

2022

Environmental, Social and Governance Report





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Introduction



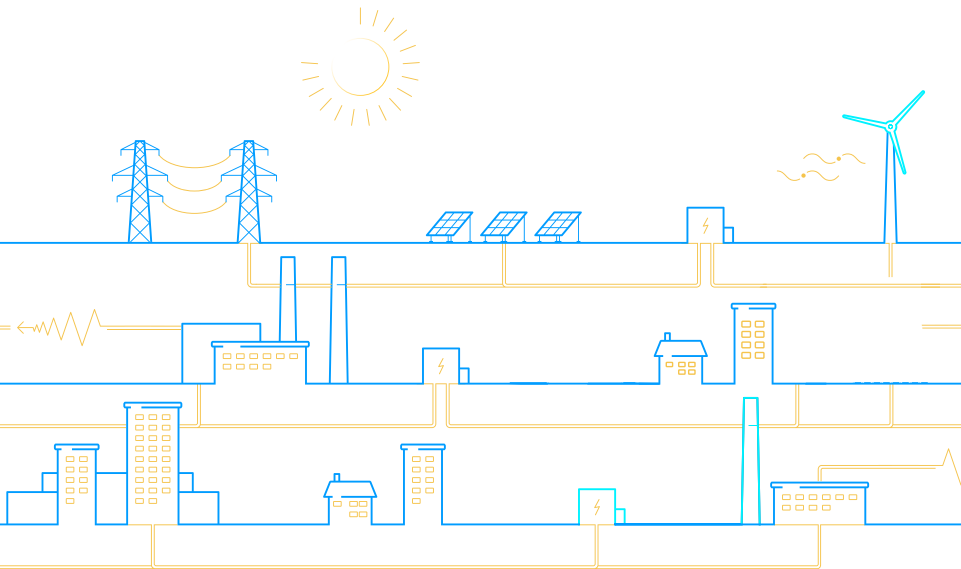
INTRODUCTION

About this Report

In 2021, we published our first environmental, social and governance (ESG) report to display the ESG areas that are critical to our organisation and key stakeholders. Since then, we have continued on this journey and will continue to strive for improvements going forwards. This is our first report following our new ownership and covers our activities in 2021 and 2022.

In January 2023, InterGen's parent company concluded the sale of InterGen and its United Kingdom (UK) operations to CREDITAS Group. The sale incorporates the full InterGen UK business — but not the Australian business, which remains under the previous ownership. This report only covers InterGen's UK operations and activities across 2021 and 2022.

The report shows how we manage our material ESG topics and provides highlights of our achievements over the last two years.





INTRODUCTION

About InterGen

InterGen is a uniquely independent energy company. Our power stations in the UK provide secure, flexible and reliable energy supplies to consumers. With a well-established and experienced commodity trading team in Edinburgh, we sell our electricity and related services to utilities, system operators and others in the UK.

Our goal is to support the journey to a stable, dependable energy future. One where all our customers, stakeholders and the wider community trust us to deliver the flexible electricity solutions that everyone will rely on in a low carbon world.

InterGen operates a diversified and efficient electricity generating portfolio. Our assets in the UK provide over 2,800MW of capacity across four advanced technology projects. We have 2,500MW of battery storage currently in development.

InterGen generates power from gas and is actively investing in battery technology. Our independence, size and agility gives InterGen a real competitive advantage, making us a sought-after partner, provider and employer in the UK.

OUR PURPOSE

ENERGY FOR GENERATIONS

WHAT WE DEPEND ON

OUR PEOPLE AND CULTURE: 162 talented people who contribute their skills to running our business.

NATURAL RESOURCES: Including air, water and gas that is used to generate electricity.

OUR PARTNERS: Our investors, lenders, suppliers and customers who work with us and help shape our business strategy.

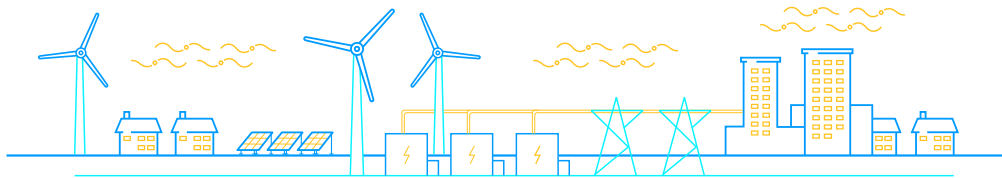
POSITIVE VALUE WE CREATE

SOCIETY: Providing stable, dependable and low-cost flexible electricity for all.

OUR PEOPLE: Continuously investing in our employee value proposition, enabling growth through personal development and training. Attracting and growing talent with our graduate programmes and apprenticeships.

THE ENVIRONMENT: Contributing to the energy transition through deployment of low carbon support technologies such as battery storage.

OUR COMMUNITIES: Supporting the economic, societal and environmental health of the communities in which we operate.



FLEXIBLE ENERGY SOLUTIONS

PROCUREMENT

PRODUCTION, GENERATION AND SUPPLY

ENERGY SALES AND TRADING

GAS



As the UK transitions to a low carbon energy system, our gas plants will play a critical role in providing the essential flexible generation and system services required to complement intermittent renewable generation as well as offering future decarbonisation opportunities through hydrogen combustion and carbon capture use and storage technology (CCUS).

BATTERY STORAGE



Developing a large scale energy storage capability will help to resolve the challenge of the intermittency of renewable generation. We are working on this right now, with planning consent for battery storage facilities in the UK of up to 2GWh.

SOLUTIONS THAT EXCEED CUSTOMER EXPECTATIONS



With well-established and experienced trading and asset management teams in Edinburgh, we sell our electricity and related services to wholesale and large commercial customers in the UK.

Our Business

Protecting our people whilst ensuring the safety of our operations and the reliability of energy supply for our customers remain our top priorities.

We have around 160 employees across the UK based at our corporate office in Edinburgh, and at our sites in Coryton, Rocksavage, and Spalding.

The world is changing fast, and we are proud to be playing an active role in the unfolding energy story for generations to come.

Raising awareness about our safety, environmental and sustainability activities has been a priority over the last two years. Examples of this include:

- Heartbeat Community News: Safety, Environmental and Sustainability Newsletter from Rocksavage Power Station was launched in April 2021, with quarterly editions since then.
- The Coryton Buzz was launched in Spring 2022. This is a bi-annual newsletter focussing on safety, environmental and sustainability topics.

At InterGen, we incorporate our values in everything we do. Through our safety at heart and whistleblower policies, our integrity hotline and our staff liaison committee, we strive to provide a working environment where employees feel safe and are free to voice opinions and ideas. Our values consist of five areas explained in the image to the right.

INTERGEN VALUES & CULTURE



Safety is at the heart of everything we do: Everyone that works with InterGen should go home safe at the end of every day. We owe it to ourselves, our families, friends, and our communities, to ensure that safety and wellbeing are our top priorities. As a business we are famous for it and no one wants that to change.



Team players by nature: Everything we achieve is the result of an incredible effort from a wide variety of different people, each bringing their own unique skills, experience and perspectives. We are sociable and we build lasting bonds, we depend on each other to succeed, and working together always makes us stronger.



Entrepreneurs in spirit: We are committed to the growth of our business and we know that we have to adopt an astute, entrepreneurial mindset to make this happen. As a business we thrive on lively, engaged intelligence and the dynamism to approach every scenario with a commercially ambitious outlook.



Community counts: We are fundamentally connected to each other and the world around us. From national grids and global climate to the everyday world of streets and homes, our connections to the communities we are all part of give meaning to what we do.



Integrity always: Doing the right things isn't a question of choice, it is our instinct. In all we do we strive to be open and honest, treating others as we ourselves always wish to be treated.

CEO STATEMENT



InterGen has navigated an extremely challenging period throughout 2021 and 2022 — and we have done this with the support of our incredibly dedicated team. The period involved overcoming continued COVID lockdowns alongside the Russia Ukraine conflict, a crisis which presented challenges from increased volatility in energy prices to the threat of energy security across Europe.

We are proud to have played an important role in keeping the lights on for thousands of homes and businesses while navigating these challenges. That we were able to meet them was down to our incredibly energised and positive workforce.

Seeing the ability of our people to come together during this past year has made me honoured to be the CEO of InterGen.

