





## Sustainability roadmap

Ceres' ESG pillars



Science-based climate action



Processes that support nature



A green transition that works for people



Governance enabling the right decisions

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**



- First iteration of TCFD analysis and disclosure.
- · Created SBTi guided net zero strategy, setting near-term absolute emission targets and Scope 3 intensity targets.



- · Achieved Energy Savings Opportunity Scheme ("ESOS") compliance for energy management.
- · Achieved zero waste to landfill.



- · Exceeded 30% target for female recruitment.
- ESG KPIs integrated into Executive remuneration package.



- Refreshed our materiality matrix.
- Second publication against the Sustainability Accounting Standards Board ("SASB").



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

reuse targets.



• Embed circular economy principles

in product design, recycling and

service with cradle-to-grave and Scope 4 emissions analysis.

• Understand product impact in

- Annual Gallup 12 employee survey completed in June 2025.
- Maintained retention of employees at 89% from 88%.
- Reduced the gender pay gap amongst Ceres employees.



- Reduce electrical consumption by 15,000kWh.
- · Maintain zero waste to landfill.
- Maintain ISO 14001 accreditation for Environmental Management Systems.



## **Current actions** <1 year

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

**Future actions** 1–3 years



- Seek ISO 50001 accreditation for Energy Management Systems.
- · Evaluate water impacts from our electrolyser technologies at scale.



- 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.



• Embed sustainability consideration across our operations, in alignment with our net zero strategy.

## Goal

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

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