

SOCIAL VALUE & RESPONSIBILITY

2025 REPORT

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INTRODUCTION

AT CAPULA, WE UNDERSTAND OUR IMPACT, AND TAKE IT SERIOUSLY

We have an unwavering commitment to creating positive change for our planet, our society and our people. Our dedication to sustainability, responsibility and inclusion does not end with strong results; every achievement strengthens our resolve to go further, lead by example and help shape a better future for all.

Guided by our strategic pillars and fully aligned with our parent company, Dalkia and EDF, our focus throughout 2025 has remained on delivering meaningful, lasting impact within the communities in which we operate. These principles form a constant thread through our work, connecting our commitments to our purpose and ensuring that everything we do is grounded in doing what is right – supporting our people, acting responsibly and helping those less fortunate.

Our CSR strategy is rooted in our core values: People First, Better Together, Trusted Partners and Taking Responsibility. These values are not just statements of intent; they shape our culture, guide our decisions and define how we deliver long-term success.

This report reflects how we continue to turn intention into action, demonstrating our belief that responsible business practices are essential to sustainable growth and to the positive impact we strive to deliver.



Our responsibility to society is shaped by the choices we make every day – choices that reflect our values, guide our decisions and build trust with our customers, communities and people.

We operate transparently and ethically, embedding environmental, economic and social considerations into how we do business. Corporate Social Responsibility is not a separate strategy; it is part of who we are – woven into our culture and values of putting People First, working Better Together, acting as Trusted Partners and Taking Responsibility for the impact we create.

What makes this year's progress especially meaningful is the people behind it. By fostering a safe, inclusive and empowering workplace, we are building a culture where everyone can thrive.

Together with Dalkia, we are delivering technical solutions that support the UK's energy transition, showing how responsible business and engineering excellence can help create a more sustainable and resilient society.

As we look ahead, we remain committed to leading with purpose, challenging ourselves to go further, and ensuring the impact we create today helps build a better future for all.

Simon Coombs,
Managing Director



WE'RE PART OF A FAMILY HELPING TO ACHIEVE THE ENERGY TRANSITION

Jointly owned by Dalkia and EDF, Britain's biggest generator of low carbon electricity, we leverage the strength of our Group and support them in delivering critical support to a number of programmes that are contributing to the zero-carbon ambition. Our Social Value Responsibility is core to our identity and culture.

We are committed to behaving ethically and integrating economic, environmental and social considerations into our strategic decisions. Our values: People First, Better Together, Trusted Partners and Taking Responsibility, guide our efforts to support local communities, promote equity, diversity and inclusion and inspire future generations through Science, Technology, Engineering and Mathematics STEM education initiatives.