In this environment, we continued to focus on ESG while delivering power safely and securely. We have secured planning consents for our Gateway project, which will be one of the biggest battery projects in the world, and for which we won a capacity market award in 2022 and 2023. Investing in battery storage continues our commitment to dispatchable flexible generation. By storing energy created by renewable energy sources, batteries maximise zero carbon energy in the system and support the decarbonisation of the energy sector.

While this report looks backward, as a business we continue to look forward and enhance our strategy to deliver low-carbon generation. This year we have been working hard with our shareholders to restructure our business. As of the start of 2023 we no longer own any coal assets. This will see the carbon intensity of our operations drop significantly in 2023. This has been a tremendous amount of work over 2021

and 2022 to achieve — and moving forward under a single ownership in the UK is an exciting time for the business and our future growth.

We also remain focused on delivering power in a net zero economy through a £2bn pipeline of investment. In addition to our 450MW Gateway battery project, which secured capacity market awards in 2022 and 2023, we are investing in four further battery developments for a further 2050MW and in GE's HE technology at our Coryton plant. HE technology will reduce Coryton's carbon emissions and is expected to allow us to co-fire hydrogen for further reductions once that fuel becomes available. We are also working to evaluate the scope to bring hydrogen to Rocksavage in conjunction with the HyNet project. These projects will provide flexible generation and stability to the energy grid and support the transition to net-zero through reducing our own carbon intensity and supporting the deployment of renewables.

We are exploring this with the knowledge that there is significant technological development required for a robust hydrogen infrastructure.

However, our planning will ensure we are able to capitalise on this as governments develop the required policies and frameworks to support the growth of the hydrogen industry.

A greater focus on renewable energy allows us to provide greater opportunities for our people, enabling us to create more diverse roles and attract a wider set of skills and experience into the sector. We know that InterGen, and the energy industry generally, needs to do more to increase diversity so we can continue to access the best talent and play our role in driving forward the energy transition. We already have initiatives within our organisation around working with schools and universities to drive the awareness of science, technology, engineering and mathematics (STEM) projects. The projects that we are investing in are supported by the passion and drive of our people who are committed to offering new opportunities and inspire the next generation of energy providers.

Jim Lightfoot
CEO InterGen

Our Approach to ESG

At InterGen we are passionate about enabling the energy transition.

We provide flexible and reliable energy generation from gas. This provides energy security while renewable energy continues to grow. We are committed to continuing to invest in alternative energy options to deliver more sustainable energy in the long term.



OUR APPROACH TO ESG

InterGen's Contribution to the UN SDGs

At InterGen we are committed to playing our part to help achieve the United Nations Sustainable Development Goals (UN SDGs). Through our materiality assessment, we identified six SDGs that align with our material ESG topics and provide opportunities for InterGen.

OUR MATERIAL ESG TOPICS



We remain committed to providing energy for generations, whilst becoming a more sustainable energy provider. We are working to achieve this through continuous investment in innovative energy storage alternatives and looking for ways to increase efficiencies within our own operational processes.



Our UK employees, contractors and suppliers, are the backbone of our organisation, and have enabled our continued success for over 27 years. We are committed to developing the skills and workforce needed to power the economy of the future.



We remain committed to working collaboratively with partners to enable technological transformation, through resource efficiency and sustainable energy storage solutions.



Sustainable consumption of natural resources is an important part of our longer-term ambition. As part of our ongoing commitments to ESG, we are working to further increase transparency of our environmental metrics year on year. We continue to invest in programmes to limit waste and improve water efficiency.

WE ALSO RECOGNISE...



The energy sector has a positive contribution to make towards climate action and we support national policies in relation to climate change. We continue to look at our climate data to make sure we are reducing our emissions and therefore our impact on the environment.



Partnerships remain critical to accelerating progress towards achieving the SDGs. We recognise the importance of partnerships, which are vital for many of our ongoing initiatives. We continue to partner with local businesses helping to boost the communities near our operational facilities.

OUR APPROACH TO ESG

InterGen's Material Topics

Our growth strategy supports developments that span the transitional generation mix, combining highly flexible assets with emerging, innovative technologies in the low carbon sphere.

Our focus remains on the safety and wellbeing of our employees, the security of supply and the continuity of our business as a critical infrastructure provider in the UK.

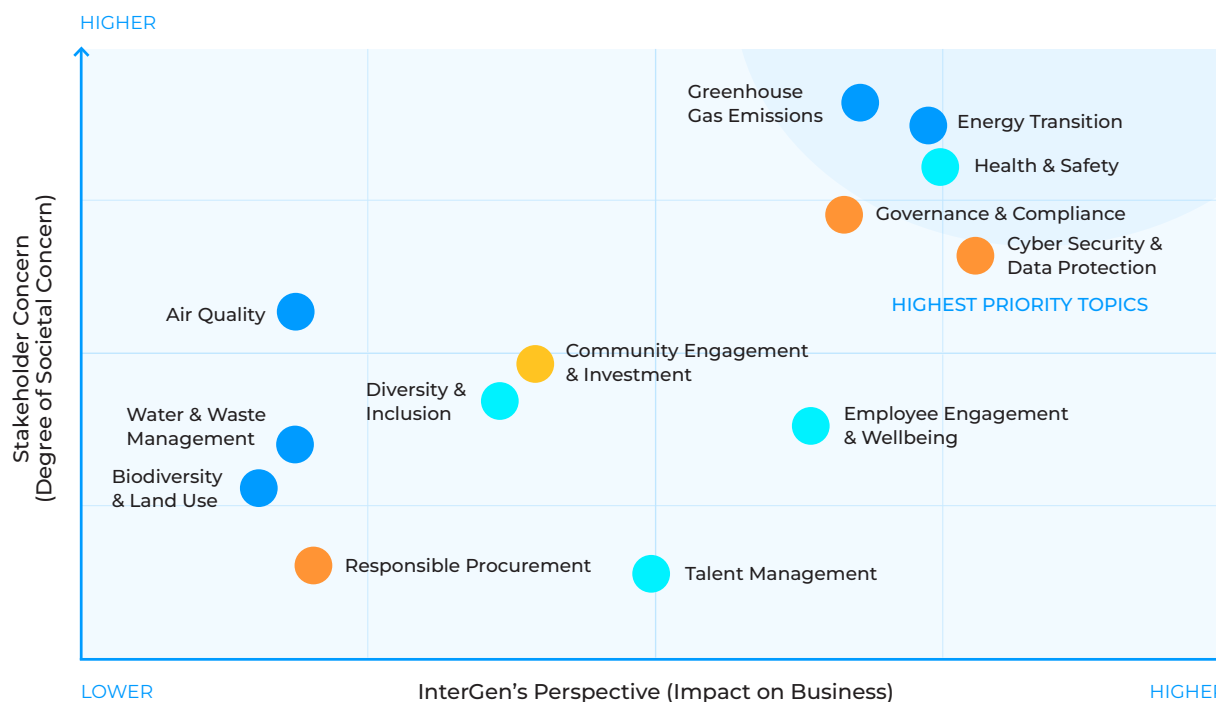
In 2021, we undertook a materiality assessment to prioritise the key ESG topics that matter most to our business.

Our assessment was informed by research on sector and industry-specific trends, incorporating relevant inputs from sustainability frameworks including the Global Reporting Initiative (GRI) Standards, the Sustainability Accounting Standards Board (SASB) and the UN SDGs. We also engaged with key internal stakeholders to capture their views on material ESG risks and opportunities relevant to our business. The results were then analysed and scored to create our materiality matrix to the right.

The matrix illustrates the relative importance of each topic in relation to their impact on our business and relevance to our external stakeholders. Our high priority topics include issues covering the energy transition, greenhouse gas emissions (GHG), health & safety, governance & business ethics, employee engagement & wellbeing, and community engagement & investment including developing our industry.

The results of this assessment continue to help us to prioritise action on the most material topics and we report on each high priority area within this report. We commit to reviewing the materiality assessment annually and look forward to sharing progress.

