Committee is described on pg. 79 of the Annual Report (https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf). It comprises non-executive 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: • 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. 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. 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. Remuneration report within the Annual Report 2025, pg. 79-85 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-21	Annual total compensation ratio	The highest-paid individual earns 9:1 more than the median base salary for all employees (excluding the highest-paid individual). 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. 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.

GRI Standards	Disclosure	Commentary and References
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	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. The 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. During 2025, we expanded our work on nature and biodiversity by mapping each site's nature-related impacts, risks and dependencies. As a result of this, we established a Nature Working Group at Capenhurst to explore opportunities for nature enhancement both on and off-site. In 2025, we advanced our work to identify, assess and manage potential salient human rights impacts across our operations and supply chain. This forms part of our commitment to operate responsibly and to align with international best practice, including the UN Guiding Principles on Business and Human Rights. Urenco developed a new Human Rights Policy which gives employees, suppliers, customers and other stakeholders clear expectations of Urenco's commitment to respect human rights. During 2025, we trained relevant teams across Legal, Compliance, Sustainability and Procurement and prepared for the publication and rollout of our new policy. More information can be found on pg.26-29 of the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. CEO review- Annual Report 2025, pg. 8-10 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Sustainability KPI performance- Annual Report 2025, pg. 26 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.

GRI Standards	Disclosure	Commentary and References
2-23	Policy commitments	Urenco have an internally published Sustainability Policy which outlines the company's commitments to sustainability which feed into the Sustainability Strategy. Urenco have a dedicated net zero taskforce focused on reducing our carbon footprint. Sustainability KPI performance can be found on pg.26 of the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Urenco's Code of Conduct can be found here: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_Group_Code_of_Conduct_Feb_25.pdf. In line with Urenco's established procedures regarding the procurement of goods and services across the Group, Urenco assesses the key organisations in its supply chain to ensure they share our values,standards and Urenco's commitment to protect human rights. Through Urenco's risk-based approach to due diligence Urenco seek to identify potential human rights risks in our business activities and our supply chain, as well as, working to eliminate those risks and prevent and mitigate any adverse human rights impacts. Human Rights and Modern-Day Slavery are covered specifically on page 11. Urenco's Supplier Code of Ethics and Conduct can be found here: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_Supplier_Code_of_Ethics___Conduct_English_051125.pdf. Urenco expects its Suppliers and partners to conduct human rights, sustainability (including environmental), ethical and governance risk based due diligence in their respective operations and supply chain. Suppliers shall implement appropriate mitigation and remediation measures in relation to the level of risk and impact, and provide transparent communication of the results to Urenco upon request. Human Rights and Modern-Day Slavery are covered specifically on page 5-7. Urenco's Modern Slavery and Human Trafficking Statement can be found here: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_Group_2025_Modern_Slavery_and_Human_Trafficking_Statement_v2.pdf. Customer and Supplier Due Diligence is covered specifically on pages 4-5. Urenco has developed a Human Rights Policy which has been endorsed by the ExCom and internally published. The policy will be externally published in 2026. Both 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.

<table>
<tr><th>GRI Standards</th><th>Disclosure</th><th>Commentary and References</th></tr>
<tr><td>2-24</td><td>Embedding policy commitments</td><td>
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:
• Health & Safety
• Working Conditions
• Social Dialogue & labour rights
• Career Management & Training
• Child Labour, Forced Labour & Human Trafficking
• Discrimination & Harassment
• External Stakeholder Human Rights
• Corruption
• Anti-competitive practices
• Responsible Information Management
In 2025, Urenco externally validated our human rights risk assessment, providing a robust and credible view of our most salient human rights risks. The outcomes of this assessment informed the publication of our internal Human Rights Policy, which establishes a clear framework for our commitments, expectations, and approach to managing human rights risks across our operations and supply chains.

We also took steps to enhance our supply chain standards by updating our Supplier Code of Conduct to further strengthen our human rights expectations, reinforcing our commitment to responsible sourcing and ethical business practices. During the year, we deployed our global human rights training programme, tailored to employees in key functions. This was complemented by broader awareness initiatives, including a company-wide town hall session providing an overview of our human rights programme, as well as targeted workshops with specific business functions. These sessions supported deeper engagement on role-specific risks and responsibilities, and helped embed practical understanding of modern slavery and wider human rights considerations.