OUR SVR STRATEGY AND COMMITMENTS



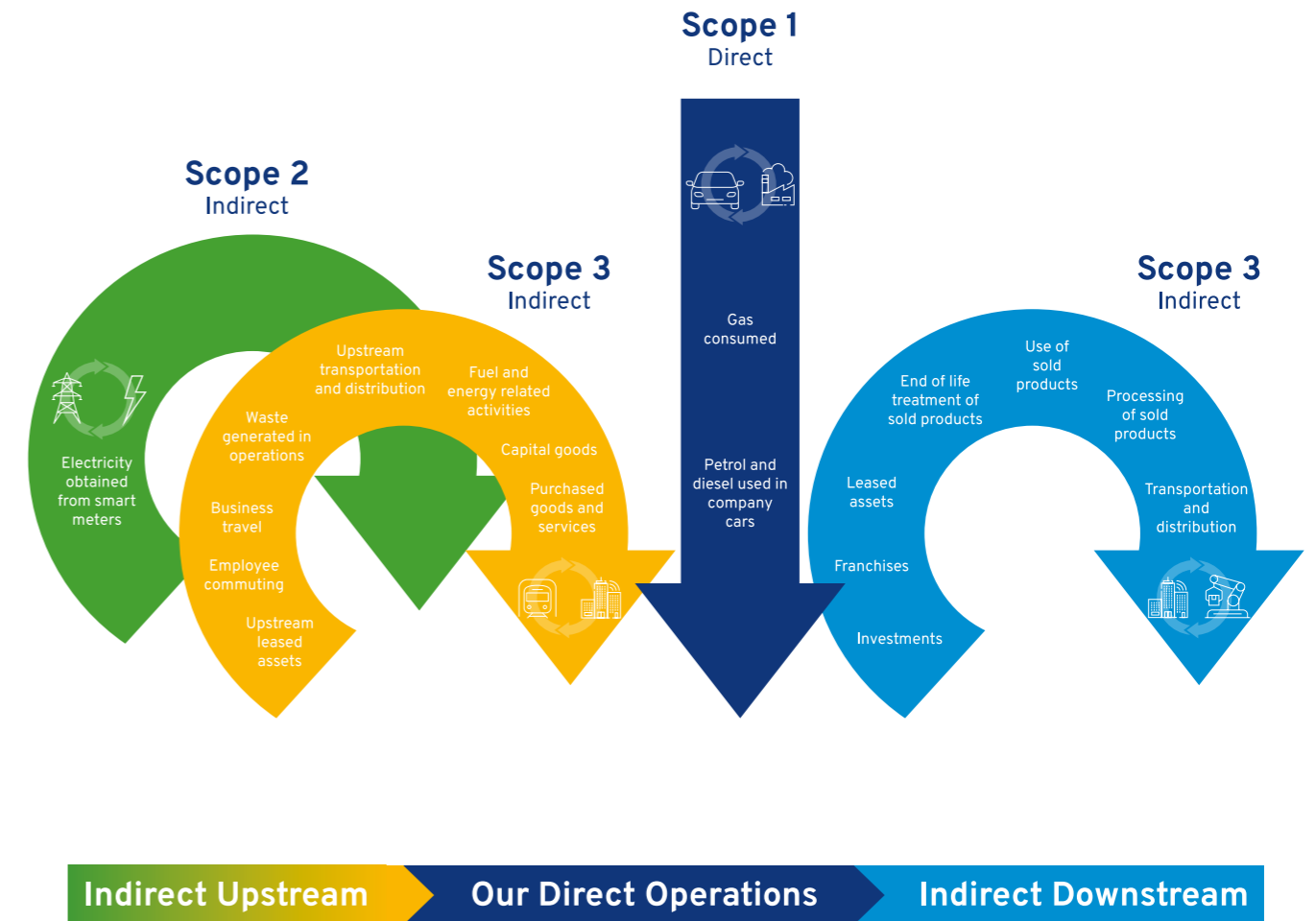
CARBON AND CLIMATE NEUTRALITY



There is no hiding from climate change – it is here. And if we are serious about the future, we must face up to our responsibility and act against global warming today. It is therefore imperative that we do our part and set ourselves ambitious targets to reduce our own carbon footprint as well as support our clients in their sustainability journey, whilst collaborating closely with our supply chain to create strong sustainable partnerships to support our goals.

DRIVING DOWN OUR CARBON FOOTPRINT

Between January 2024 and December 2025, Capula achieved a significant reduction in both its total energy consumption and carbon emissions. Total emissions fell from 335.20 tCO₂e in 2024 to 269.30 tCO₂e in 2025, a 20% reduction year-on-year, despite maintaining full operational capacity across our offices.





CLEANER OPERATIONS, LOWER DIRECT EMISSIONS

Direct emissions from company owned or operated vehicles reduced by 20%, supported by a substantial reduction in fuel consumption which dropped to 21%.

This reduction is broadly equivalent to eliminating over 115,000 kWh of fuel use - the same energy needed to drive a typical petrol car more than 350,000 miles.

POWERING PROGRESS WITH CLEANER ENERGY

Emissions from our purchased electricity fell by 12%, this drop in carbon is equivalent to avoiding over 11 tonnes of CO₂ - similar to the annual electricity use of 20 UK homes. Capula achieved this due to a cleaner grid mix and the investment of solar panels installed in 2023, which have generated over 286 MWh of electricity to date.

Electric vehicle charging rose dramatically, with EV electricity consumption increasing by 105%, while EV related emissions increased by just 75%, remaining very low demonstrating the clear environmental benefit of EV adoption compared to traditional fuel vehicles.

Even with EV usage more than doubling, the total footprint stayed tiny - roughly equal to the emissions of one petrol car driven for a single month.



SMARTER TRAVEL, SMALLER FOOTPRINT

Expensed business travel, with energy use and travel related emissions dropping by 21%, this reduction reflects better our people's increased use of virtual meetings where appropriate, enhanced travel planning and a broader company-wide effort to minimise unnecessary journeys.



ENERGY EFFICIENCY IN ACTION

The carbon intensity ratio per million-pound turnover improved by 22%, demonstrating that Capula generated more value with fewer emissions - the equivalent to avoiding the emissions of over 80 long haul flights.

Overall energy usage fell from 1,544,795 kWh in 2024 to 1,305,860 kWh in 2025 - a 16% reduction. This downward trend was consistent across our scopes and highlights operational efficiencies and investment in lower carbon technologies.



ENVIRONMENTAL POSITIVE IMPACT



Our climate ambition goes hand in hand with a strong commitment to the preservation of biodiversity, which is in an equally alarming situation as climate. We believe that change starts with awareness and training so we want to ensure that our stakeholders understand the environmental crisis we are facing.

By implementing changes to the way we operate and partnering with sustainable stakeholders we know that we can have a positive impact towards preserving the environment and the planet's resources.



GREEN VOLUNTEERING

Our people are passionate about protecting the planet and our volunteering programme enables them to take meaningful action using paid time off to support local environmental causes.



Spring tidy up by members from our Sales and Marketing team at St Thomas's Church

A team of employees assisting Dorothy Clive Gardens maintain their stunning Japanese Gardens

In 2025, over **43%** of all volunteering hours were dedicated to **environmental activities** from litter picking, gardening, planting and community garden maintenance projects. These hands-on contributions not only benefit local ecosystems but also provide colleagues with the wellbeing boost that comes from spending time outdoors and making a positive difference.