Our 2020 Materiality Matrix



Legend



Ensuring the Safety and Wellbeing of Our People



Being Good Neighbours



Managing Our Impact on the Environment



Acting as a Responsible Business

Areas of Impact



Ensuring the Safety & Wellbeing of Our People



Managing Our Impact on the Environment

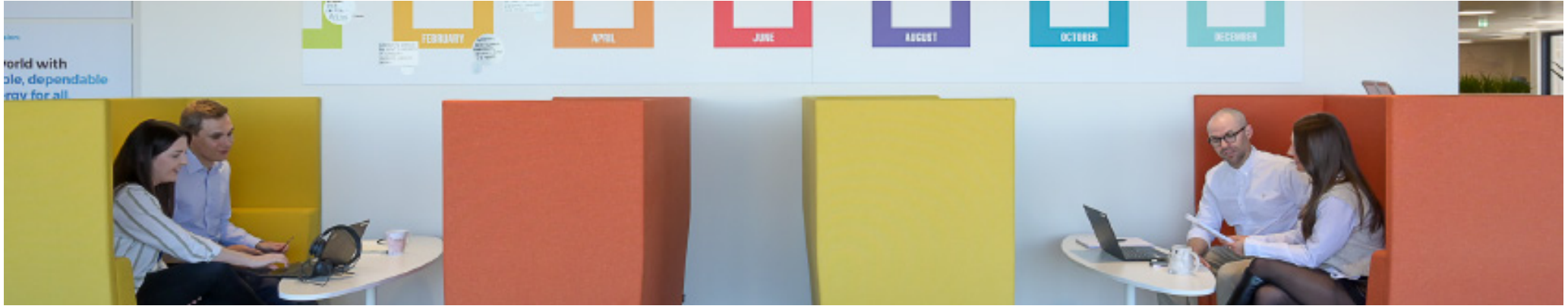


Being Good Neighbours



Acting as a Responsible Business





AREAS OF IMPACT

Ensuring the Safety & Wellbeing of Our People

At InterGen, the safety and wellbeing of our people is at the centre of everything we do.

The cornerstone of InterGen's business success is a relentless commitment for everyone to work safely regardless of schedule or circumstances.

We truly believe that our team is our strongest asset. Our UK team of 162 talented people is proud to be a leader in the energy generation sector and we are committed to ensuring their ongoing safety and wellbeing.

We offer comprehensive health and wellbeing benefits to our team such as:

- Private medical insurance.
- Health and fitness programmes, offering reimbursement for gym and fitness memberships.
- Flexible working arrangements.
- Free employee assistance programmes and confidential counselling for mental health, health and wellbeing, legal and financial.

Teamwork remains a fundamental part of our organisational values. We have a talented team and we actively work to nurture a company culture in which our employees can thrive personally and professionally, enhancing creativity throughout the company. This year, we continued our commitment to training, personal development, and wellbeing and through our management and time to talk policies.

We strive to keep our employees engaged, motivated and rewarded. To measure our engagement levels, we run an employee survey across the business twice a year, assessing engagement levels, perspectives on leadership and colleagues, personal growth, company alignment, management and overall empowerment and satisfaction. The response rate from our employee engagement survey was high at 78% and we achieved an engagement score (a measurement of issues like job fulfilment and satisfaction) of 86 compared to an industry average of 73.



OUR VALUES: “EVERYTHING MATTERS”

Linked with InterGen’s strategic goal, and references best practices operations.

People focused, open communication, aspire to humble leadership.

Core requirements of an operational business.

“Operational Excellence: A culture of safety, reliability and enterprise that delivers high performing assets and makes our people proud.”

A critical differentiator for InterGen, entrepreneurial, commercially aware, resourceful, creative, dynamic, and continually improving.

This is the product we will deliver. Strong performance, technically and commercially. It is both aspirational and measurable.

Our people make it happen — ownership, skill, drive, professionalism, integrity, results, pride.



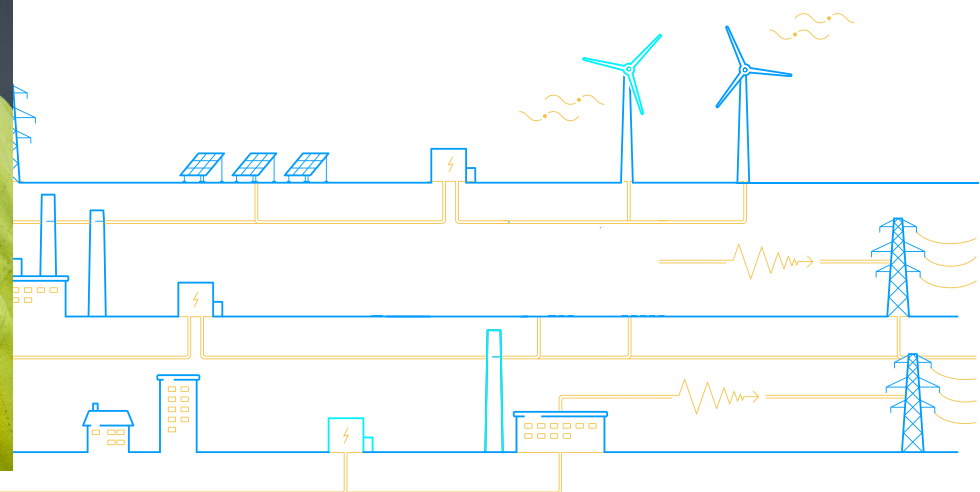
AREAS OF IMPACT

Health & Safety

No matter where our people are working, their safety is always a priority. Whether in our offices or on site, we want our employees to go home safely every day.

Our comprehensive measures ensure the safe operation of our facilities in compliance with global best practice, as well as relevant national regulations. We have a dedicated management team responsible for the strategic direction of our Health, Safety, Security and Environment (HSSE) goals and targets. We continuously improve our HSSE policies and practices.

Our established safety programme has been built up over 27 years and adds value by driving positive behaviour change and is successfully embedded into InterGen's culture.



Risk Management

We recognise that systematically managing risks is fundamental to our operations. We believe that the foundation of a safe and healthy working environment begins with a robust management approach. We have an executive policy that covers all elements of HSSE management and is implemented across all of our functional areas and locations. The policy clearly outlines safety as one of InterGen's core values and is key to operational excellence. The topics included within the policy are:

- Health and safety
- Drug and alcohol programme
- Security
- Environment
- Emergency response plan
- Improvement and compliance
- Reporting

Our current management system is closely aligned with the requirements set out by ISO 45001, and all sites are required to identify, assess and mitigate any reasonable or foreseeable risks.



Safety	Unit	Footnotes	2018	2019	2020	2021	2022
Fatalities	Number of Employees		0	0	0	0	0
LTIF	200000*LT/Work Hours	A	0.41	0	0.42	0	1.08
TRCF	200000*TRC/Work Hours	A	1.44	0.59	0.85	1.27	2.16
DART	200000* (RWC+LTI)/Work Hours	A	1.17	0.59	0.92	1.27	1.08

Footnote A

An InterGen lagging indicator safety performance metric that changes month to month based on the number of Medical Treatment Case (MTC), Restricted Work Case (RWC), and Lost Time Injury's (LTIs). It is calculated based on a 12-month rolling number of MTC, RWC, and LTIs and using the number of hours worked for the current InterGen fleet. As an example Aug 2014 TRCF/LTIF has the previous 12 months MTC, RWC, and LTIs and hours worked back to and including September 2013. DART: Days Away, Restricted, or Transferred.

Occupational Health

InterGen takes medical screening and occupational health very seriously.

To ensure the occupational safety and wellbeing of our staff, we make bi-annual third party occupational health testing available to all staff, which covers hearing, lung function, eye tests, skin conditions and handheld vibration monitoring.

As part of our HSSE policy, InterGen adopts a wellbeing programme, committing to promoting both positive physical health and mental wellbeing through a range of programmes. We aim for all of our employees to have undertaken mental health awareness training. This is facilitated by a number of champions across the sites who have been trained in first aid and mental health.

Rocksavage recently commissioned the presenters of Rugby League's own mental health mentoring programme 'Offload' to deliver a series of 'Live Streamed' sessions to a combined on-site and remote-working audience of personnel.

Former Warrington, Widnes and St Helens rugby league players fronted the presentations and spoke openly and at times emotionally about coping with the pressures of high-level sport which, they emphasised, was often much less about glamour and fame and more about injury and anxiety.

As part of its 'Welfare and Wellbeing' campaign Coryton is helping to spearhead a mental health awareness initiative, in line with other InterGen power stations. The campaign highlights some simple but effective ways of maintaining physical and mental health during pressured and stressful periods.