Sustainability leadership cascades down through the following organisational structure:
• 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>
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GRI Standards	Disclosure	Commentary and References
		• 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. There is mandatory employee training for the following topics: • Urenco Code of Conduct • Speak Out: Promoting the Reporting of Misconduct • Anti-bribery and anti-corruption • Modern Slavery • Information Security Communication of new policies and updates via the Urenco intranet further instils these practices.
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 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	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.urenco.com/investors/our-governance/our-code-of-conduct. A formal dispute resolution process is present within contracts for subcontractors. 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.urenco.com/investors/our-governance/our-code-of-conduct. 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 Head of Corporate Compliance. 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.
2-27	Compliance with laws and regulations	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. 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.

GRI Standards	Disclosure	Commentary and References
2-28	Membership associations	

Membership of associations for 2025	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	X
Nuclear Industry Association (NIA)	X	X	X	X
KernD (German Nuclear Society)	X	X	X	X
Nuclear ARC		X		X
Nuclear Europe	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	
United Nations Global Compact		X		
British-American Business Association				X
Bruegel		X		
European Energy Forum		X		
Holland on the Hill				X
Texas Nuclear Alliance		X		X

GRI Standards	Disclosure	Commentary and References
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Stakeholder engagement- Annual Report 2025, pg. 32-34 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
2-30	Collective bargaining agreements	The collective bargaining agreements impact 71% 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. 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. The collective bargaining negotiations may also influence the employment terms for employees not part of the collective bargaining agreement.
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 remained 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	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. See pg 26-30 of the Annual Report 2025 for the management of the material topics https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.

Table within 2-30:

	2020	2021	2022	2023	2024	2025
Percentage of employees covered by collective bargaining agreements	43%	47%	73%	72%	72%	71%

GRI Standards	Disclosure	Commentary and References
GRI 201: Economic Performance 2018		
201-1	Direct economic value generated and distributed	Group Finance Report, pg. 54-59 of the 2025 Annual Report: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
201-2	Financial implications and other risks and opportunities due to climate change	See Taskforce for Climate-related Financial Disclosures (TCFD) on pg. 36-46 of the 2025 Annual Report: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
201-3	Defined benefit plan obligations and other retirement plans	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. For the defined benefit schemes, the plan's liabilities are met. The estimated value of those liabilities in 2025 was €23.1 million. For the year ended 31st December 2025, Urenco had €4.7 million in retirement benefit asset. The net deficient on the Group's defined benefit pension schemes was €18.4 million (2024: €0.2million net surplus). This decrease was due to a decrease in the net surplus assets of the UK pension scheme of €20.3 million and a decrease in the retirement benefit obligation of the German pension scheme of €1.7 million. The decrease in the net surplus pension assets of the UK pension scheme includes an actuarial loss on the pension assets resulting from entering into a buy-in policy with an insurance company. In this way, the investment risk for the pension assets has been transferred from Urenco Group to the insurance company. The Retirement Benefit obligations for 2025 can be found on pg. 176 of the Annual Report 2025: https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. 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 2025. 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.

GRI Standards	Disclosure	Commentary and References
201-4	Financial assistance received from government	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. During 2025 the Group reached agreement with the German tax authorities regarding the timing of tax relief for certain of its nuclear liabilities. As a result of this agreement, current tax deductions are favourably accelerated, and consequently the Group recorded a current tax credit of €63.9 million (2024: €nil) and a deferred tax expense of €65.9 million (2024: €nil) in the income statement within adjustments in respect of prior periods. In addition to a 21.0% headline Federal tax rate in the U.S., Urenco is subject to State tax at various rates in proportion to the income from U.S. operations allocated to each State. In prior years there was a material apportionment of income to a particular State where a significant proportion of customer deliveries are made. Urenco sought a Private Letter Ruling to obtain certainty on the apportionment to that State. That State has responded that under current law a significant portion of deliveries made in that State should not actually be apportioned to that State for tax purposes. Urenco can now amend its filing position for prior and future periods. This has led to a €nil (2024: €17.6 million) current tax credit to the income statement in relation to prior periods Urenco received no government grants during the 2025 reporting period (2024: €2.8 million) and details of these can be found on pg.128 of the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	See table below. Non-renewable fuel sources include natural gas, fuel oils, diesel, petrol and propane. The renewable fuel source is Biodiesel (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.
302-2	Energy consumption outside of the organization	Urenco compile an annual scope 3 carbon inventory which covers the entire Urenco Group and is done so in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004). Energy consumption data is available for category 15: Investments. Energy consumption linked to investments in 2025 was 24,296 MWh.

