Sustainability continued

Sustainability roadmap

Ceres' ESG pillars

- Science-based climate action
- Processes that support nature
- A green transition that works for people
- Governance enabling the right decision

Tackling climate change is what drives us; we are committed to enabling a decarbonised world through our technology, and our aim is to ensure our sustainability strategy keeps pace with this ambition.

Progress achieved

- Mature reporting against TCFD towards full compliance.
- Implement initial emissions reduction initiatives in line with SBTi commitment.

- Reduce electrical consumption by 15,000kWh.
- Maintain ISO 14001 accreditation for Environmental Management Systems.

- Annual Gallup 12 employee survey completed in June 2025.
- Reduced the gender pay gap amongst Ceres employees.

- Integration of Transition Plan Taskforce framework into reporting.
- Identification of relevant clauses from The Chancery Lane Project for integration into our business contracts.

Current actions
<1 year

- Update and publish our business contract templates with minimum ESG contracting requirements.

- Maintained retention of employees at 89% from 88%.
- Continue to refine and enhance our career development and remuneration framework to our future skillset requirement and refreshed values.

- Improve monitoring and targeting of energy to identify energy hotspots and future energy improvement projects, in line with our ESOS commitments.
- Maintain zero waste to landfill.

- Continue to implement emissions reductions initiatives in line with our SBTi commitments.

Future actions
1–3 years

- Embed circular economy principles in product design, recycling and reuse targets.
- Understand product impact in service with cradle-to-grave and Scope 4 emissions analysis.

- Evaluate water impacts from our electrolyser technologies at scale.
- Embed sustainability consideration across our operations, in alignment with our net zero strategy.

- Develop a diverse and motivated workforce with a culture of collaboration, focused on our mission to deliver "clean energy for a clean world".
- Enhance our teams' skills for a green transition through growth and training.

- Implement training for contracting teams on climate-aligned drafting.
- Set an internal target for climate-aligned clause adoption in new and renewed supplier and partner contracts.

Goal

Multi-gigawatts of manufacturing capacity under licence with global partners.

Enabling significant carbon reduction versus alternative power and hydrogen production methods.