InterGen's COVID-19 Response

As the nation is learning to live with COVID and we have got through our first winter with no government imposed restrictions in place. Our approach is to treat COVID like all other illnesses, however, we will maintain a watching brief and respond appropriately to any increased risk which may present itself to our people.





AREAS OF IMPACT

Diversity & Inclusion

At InterGen, we remain committed to embracing all forms of diversity in the workplace, providing equal employment opportunities for all. As part of our governance process, we ensure compliance with all applicable UK laws governing non-discriminatory practices in employment and we will continue to assess our diversity performance against peers and the wider market, including committing to internal targets and external commitments.

Hiring and retaining a highly-skilled workforce is critical to our success. Our dedicated Human Resources team is committed to attracting and retaining the best people by ensuring our culture and employee value proposition is underpinned by market-benchmarked benefits and compensation.

We know that employees need to be supported by an inspiring management team. To support this, we offer a management essentials programme to help managers be inspiring leaders.

Employees	Unit	Footnotes	2018	2019	2020	2021	2022
Total Number of Employees	Number of Employees		126	139	164	165	162
% Female	% of Total Workforce		14%	17%	17%	15%	15%
% Male	% of Total Workforce		87%	83%	83%	85%	85%
Women on the Board	%	B	25%	17%	17%	25%	25%

Footnote B

Figures are calculated based on the Supervisory and Management Board, combined.

New Hires & Leavers	Unit	2022
New Hires (Global)	% of Total Employee Hires	10.49
Leavers	% of UK Employee Turnover	12.35

CASE STUDY**AREAS OF IMPACT****Improving Gender Diversity**

InterGen is committed to increasing the number of women in senior leadership roles, recognising the importance of gender diversity in the workplace, and the current and historic difficulties faced by the whole industry in attracting female candidates. We are determined to help more women move into STEM and provide career opportunities that see women climb the ranks within InterGen.

To that end, over the past year we have introduced a number of schemes designed to attract more female candidates and support our female colleagues to lead. This includes the Women To Work scheme, which provides personal development coaching for women within InterGen and involvement in the Energy and Utility Skills, Diversity and Inclusion strategy group.

We also have an increased focus on female recruitment, which we are pleased to see is already proving successful, with three out of five candidates appointed to our graduate scheme being women. This is despite only 28% of the applicants to this scheme identifying as women. We hope to build on this success with more junior and senior female hires across the business.



CASE STUDY**AREAS OF IMPACT****Apprenticeships/Graduates**

We are constantly developing our talent pipeline, ensuring that we invest in people early in their careers, by offering apprenticeships and graduate schemes. We are proud of the success of both schemes which encourage on the job learning, supported by mentors and relevant theory.

At Coryton, a full 'roadshow' presentation comprising a promotional film, display stands and hand-out literature and merchandising has been created, providing site personnel with all the back-up necessary for visits to local schools and colleges.

Maintenance & Reliability Manager Lee Rowling looks after the Coryton Apprenticeships Programme and sees Coryton's commitment as part of its succession-planning, bringing through the next generation of operatives, engineers and managers.

"InterGen's maxim is 'Energy for generations'" said Lee. "In order to successfully deliver on this pledge we are looking at where our future plant personnel will come from" he added. "At Coryton we have a strong core of locally-based personnel; we are looking at nurturing and recruiting locally-based young people, in order for them to become the Coryton personnel of the future."

To achieve this, Lee works with colleagues engaging with local schools and colleges, arranging plant visits for interested youngsters and providing a range of display and informational materials to highlight some of the benefits and advantages of a vocational 'Apprenticeship' route.

"Whilst lots of young people see university as the only pathway after school. We hope to demonstrate that there are other ways of achieving a well-paid and worthwhile career" said Lee. "The energy-generation business really is one of the most important and most exciting in the world today. Not only are our personnel helping to keep Britain's lights on, at Coryton we are also able to say that youngsters can 'earn while they learn' if they achieve an Apprenticeship with us!"





AREAS OF IMPACT

Managing Our Impact on the Environment

At InterGen, we are innovating and focussing on new technologies to support the energy transition and decarbonise, including battery storage and hydrogen as well as opportunities for CCUS. Our aim is to continue to provide flexible, reliable power, and grid stability that in turn supports increasing renewables penetration.

Gas has been a major part of the UK's energy system for decades and we will continue to operate our gas assets responsibly, finding efficiencies in our use of energy, and our consumption of natural resources.

The energy transition remains a top priority, and we will continue to focus on increasing operational efficiency across our business and investing in low carbon technologies for the future.

AREAS OF IMPACT

Greenhouse Gas Emissions & Air Quality

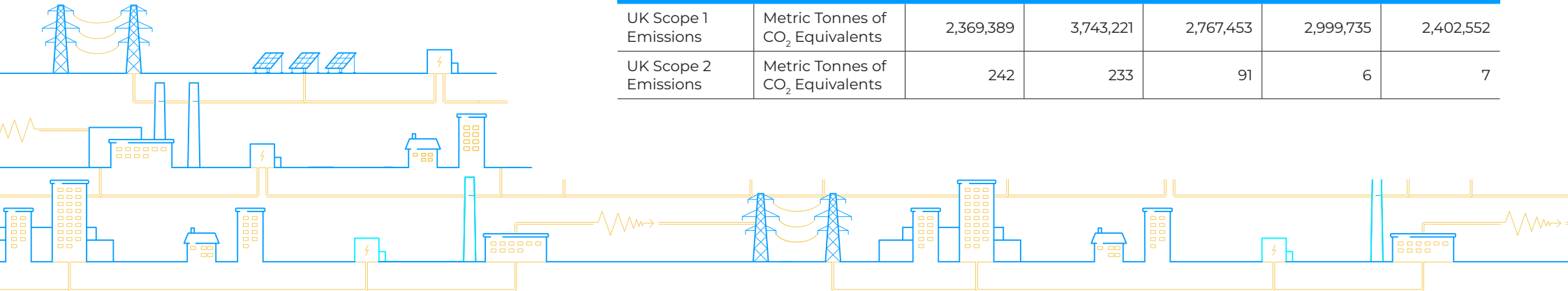
We remain cautious of the need to maintain energy security, while at the same time continuing to take important measures to reduce our GHG footprint. We continue to focus on and invest in energy saving solutions.

In 2022, we achieved an efficiency improvement of 1% in our Rocksavage plant. This follows a £1.2m investment into upgrading our technology. At each of our sites, we focus on improving efficiency to reduce our consumption of natural resources.

In 2021 and 2022, a large amount of our GHG emissions came from our plant operations.

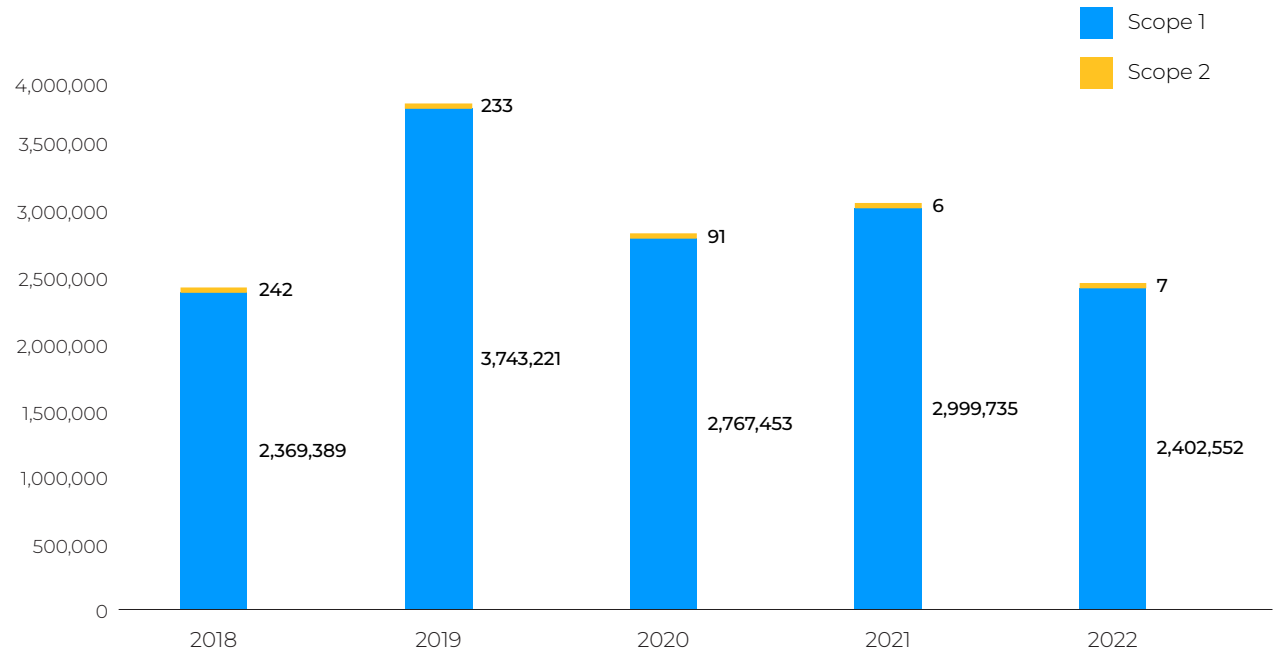
Metrics

To be able to measure our GHG emissions against a baseline, we have calculated our direct (Scope 1) and indirect (Scope 2) emissions.