302-1 table:

	2019	2020	2021	2022	2023	2024	2025
Total fuel consumption from non-renewable sources (MWh)	32,612	30,282	35,839	34,500	31,381	30,975	34,042
Total fuel consumption from renewable sources (MWh)	0	139	7	40	0	34	932
Total electricity consumption (MWh)	585,183	572,541	563,319	556,957	551,714	534,981	532,497
Total energy consumption (MWh)	617,795	602,962	599,165	591,497	583,095	565,990	567,479

GRI Standards	Disclosure	Commentary and References
302-3	Energy intensity	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, biodiesel and propane. Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year. For 2025, the energy intensity ratio for the Urenco Group is 33.0 MWh / tSWU.
302-4	Reduction of energy consumption	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.88 in the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. Conversion factors applied are sourced from the Greenhouse Gas Reporting: Conversion Factors (UK Government) for the relevant year. Actual, externally assured, consumption data is used to calculate the energy reductions. Urenco does not currently report on reductions in energy consumption for other geographies outside of the UK.
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	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. 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. In Germany, the municipal supply provides water for domestic use and small industrial use. The wastewater 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. Wastewater is discharged to sewer after the water is confirmed to have met discharge levels. 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 an increase of 4.9% at the end of 2025. 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 36-46 in the Annual Report 2025 https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf.
303-2	Management of water discharge-related impacts	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. 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. 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.

GRI Standards	Disclosure	Commentary and References
303-3	Water withdrawal	see table below
303-4	Water discharge	see table below
303-5	Water consumption	see table below

303-3 Water withdrawal

Water Withdrawal	2023 All Areas (m³)	2023 Areas with water stress (i.e. UUSA) (m³)	2024 All Areas (m³)	2024 Areas with water stress (i.e. UUSA) (m³)	2025 All Areas (m³)	2025 Areas with water stress (i.e. UUSA) (m³)
Third-party- Freshwater	213,800	0	224,863	0	219,579	0
Third-party- Groundwater	77,407	77,407	76,276	76,276	71,077	71,077
Freshwater- Surface Water	162,881	0	153,151	0	241,390	0
Total Water Withdrawal	**454,088**	**77,407**	**454,290**	**76,276**	**532,586**	**71,077**

303-4 Water discharge

Water Discharge	2023 All Areas (m³)	2023 Areas with water stress (i.e. UUSA) (m³)	2024 All Areas (m³)	2024 Areas with water stress (i.e. UUSA) (m³)	2025 All Areas (m³)	2025 Areas with water stress (i.e. UUSA) (m³)
Surface Water (Total)	54,615	0	68,989	0	75,725	0
Third-party (Total)	92,777	16,246	135,811	13,581	109,595	11,537
Third-party water sent for use to other organisations	463	0	0	0	0	0
Total Water Discharge	**147,855**	**16,246**	**204,800**	**13,581**	**185,320**	**11,537**

303-5 Water consumption

Water Consumption	2023 All Areas (m³)	2023 Areas with water stress (i.e. UUSA) (m³)	2024 All Areas (m³)	2024 Areas with water stress (i.e. UUSA) (m³)	2025 All Areas (m³)	2025 Areas with water stress (i.e. UUSA) (m³)
Total Water Consumption	**306,233**	**61,161**	**249,490**	**62,696**	**347,266**	**59,540**

