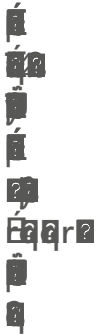


Overview



| | | | Variance |
|-----------------------------------|---|---|----------|
| LosU Time Injury | | | 0.0 |
| Total Recordable Injury | | | 0.0 |
| LTI Rate | | q | |
| TRI Rate | q | q | 0.0 |
| Manhours Worked | r | r | 0 |
| Near Misses & Safety Observations | | | 0.0 |

Safety non-negotiables

Non-Negotiables continue to support safety leadership across all operating companies:



100%

100%

Quarterly Safety Focus



Senior Manager Behavioural Audits



LTI Any injury resulting in the employee is not fit to work on the next scheduled working shift in any capacity as instructed by medical practitioner.

TRI Any injury resulting in list time injury, restricted work cases, or medical treatment cases

Rate Number of injuries per 200,000 worked hours (No. Injuries x 200,000 / Man Hrs)

Material Risks & Initiatives

SRE has a wide variety of onshore and offshore services which we are continually developing, allowing the company to offer customers expanded services on a global basis. In-turn this requires the use of both permanent and contracted technical and operations staff. This presents a particular challenge in terms of creating and maintaining an SRE occupational safety culture across all countries, projects, and employees.

COVID-19

On August 27, 2022, the Danish government decided not to extend COVID-19's status as a socially critical disease. COVID-19 is now considered like other infectious diseases, such as influenza. We do however, continue to maintain an active risk review on such communicable diseases and are prepared to operate should the logistical challenges of COVID 19 re-appear in the future.

Personnel working from home:

Working from home in 2022 was effectively normal business, but the risks associated with lack of social contact and working in isolation were addressed by all local management teams through positive routines to maintain motivation, and best practices have been maintained through:

- Routine risk assessments for ergonomics
- On-going promotion of health awareness
- Monthly CEO Town Hall meetings
- Promotion of Healthy Mind & Body
- Workplace assessment mid 2022



Health and Safety incident handling

SRE uses the incident reporting system 'Effective'. Due to specific IT requirements, it is only possible for some of our technicians to use a mobile app to report incidents, which is estimated to have a negative impact on the number of observations. We are presently reviewing the use of this system and comparing it with other systems that will allow us to capture and manage our HSE data more effectively.

As part of the onboarding of new employees, there is a strong emphasis on communicating the importance of hazard awareness and the associated reporting of near misses and actual incidents. Targets for the number of observations are also communicated throughout the organization, and the managers and coordinators involved in the office are co-responsible for continuously reminding technicians of the importance of proactive reporting.

Safety culture

Senior management at SRE is continuously working to change and improve the safety culture in the company to meet the requirements of John Swire & Sons. As the Wind industry continues to evolve, we are managing significant challenges in some areas where processes are being updated throughout the supply chain, and where procedures from our oil & gas industry experience may not be the same. We have identified proactive reporting as one such area for continuous improvement, thorough investigation of near misses and workplace injuries. Examples of changing communication include putting safety before money and the right - and duty - of all employees to stop work if they feel unsafe or deem it risky to continue.

It's well known from accident statistics across industries and disciplines that four out of five accidents are due to a lack of awareness of hazards. Therefore, it is necessary to focus on awareness both in training, education, and preparation as well as in the actual execution of tasks.

Climate



Overview

Our net zero journey has started by assessing our current greenhouse gas emissions and defining our organisational boundaries and then identifying the material emissions from within it.

The organisation boundaries have been defined as all operations over which Swire Renewable Energy has full operational control, and as such has the full authority to introduce and implement its operating policies. To assist in identifying sources of emissions and providing consistency in reporting inventories are categorised as:

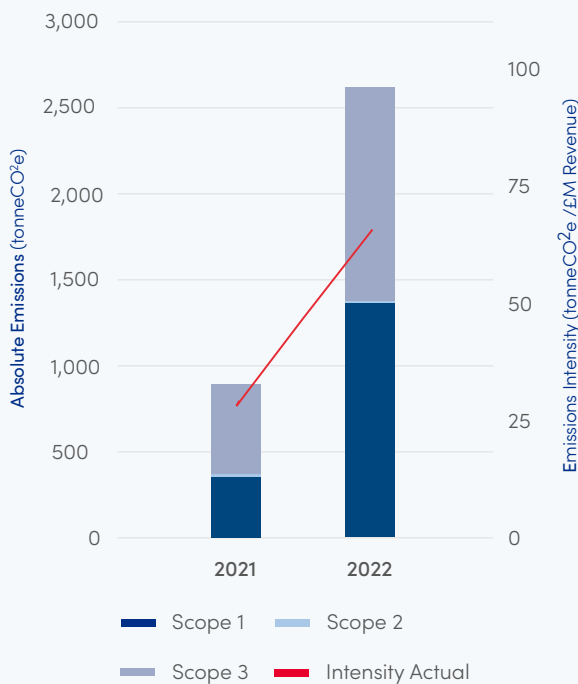
- Scope 1 – Direct emissions
- Scope 2 – Indirect emissions
- Scope 3 – Indirect emissions (upstream and downstream)