UK Emissions

(Metric Tonnes of CO₂ Equivalents)



Emissions	Unit	2018	2019	2020	2021	2022
UK Scope 1 Emissions	Metric Tonnes of CO ₂ Equivalents	2,369,389	3,743,221	2,767,453	2,999,735	2,402,552
UK Scope 2 Emissions	Metric Tonnes of CO ₂ Equivalents	242	233	91	6	7

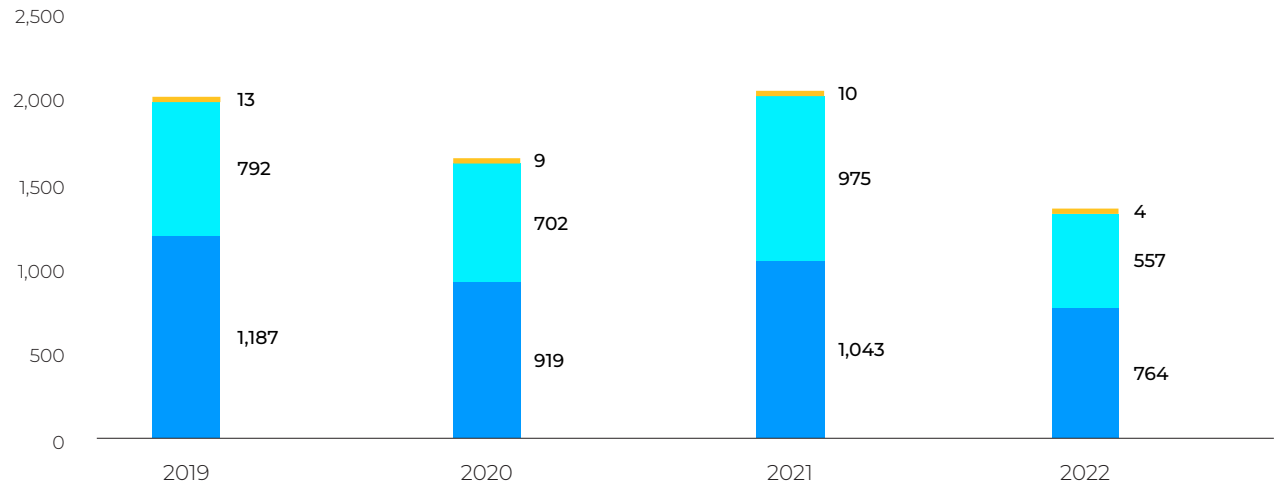
Air Quality

Significant air emissions (separate to GHG emissions) are regulated under international conventions and national laws. These typically include any harmful air pollutants, such as nitrogen oxides (NO_x), sulphur oxides (SO_x) and carbon monoxide (CO). We remain committed to measuring and managing these air emissions to minimise any risks to human health and our environment. Both NO_x and SO_x are emitted during the combustion processes at our gas sites.

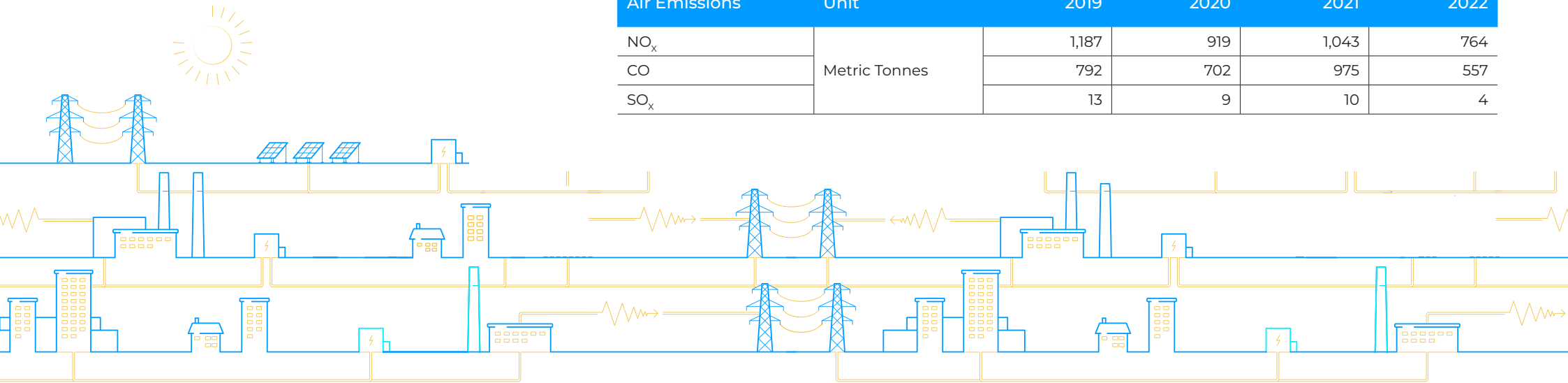
Our nitrogen and carbon monoxide emissions have decreased from 2021 to 2022. This was due to the plants spending more time on outage or in shutdown mode, meaning less gas was burned.

Air Emissions (Metric Tonnes)

- Nitrogen Oxides
- Carbon Monoxide
- Sulphur Oxides



Air Emissions	Unit	2019	2020	2021	2022
NO _x	Metric Tonnes	1,187	919	1,043	764
CO		792	702	975	557
SO _x		13	9	10	4



AREAS OF IMPACT

Water & Waste Management

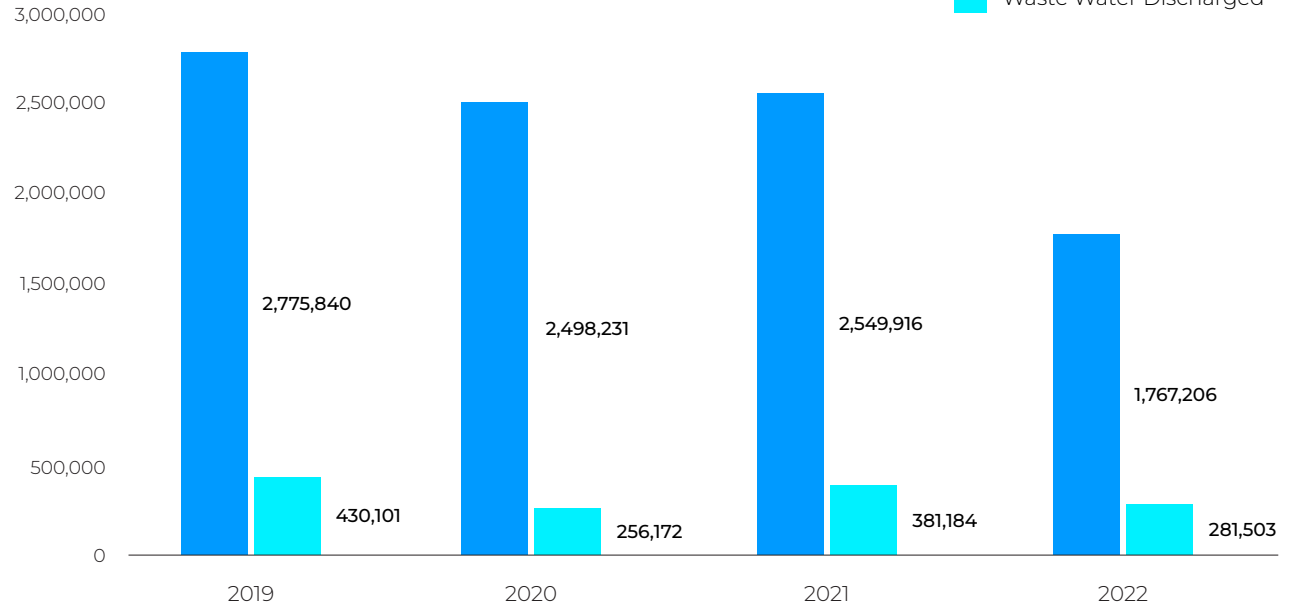
Water

At InterGen, we are mindful of the resources we use in our operations, most notably water, used in our cooling towers.