<table>
<tr><th>GRI Standards</th><th>Disclosure</th><th>Commentary and References</th></tr>
<tr><td colspan="3">GRI 305: Emissions 2016</td></tr>
<tr><td>305-1</td><td>Direct (Scope 1) GHG emissions</td><td>
<table>
<tr><th></th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Scope 1 emissions (tCO_2e)*</td><td>12,099</td><td>16,052</td><td>12,707</td><td>12,550</td><td>10,648</td><td>9,637</td><td>12,115</td></tr>
</table>
Gases included in this calculation are CO_2, CH_4, N_2O 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 2025 are 3.5tCO_2e. Urenco's only biogenic fuel source is hydrotreated vegetable oil (HVO) used for power backup systems at our UK, Dutch and U.S. sites.
Conversion factors applied are sourced from Greenhouse Gas Reporting Conversion Factors (UK Government) for the relevant year. Global Warming Potentials are sourced from the Intergovernmental Panel on Climate Change Fifth Assessment Report over a 100 year period.
Our baseline year is 2019 with 12,099* tCO_2e Scope 1 emissions.
*An error was found in the calculation of refrigerant losses at one of our sites which had a minor impact on our historic Scope 1 figures.
</td></tr>
<tr><td>305-2</td><td>Energy indirect (Scope 2) GHG emissions</td><td>
<table>
<tr><th>Scope 2 emissions (tCO_2e)</th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Electricity (Location based)</td><td>260,088</td><td>230,912</td><td>209,813</td><td>186,300</td><td>185,245</td><td>169,301</td><td>139,514</td></tr>
<tr><td>Electricity (Market based)</td><td>184,614</td><td>129,245</td><td>124,787</td><td>133,044</td><td>125,945</td><td>82,948</td><td>66,418</td></tr>
</table>
Gases included in this calculation are CO_2, CH_4 and N_2O.
Urenco has a base year of 2019. In 2019 the location-based emissions were 260,088 tCO_2e and the market based emissions were 184,614 tCO_2e.
Our consolidation approach for emissions is operational control.
Scope 2 location-based emission factors are sourced from the International Energy Agency (2025) for our electricity usage in Germany and the Netherlands, from eGRID (2023) for our US usage and from the Greenhouse Gas Reporting: Conversion Factors 2025 (UK Government) for our UK usage. Our market-based emissions are calculated using conversion factors sourced from our electricity suppliers.
</td></tr>
</table>

GRI Standards	Disclosure	Commentary and References
305-3	Other indirect (Scope 3) GHG emissions	<table><tr><th></th><th>2019</th><th>2020</th><th>2021</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr><tr><td>Scope 3 emissions (tCO_2e)</td><td>245,091*</td><td>193,178</td><td>248,124</td><td>262,472</td><td>323,845</td><td>229,947*</td><td>229,190</td></tr></table> The gases included in this calculation are CO_2, CH_4, N_2O, HFCs, PFCs, SF6 and NF3. 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). Emission categories included in this calculation are: categories 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 12 and 15. *Scope 3 figures updated following the discovery of minor errors as a result of improvements to reporting methodology.
305-4	GHG emissions intensity	The GHG intensity per tonne of separative work unit (tSW) is 4.25 tCO_2e/tSW. This represents a 60% reduction in emissions intensity from our 2019 baseline. The GHG intensity per tonne of separative work unit for 2019 was 10.63 tCO_2e/tSW. This intensity metric is calculated using the total scope 1 and 2 emissions generated by the Urenco Group. 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 (CO_2, CH_4, N_2O, HFCs).
305-5	Reduction of GHG emissions	Urenco reduced our market-based scope 2 emissions in 2025 by 64% compared to our 2019 baseline. Gases included in this calculation are CO_2, CH_4 and N_2O. Our baseline year of 2019 aligns with our science based near term targets for net zero carbon emissions. 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).
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 lifetime 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	See table below

	2022	2023	2024	2025
Total weight of waste generated in metric tons	562.1	663.3	794.4	1,074.2

<table>
<tr><th>GRI Standards</th><th>Disclosure</th><th>Commentary and References</th></tr>
<tr><td>306-4</td><td>Waste diverted from disposal</td><td>
<table>
<tr><th>Waste in tonnes</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Hazardous- Composting</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Hazardous- Reuse</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>Hazardous- Recycled</td><td>57.8</td><td>42.9</td><td>50.5</td><td>59.9</td></tr>
<tr><td>Hazardous- Recovery</td><td>3.7</td><td>3.8</td><td>1.7</td><td>8.3</td></tr>
<tr><td>Total hazardous waste diverted from disposal</td><td>61.5</td><td>46.7</td><td>52.2</td><td>68.2</td></tr>
<tr><td>Non-hazardous- Composting</td><td>16*</td><td>20.0</td><td>43.4</td><td>96.8</td></tr>
<tr><td>Non-hazardous- Reuse</td><td>2.6</td><td>24.9</td><td>85.3</td><td>158.6</td></tr>
<tr><td>Non-hazardous- Recycled</td><td>148.4</td><td>176.4</td><td>313.4</td><td>321.6</td></tr>
<tr><td>Non-hazardous- Recovery</td><td>98.7</td><td>81.4</td><td>33.1</td><td>97.7</td></tr>
<tr><td>Total non-hazardous waste diverted from disposal</td><td>265.7</td><td>302.7</td><td>475.2</td><td>674.7</td></tr>
</table>
*4.77 tonnes is organic mixed food waste and garden waste
</td></tr>
</table>