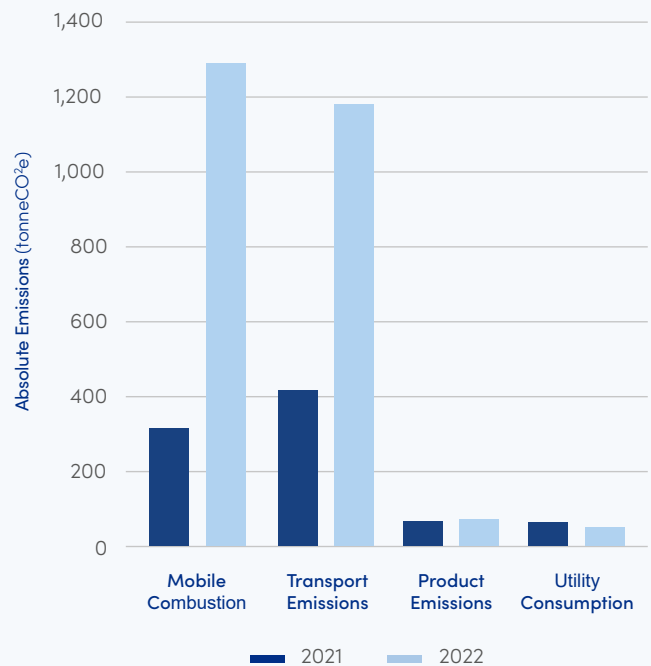
Following the acquisition of ALL NRG in late 2021 the business expanded its scope to offer integrated and aggregated maintenance solutions which extended to providing ships. As such the emissions generated for the associated fuel consumption which would have previously fallen outside SRE's defined boundary, are now included in our statistics and more accurately measure the actual carbon supply chain whether we contract for those services or not.

This change has resulted in an increase in greenhouse gas emissions reported between 2021 and 2022 with a change to the business profile.

Absolute & Intensity Performance



Emission by Source



Material Risks & Initiatives

GHG emissions related to the mobilising technicians to site poses the most significant risk to the climate. The absolute emissions in 2021 was 849 tonneCO₂e which equates to an emissions intensity of 27 tonneCO₂e per £1M revenue generated. With the addition of marine services, 2022 saw GHG emissions increase to 2,623 tonnes, which in-turn increased emissions intensity to 66 tonneCO₂e per £1M revenue generated.

Emissions Sources & Risks

Given the nature of the business GHG emissions directly associated with mobilising technicians to site poses the most significant risk to the climate. 50% of GHG emissions related to mobile combustion (Scope 1 - emissions released by owned or leased vehicles, inc. vessel) and 45% related to transport emissions (Scope 3 - emissions released by business travel). GHG emissions related to material and energy consumption is relatively immaterial at 3% and 2% respectively.

Vessel Management

Given that the business strategy is to continue to integrate new services and develop a wider supply chain for our customers, focus has been placed on ensuring the most carbon efficient vessels, cars and other forms of transportation are selected. We are intending to manage our contracts and our business operations effectively to reduce the number of operational days, and thereby reducing emissions more broadly. To achieve this the business has recruited senior commercial marine personnel with a wealth of experience in the maritime industry, and our fleet of vehicles is under review to move at an appropriate time to electric power.

Air Travel

As per our emission source analysis, business travel, specifically air travel, is a significant contributor to our overall emissions. Going forward air travel shall be limited to activities that are directly related to revenue generation and other essential trips where it is not possible to either meet virtually over videoconferencing platforms or travel by alternative means, i.e., road or rail. In parallel, we have initiated a policy to regionalise various areas of the business and to adopt a local content approach where practical to reduce the number of flights our company books each year.

Carbon Offsetting Policy

Where air travel is deemed essential, airlines shall be selected based on carbon offsetting schemes and, where this is not practical, we are investigating separately the use of carbon offsetting schemes that meet the Verified Carbon Standard, the Gold Standard or better.

Regional Office

A significant proportion of air travel during 2022 was related to mobilising Europe-based technicians to projects in Asia or between Europe and the UK. To begin to address this, we have commenced recruiting technicians in Asia and the UK to rebalance our workforce and ensure it is regionally fit for purpose.

Resource Advisor Implementation

The Groupwide Resource Advisor tool has now been fully configured and populated with historic data meaning that the tool will now act as SRE's primary source of sustainability data. This will allow business units to populate data in a more secure manner and immediately assess performance, and provide the Group function the ability to easily verify that data.





SWIRE RENEWABLE ENERGY

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