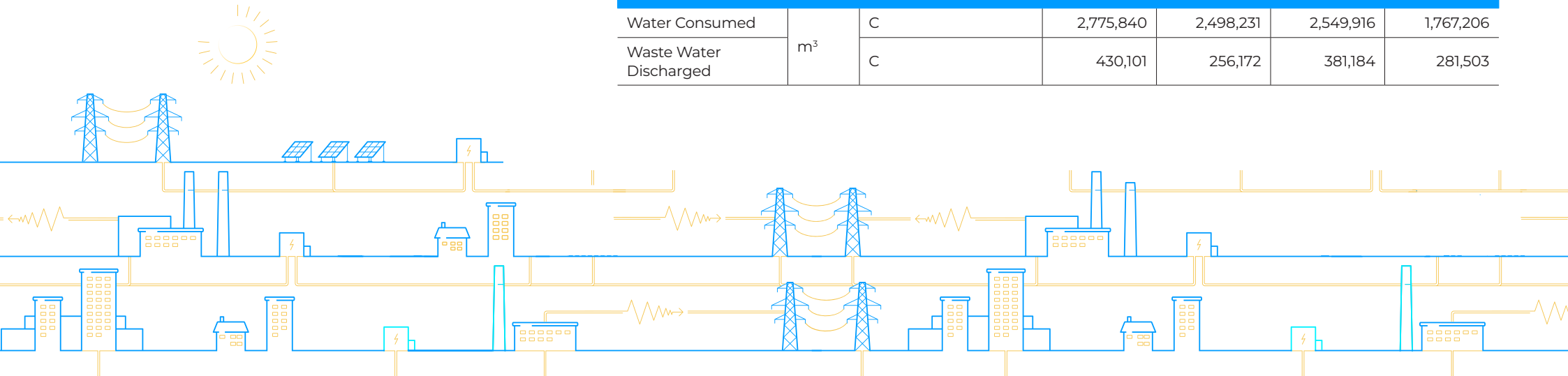
We aim to follow best practice in how we use natural resources and operate as sustainably as possible. We do this by using closed circuit cooling towers that require a lower volume of recirculated water, thereby reducing the amount of water requiring treatment.

Although our water usage remains relatively low across our operations, we are always looking to find new ways to increase efficiency and reduce costs. At our Coryton plant in the UK, we have water efficiency methods in place, including high specification drain valves to reduce water losses and technology to decrease flushing and cleaning within the power plant.

Water (m³)



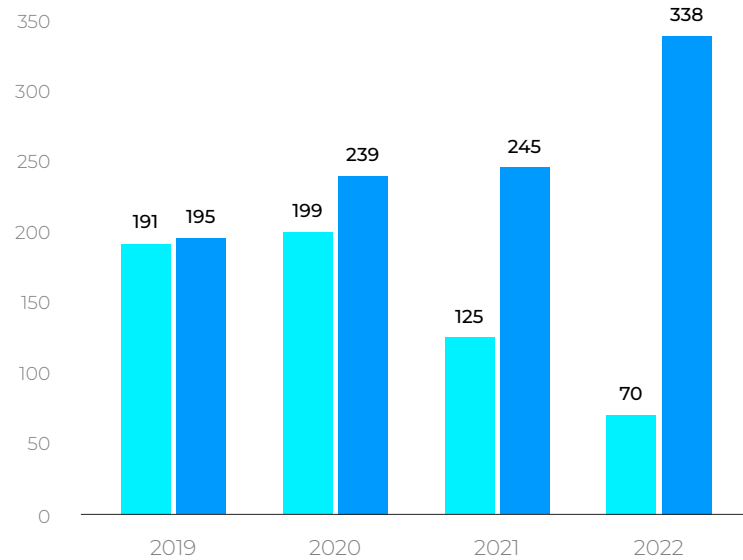
Water	Unit	Footnotes	2019	2020	2021	2022
Water Consumed	m ³	C	2,775,840	2,498,231	2,549,916	1,767,206
Waste Water Discharged		C	430,101	256,172	381,184	281,503



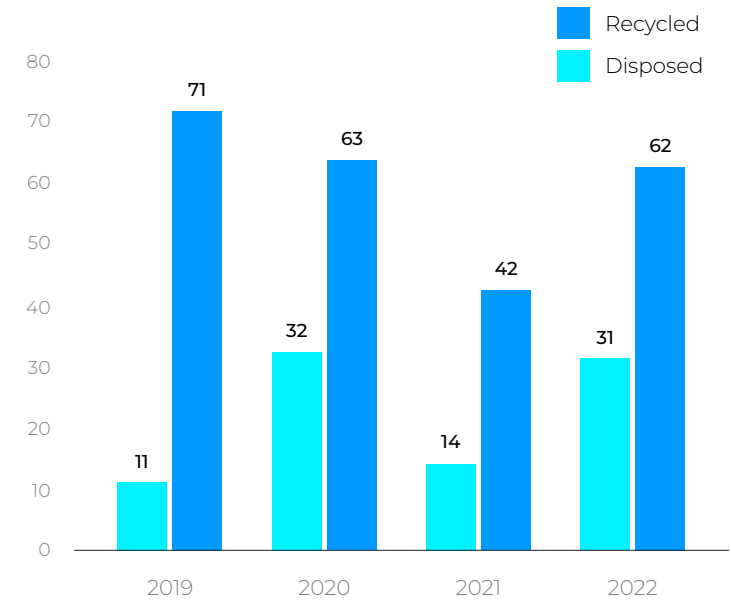
Waste

Our waste management process follows local policies. We always consider waste reduction, prior to landfill. Most of our waste is not generated by economic activity but comes from associated support services like maintenance activities during major outages or upgrade and renewal projects for existing sites. We always aim to reduce our waste as much as operationally possible. Our waste policy requires each location to comply with a strict waste management protocol focusing on avoidance, reuse, recycling, recovery, and treatment as part of our HSSE policies.^D

Non-Hazardous Waste (Tonnes)



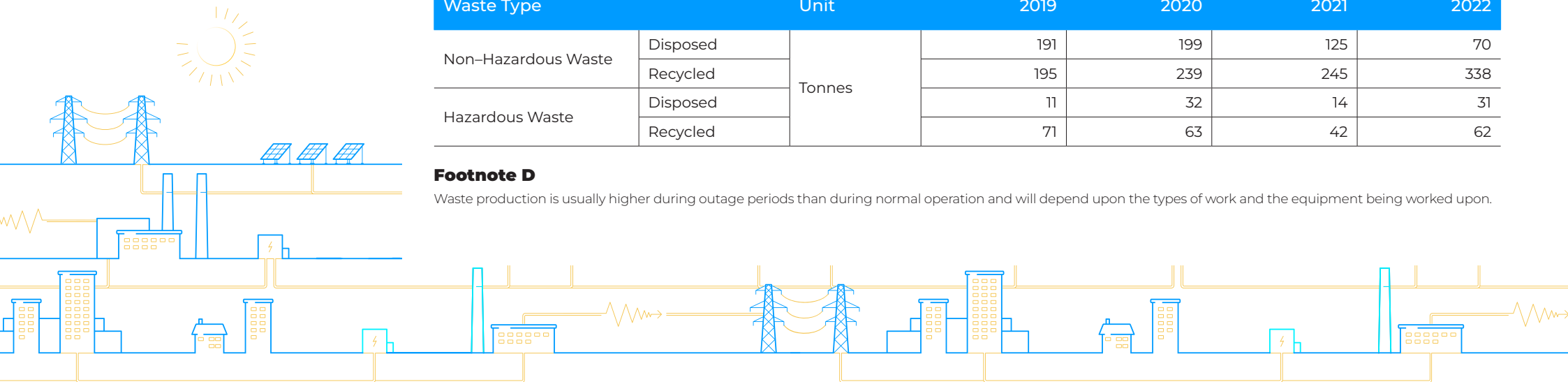
Hazardous Waste (Tonnes)



Waste Type		Unit	2019	2020	2021	2022
Non-Hazardous Waste	Disposed	Tonnes	191	199	125	70
	Recycled		195	239	245	338
Hazardous Waste	Disposed		11	32	14	31
	Recycled		71	63	42	62

Footnote D

Waste production is usually higher during outage periods than during normal operation and will depend upon the types of work and the equipment being worked upon.