GRI Standards	Disclosure	Commentary and References
306-5	Waste directed to disposal	(see tables below)

Waste in tonnes	2022	2023	2024	2025
Hazardous- Incineration without energy recovery	1.7	1.8	1.1	4.0
Hazardous- Incineration with energy recovery	5.3	6.9	2.6	12.0
Hazardous- Landfill	0	0	0	8.8
Hazardous- Other disposal operations	24.3	15.3	16.3	54.8
Total hazardous waste directed to disposal	**31.3**	**24.0**	**20.0**	**79.6**
Non-hazardous- Incineration without energy recovery	0	0	0	0
Non-hazardous- Incineration with energy recovery	136.0	205.8	238.1	245.2
Non-hazardous- Landfill	65.6	79.4	8.5	2.8
Non-hazardous- Other disposal operations	2.0	4.7	0.4	3.7
Total non-hazardous waste directed to disposal	**203.6**	**289.9**	**247.0**	**251.7**

Nuclear material for disposal

	2022	2023	2024	2025
Volume of low level nuclear material for disposal (m^3)	4,714.9	3,594.4	2,513.9	1,791.4

GRI Standards	Disclosure	Commentary and References
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	

		2020	2021	2022	2023	2024	2025
Employee New Hires by Location	UUK	18	19	38	113	102	75
	UNL	17	27	35	98	86	58
	UD	19	15	28	46	34	20
	UCP	5	19	23	87	126	58
	UUSA	32	31	69	55	101	44
	UNS	3	6	10	19	8	9
	HO (UL / UEC)	30	33	53	37	43	44
Employee New Hires by Age	Under 20	4	0	8	21	17	9
	20-29	36	26	97	112	116	85
	30-39	31	40	62	148	144	99
	40-49	32	48	49	98	109	61
	50-59	20	25	31	63	77	46
	60 and over	2	12	11	13	37	10

		2020	2021	2022	2023	2024	2025
Employee Turnover by Location	UUK	0.5	4.8	5.7	3.6	3.2	3.6
	UNL	0.7	6.9	6.1	3.0	5.3	5.8
	UD	1	4.5	3.5	2.4	3.6	5.3
	UCP	1.5	4.1	7.2	3.7	1.9	3.8
	UUSA	1.6	15.5	18.4	11.5	11.4	20.5
	UNS	1.1	12.6	6.2	6.5	2.4	3.1
	HO (UL / UEC)	2.1	10.6	14.5	8.0	5.0	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	2025
Employee Turnover by Age	Under 30	5.8	7.8	7.8
	30-50	4.9	2.7	3.9
	Over 50	5.0	6.6	10.9

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	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. 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).
403-2	Hazard identification, risk assessment, and incident investigation	Urenco has a global risk register which each business feeds into. 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. 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 event, audit and observation programme. 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.

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	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. 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: • 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. 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. 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.
403-5	Worker training on occupational health and safety	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. 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. 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.

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	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 2025. Our employee and contractor safety performance in 2025 was slightly higher than last year at 0.400. We had a total of 15 recordable injuries, resulting in a TRIR of 0.400, exceeding 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.
403-10	Work-related ill health	Omission- Information unavailable- Urenco does not currently record this data centrally.

	2020	2021	2022	2023	2024	2025
Lost Time Incident (LTI)	1	3	6	5	4	4
Medical Treatment Injury (MTI)	4	2	4	2	5	10
Restricted work cases (RWC)	1	1	1	0	1	1
Total Reportable Injury Rate	0.28	0.274	0.445	0.248	0.291	0.400