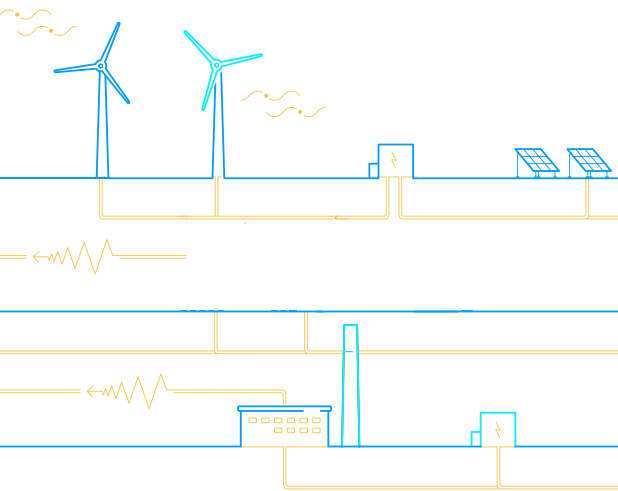


AREAS OF IMPACT

Biodiversity & Land Use

Biodiversity and land use are key considerations throughout the lifetime of our operations. This starts at the exploration stage, includes operational analysis and continues through to site closure.

We are always aware of the potential impact our sites can have on the environment and understand the importance of not damaging the habitats around our operations.





AREAS OF IMPACT

Being Good Neighbours

Being great neighbours is part of who we are. We are fundamentally connected to each other and the world around us. From national grids and global climate to the everyday world of streets and homes, our connections to the communities we are all a part of give meaning to what we do. We ensure our commitment to actively engaging with our communities is central to our strategy.

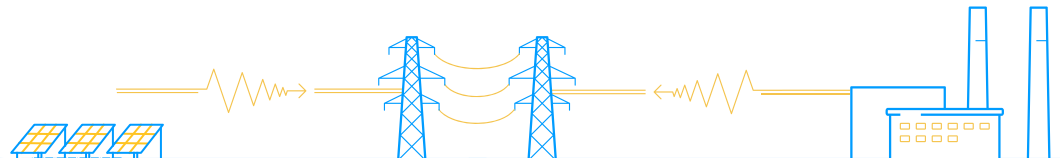
Community Engagement & Investment

We believe enriching the communities and people around us makes us a better business. We are especially committed to having a positive impact on the communities where we work and live. We contribute substantially to local charities and initiatives but aim to have a more robust strategy in the future maximising impact and growth opportunities for all.

Our Head Office team continue to support the following causes:

Edinburgh Children's Hospital Charity, supports the Royal Hospital for Children and Young People, as well as other children's healthcare settings across Scotland. We have been supporting this organisation since 2020.

Blythswood Care, supporting a "shoebox appeal" for Ukraine.





In addition to our financial contributions to charitable causes, we encourage each of our plants to contribute to the development and wellbeing of local communities in their own unique ways. Some examples of contributions include:



Rocksavage (UK)

- At Rocksavage, we engaged in a bid to “inform and enthuse” young people about the work of the plant, educating on the importance of STEM subjects to our business and the plant’s future contribution to net zero through hydrogen (HyNet) and other initiatives.
- Our latest donation of £500 to Halton Haven Hospice helped reaffirm commitment to this worthy cause.
- Rocksavage Power Station contributed to the purchase of a brand new defibrillator unit at the ‘Roundhouse’ public house in nearby Weston Village. A defibrillator unit had long been an aspiration for the Weston community and, as a popular local landmark.
- The plant also donated food items weighing a total of over 123kg — the equivalent of 352 meals for local people in crisis. The food was distributed by the Runcorn & District Foodbank. There has been an increase in need but, because of the pandemic, fewer donations from usual sources.



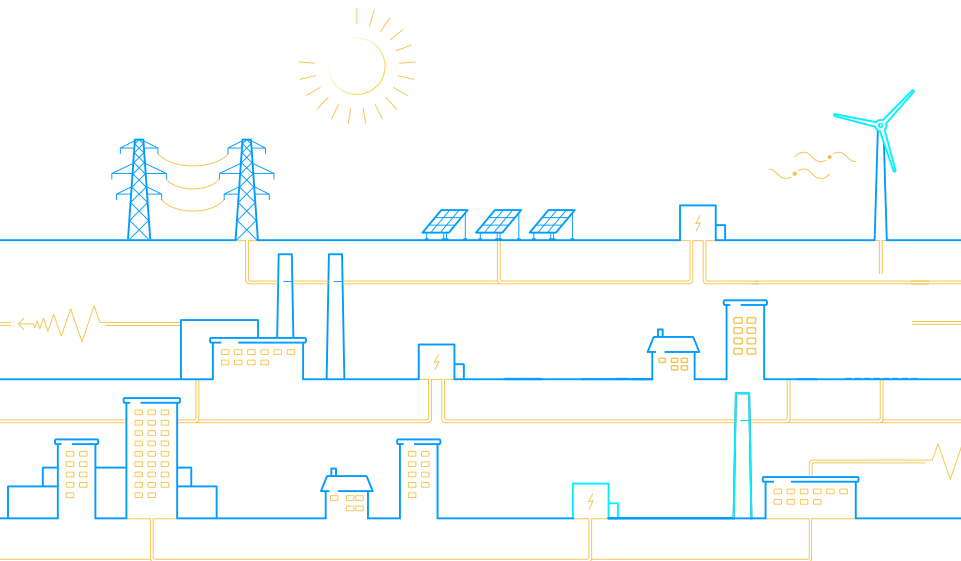
Coryton (UK)

- The Coryton team believe that enriching our local community, its people and its environment makes us a better business. In the ‘The Coryton Buzz’ newsletter we proudly show that, in addition to our financial contributions to charitable causes, we are proactively contributing to the development and wellbeing of our local community through a range of innovative ideas and initiatives.
- Our work with the Essex Wildlife Trust has been extended for a further five years, enabling our pioneering involvement in the ‘Industrial Wilds’ at the Thameside Nature Discovery Park. Coryton is donating £10,000 to the Wildlife Trust over the five-year programme, as well as a range of volunteers to help install the various features. We are proud to be involved with Essex Wildlife Trust as one of its foremost corporate sponsors. Thameside is one of Essex’s ‘jewels in the crown’ and a magnet for our local community.
- Our close links with colleges and training centres are providing opportunities for local young people to engage with our innovative Apprentices and Graduate Training programmes.
- Coryton power plant provided a £800 donation of Love2Shop vouchers to Thurrock Council’s ‘Give a Gift’ initiative last December, to help purchase presents for children of the Borough. ‘Give a Gift’ provides people with an opportunity to donate a present to a local child in need, for whom Christmas can be a difficult time of year.
- Coryton power plant is partnering hand-in-glove with Corringham-based property developers and builders Concept Contracts. Through the partnership initiative, three defibrillators have been purchased and placed throughout the local area.

Addressing Local Concerns

Each received complaint is dealt with on an individual basis. We listen to, and clarify the concerns, before conducting checks to see if the issue is emanating from our facility. We then contact the individual to inform them of any findings, including any actions we may have taken to resolve the issue. In only one of these cases was the complaint channelled through the Environment Agency. This was resolved satisfactorily with no issues.

	2018	2019	2020	2021	2022
Public Complaints Received	15	12	14	13	14





AREAS OF IMPACT

Acting as a Responsible Business

Electricity is highly regulated and part of the UK's critical infrastructure. InterGen continues to work with policymakers, regulators, system operators and industry across the electricity value chain to assess and mitigate risks as they emerge and to ensure stability of the grid. We also have experts ensuring our systems are secure, resilient and can adapt if risks emerge.