<table>
<tr><th>GRI Standards</th><th>Disclosure</th><th>Commentary and References</th></tr>
<tr><td colspan="3">GRI 405: Diversity and Equal Opportunity 2016</td></tr>
<tr><td>405-1</td><td>Diversity of governance bodies and employees</td><td>Board of Directors: In 2025, 78% male and 22% female, 100% in age group over 50 years, no change from the previous year.
<table>
<tr><th>Diversity of employees</th><th>2022</th><th>2023</th><th>2024</th><th>2025</th></tr>
<tr><td>Number of Female Senior Managers</td><td>21%</td><td>16%</td><td>22%</td><td>20%</td></tr>
<tr><td>Number of Male Senior Managers</td><td>79%</td><td>84%</td><td>78%</td><td>80%</td></tr>
<tr><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>Number of Senior Managers, under 30</td><td>0%</td><td>0.5%</td><td>0%</td><td>0%</td></tr>
<tr><td>Number of Senior Managers, 30-50</td><td>54%</td><td>63%</td><td>49%</td><td>54%</td></tr>
<tr><td>Number of Senior Managers, over 50</td><td>46%</td><td>36.5%</td><td>51%</td><td>46%</td></tr>
<tr><td colspan="3"></td><td></td><td></td></tr>
<tr><td colspan="3">Number of Female Managers</td><td>16%</td><td>16%</td></tr>
<tr><td colspan="3">Number of Male Managers</td><td>84%</td><td>84%</td></tr>
<tr><td colspan="3">Number of Managers identifying as Other</td><td>-</td><td>-</td></tr>
<tr><td colspan="3"></td><td></td><td></td></tr>
<tr><td colspan="3">Number of Managers, under 30</td><td>3%</td><td>1%</td></tr>
<tr><td colspan="3">Number of Managers, 30-50</td><td>57%</td><td>55%</td></tr>
<tr><td colspan="3">Number of Managers, over 50</td><td>40%</td><td>44%</td></tr>
<tr><td colspan="3"></td><td></td><td></td></tr>
<tr><td>Number of Female Non-Managers</td><td>22%</td><td>23.9%</td><td>24.6%</td><td>25%</td></tr>
<tr><td>Number of Male Non-Managers</td><td>78%</td><td>76%</td><td>75%</td><td>75%</td></tr>
<tr><td>Number of Non-Managers identifying as Other</td><td>0%</td><td>0.1%</td><td>0.1%</td><td>0%</td></tr>
<tr><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td>Number of Non-Managers, under 30</td><td>16%</td><td>17%</td><td>18.4%</td><td>17%</td></tr>
<tr><td>Number of Non-Managers, 30-50</td><td>50%</td><td>52%</td><td>50.8%</td><td>53%</td></tr>
<tr><td>Number of Non-Managers, over 50</td><td>34%</td><td>31%</td><td>30.8%</td><td>30%</td></tr>
</table>
Urenco do not report other indicators of diversity for our workforce, only age and gender.</td></tr>
<tr><td>405-2</td><td>Ratio of basic salary and remuneration of women to men</td><td>Urenco currently only externally reports this information for the UK, see the following link for the UK Gender Pay Gap Report 2025 https://www.urenco.com/careers/our-culture/inclusion-diversity/our-gender-pay-gap-reports.</td></tr>
</table>

GRI Standards	Disclosure	Commentary and References
GRI 413: Local communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	As part of our nuclear licensing process, the possible impacts of incidents and scenarios on our environment and local community are considered. Urenco's Social Impact Programme, see pg. 29 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. 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. 32-34 of the 2025 Annual Report https://www.urenco.com/cdn/uploads/supporting-files/Urenco_2025_annual_report.pdf. There are trade unions for some Urenco employees in the UK and Works Councils for Urenco Deutschland and Urenco Netherlands employees. 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. 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 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.
413-2	Operations with significant actual and potential negative impacts on local communities	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.
GRI 415: Public Policy 2016		
415-1	Political contributions	During 2025, no political contributions financial or in-kind have been made by Urenco.

Appendix A:

GRI 2-7: Employees

Employee Headcount (as of 31st December 2025)	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	88	257	0	**345**	89	344	0	**433**	89	385	0	**474**	393	1072	0	**1465**
Permanent employees	87	255	0	**342**	89	343	0	**432**	88	381	0	**469**	384	1027	0	**1411**
Temporary employees	1	2	0	**3**	0	1	0	**1**	1	4	0	**5**	9	45	0	**54**
Non-guaranteed hours employees	0	0	0	**0**	0	0	0	**0**	0	0	0	**0**	0	0	0	**0**
Full-time employees	86	254	0	**340**	54	339	0	**393**	33	355	0	**388**	359	1053	0	**1412**
Part-time employees	2	3	0	**5**	35	5	0	**40**	56	30	0	**86**	34	19	0	**53**

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 31st December 2025	88	257	0	345	89	344	0	433	89	385	0	474	393	1072	0	1465
Employee headcount as of 31st December 2024	93	266	0	359	87	346	0	433	70	354	0	424	357	1004	1	1362
Employee headcount as of 31st December 2023	79	199	0	278	75	323	0	398	57	303	0	360	289	843	1	1133
Employee headcount as of 31st 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 31st 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 31st 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 2025 **2717**

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.

The Energy to Succeed