We comply at all times, with all applicable laws and regulations and refrain from any activity or arrangement which is illegal, unethical, or would endanger the safety of others. We do and will not condone the activities of employees who achieve results through violation of the law or unethical business dealings. This includes any payments for illegal acts, indirect contributions, rebates, and bribery. We do not permit any activity that fails to meet our strict commitment to integrity in all facets of our business. All business conduct should be well above the minimum standards required by law.

Overall responsibility for the group's business now sits with the board of directors of InterGen Projects (UK) Limited ("IPUK"). IPUK is a UK private limited company and is now the ultimate parent company of InterGen, and is wholly owned by Creditas Assets SICAV a.s., acting in respect of sub-fund CREDITAS GREEN.

IPUK's board of directors consists of:

- Karel Nohejl
(Non-executive Chairman)
- Jim Lightfoot (CEO)
- Paul Sansom (CFO)
- Bohdan Žáček
(Non-executive director)

As a UK company, IPUK has a single/unitary board rather than the separate management and supervisory boards of InterGen N.V.

The board has established an audit committee to oversee the appointment of the auditors, scope of audit and related matters. Mr Nohejl, Mr Lightfoot and Mr Žáček are members of the audit committee.

The board has also established a compensation and benefits committee to oversee the remuneration of Mr Lightfoot and Mr Sansom.

A small number of matters are reserved in terms of IPUK's articles, such that they require the shareholder approval. Similarly, other material business decisions are reserved such that they require the unanimous approval of all board members. Other matters are de facto delegated to executive management and controlled by the group's delegations of authority policy.

We only associate and engage in business activities with those persons or entities sharing our high ethical standards and have policies and procedures in place to manage compliance with this requirement.

AREAS OF IMPACT

Responsible Procurement Practices

Through our core values, we are committed to conducting our global business with the highest ethical and legal standards. This includes ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

As part of increasing efforts to not only align with local legislation, but to go above and beyond, we ensure a robust risk-based supplier assessment and onboarding process is undertaken when working with new suppliers, requiring them to have and enforce suitable anti-slavery and human trafficking policies. To continuously improve, we have taken the following steps:

- Assessments of slavery and human trafficking risk within our business and supply chains.
- Regular review our policies and procedures in relation to anti-slavery and human trafficking.
- Regular review our Code of Conduct.
- Re-iterated internally the existence of and importance of our Integrity Helpline.
- Reviewed our anti-slavery compliance measures in line with the UK Government's guidance on transparency in supply chains.

- Reviewed our supplier terms and conditions from an anti-slavery and human trafficking perspective.

As part of our commitment to ethical behaviour, InterGen operates an Integrity Helpline to be used as a reporting channel for employees (UK: 0800 032 8483 or www.InterGenIntegrityHelpline.com to access the reporting portal) as reporting channel for employees who have questions about a business issue or who wish to report a concern about potential wrongful conduct. This multilingual, confidential and anonymous toll-free service is available to all employees 24 hours a day, 7 days a week and 365 days a year.

Procurement policy

Our Procurement and Anti-Corruption policies explain the parameters for InterGen's procurement of goods and services, including compliance with legislation and industry standards such as the Modern Slavery Act 2018, Bribery Act 2010 (UK) and the Foreign Corrupt Practices Act 1977 (US FCPA). This policy also supports InterGen's commitment to integrity, one of our core values, and ensures procurement of all goods and services is conducted in an honest, competitive, fair and transparent manner that demonstrates a fit for



purpose solution and the delivery of value for money outcomes, whilst protecting the reputation of InterGen.

These policies apply to the acquisition of all goods and services made by InterGen, irrespective of the funding source or the settlement method (procurement activity).

Settlement methods may include purchasing, leasing, renting and/or hiring activities. This supports the procurement function and buyers in the delivery of the best commercial outcomes across all supplier expenditures.



AREAS OF IMPACT

Corporate Governance & Business Ethics

InterGen's Code of Conduct clearly explains where real and apparent conflicts of interest may arise from. Employees are encouraged to be aware of how their actions might be perceived — including but not limited to suppliers, partners and neighbours in local communities — and to avoid acting in ways that could be interpreted as conflicting with the interests of InterGen. To ensure we uphold the expectations set out in our Code of Conduct, we ensure that all members of staff complete mandatory Code of Conduct training which is assigned on an annual basis. If in doubt about a conflict of interest, employees are encouraged to discuss it with their line manager or the Legal and Risk Management Department.

AREAS OF IMPACT

Compliance

Tax Compliance

Integrity is one of InterGen's core values and we are committed to ensuring that we are compliant with all applicable international tax laws, rules, regulations and reporting requirements. We structure our commercial activities to ensure they are optimal from a legal, financial, tax and treasury perspective. While tax is one of a number of factors that is considered when undertaking business transactions, we do not undertake transactions primarily for tax planning purposes.

InterGen has a robust internal controls framework which applies to our financial reporting system. This includes the people, processes and systems required to deliver our tax strategy. We aim to ensure that our tax obligations are delivered on a timely and accurate basis.

Training and competency processes are maintained to ensure that InterGen representatives are adequately trained and are competent to manage our tax affairs.

AREAS OF IMPACT

Cyber Security & Data Protection

Cyber security encompasses all things digital, including data, intelligence, programmes and protecting networks from digital attacks. Having a robust system in place allows us to continue to operate during times that we could potentially be threatened by cyberattacks. To ensure business continuity, we report monthly to our governance and compliance committee on any cyber incidents increased risks.

In 2022, we ran campaigns to raise awareness about potential security incidents going undetected. This highlighted the consequences of cyberattacks.

Alongside following national regulatory requirements for cyber and data protection, we deploy our own measures to add an extra layer of security. Some of these measures include:

- Data security barriers, such as perimeter and endpoint protection, web and email filtering, and no admin rights for users on endpoints.
- Investment into third party 24/7 network monitoring.
- Ensuring that all staff complete our compulsory cyber security awareness training.
- Conducting phishing attack simulations to test the robustness of our data protection.

InterGen is also Cyber Essentials Plus certified, provided by the Net Defence Certification Body, and we continue to work on the response and recovery areas (business continuity and disaster recovery) to improve processes and operational recovery.



CASE STUDY

AREAS OF IMPACT

Cyber Security

Cyber security is an increasingly significant sustainability element. As a key energy supplier it is vital that all of our systems and technologies function well and seamlessly.

Computer security, IT security or cyber security are becoming ever more important, due to our increasing reliance on the internet, computer systems and on wireless networks such as WiFi and Bluetooth.

The primary objective of cyber security at Coryton is to ensure our systems' dependability, integrity and data privacy. Therefore, everyone who comes onto the Coryton site is responsible for cyber security.

InterGen has recently launched a cyber security awareness campaign, led by Spalding's Maintenance & Reliability Manager Joe Whitmore, who has overseen the distribution of a series of informational posters, to highlight the issues and maintain ongoing visibility.

"There are some simple but effective tips to help protect the integrity of our systems" says Joe. He expands, "Do not bring USB Devices onto our sites. They will be provided for use and cleaned afterwards by InterGen Staff. If you find any kind of electronic device on site, do not plug it in — please hand it straight to our site security or notify your CSL."

General Data Protection Regulation (GDPR)

General Data Protection Regulation (GDPR) was implemented by the European Union in 2018 and applies to all organisations holding data of UK and EU citizens. To ensure adherence to the regulatory requirements stipulated within the act, InterGen has defined a specific GDPR policy, outlining InterGen's organisational and employee requirements.

As part of our risk management process, we aim to minimise the time and amount of personal data we hold, and we also require our employees to commit to the confidentiality of personal data. For any queries or questions, we have a dedicated email address and telephone number.

Additionally, InterGen has a data privacy contract for our employees and a website privacy notice for external enquiries.



Concluding Statement

InterGen is committed to playing its part in the energy transition, by providing flexible power generation that supports renewables deployment and investing in long-duration battery storage. We also recognise our role in supporting the communities around our sites, alongside our responsibility as a responsible and ethical employer that ensures the safety and wellbeing of all our colleagues.

In our second ESG report, we continue to monitor key areas of focus that matter to our stakeholders. Through this, we are better able to keep track of progress and identify areas for improvement.

We are committed to improving our performance across a number of areas addressed in the report, particularly reducing our carbon footprint and growing the diversity of our workforce through empowering more women into leadership roles. We will continue to act as a business where the safety of our employees comes first, and our operations are as efficient and sustainable as possible.