Members of our Young Professionals Network built shelters and crafted sculptures with sustainable materials at Brilliant Bamboo



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AWARENESS INTO ACTION

In March, we hosted our annual Environment Week, alongside our Parent Group, a dedicated opportunity to share sustainable practices and increase our people's environmental awareness. The week brought together a mix of activities including Climate Fresk workshops, webinars with expert speakers and a series of challenges and competitions. Colleagues contributed innovative sustainability ideas, showcased best practice from across the business and took part in organised events such as litter picking in their locality. By collaborating closely with clients and our supply chain, we increased the impact of the week and strengthened our shared commitment to environmental responsibility.



WELLNESS WILDLIFE GARDEN: AN EMPLOYEE INSPIRED WELLBEING INITIATIVE

Capula believes that wellbeing and sustainability go hand in hand which is why they are investing in a Wellness Wildlife Garden, a space designed to help employees reconnect with nature and recharge during the workday. This inspiring idea came from Tayela Jarvis Dale, winner of the Dalkia Environment Week competition, her suggestion sparked a vision that is now becoming reality.

Nestled within the Tree Preservation Order (TPO) protected green corridor that runs alongside their Head Office in Stone, Staffordshire, this beautiful stretch of woodland has given the perfect opportunity to transform this natural space into a tranquil retreat for relaxation and reflection.

In 2025, the first stage was completed: a winding path covered in recycled chippings generated from Capula's own tree waste. This simple addition has already offered a peaceful route for a short wellbeing walk or a moment away from the desk. Capula look forward to enhancing the garden with features that promote both biodiversity and employee wellbeing

SMALL CHANGE, BIG IMPACT

In 2025, Capula implemented Reusable Bag Stations to encourage environmentally responsible practices among employees. Many staff members purchase lunch daily, often using single-use bags that contribute to landfill waste. The availability of reusable bags allows our people to conveniently reduce single-use bag consumption. This initiative represents a minor adjustment in daily habits but can lead to substantial single-use plastic and paper waste reduction, cost savings and encourages a culture of sustainability in our workplace.



PEOPLE AND SOCIETY



Our people are central to our success. We are committed to creating a safe, inclusive and supportive workplace where everyone can thrive, contribute and develop. Our approach to People and Society focuses on three priorities.

SAFEGUARDING HEALTH, SAFETY AND WELLBEING

OUR SAFETY PERFORMANCE

84% OF HEALTH AND SAFETY MANDATORY TRAINING COMPLETED BY EMPLOYEES



ACHIEVED A LOST TIME INJURY (LTI) RATE OF 0 DAYS

10% INCREASE ON NEAR MISS AND HAZARD REPORTING



98% OF EMPLOYEES AGREE THEY WORK IN GOOD HEALTH AND SAFETY CONDITIONS

87% OF THE BUSINESS RECEIVED BEHAVIOUR SAFETY TRAINING



These achievements reflect a deeply embedded safety culture, driven by visible leadership, workforce engagement and a strong focus on high risk activities. Initiatives such as safety conversations, workshops, Point of Work Risk Assessment (POWRA), our support for our safety initiative called Changing Gear, and weekly high risk reviews ensure risks are identified early and managed effectively.

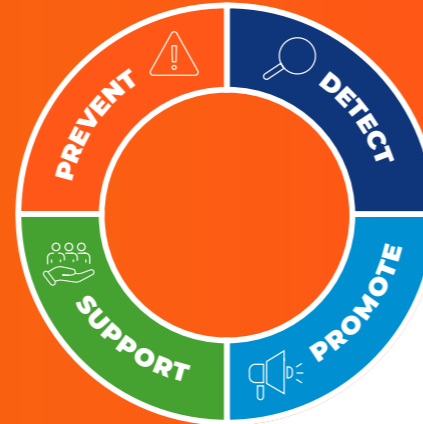
WELLBEING AT WORK

We believe wellbeing is integral to performance and engagement. Throughout the year we run targeted awareness campaigns aligned to national and international wellbeing dates, alongside a dedicated wellbeing week.

Our 2025 wellbeing plan focussed on Prevent, Detect, Promote and Support, addressing both physical and mental health.

Support includes Mental Health First Aiders, our EveryONE network, a 24/7 Employee Assistance Programme and practical tools such as the Stress Bucket and Wellbeing cards to encourage open conversations between employees and managers.

Colleagues have taken part in wellbeing webinars, awareness sessions on topics such as menopause, stress and mental wellbeing, sports and step challenges and mental health forums.



By normalising these conversations, we continue to reduce stigma and create a positive, supportive working environment.

We strengthened our mental health commitment by appointing 9 new Mental Health First Aiders. Dedicated to promoting the workplace as a safe space to talk openly about stress and mental health at work, the team will continue to build on their reputation for supporting individuals who seek additional help for a range of issues.

MENTAL HEALTH FIRST AIDER
I've got time to talk.



EVERYONE NETWORK – YOUNG PROFESSIONALS NETWORK (YPN)



We expanded the EveryONE Network to further support inclusivity, welcoming a new champion, Lucy Oldham, Junior Project Manager, who connects and empowers young adults and early-career professionals across the business.



When I first joined Capula as an apprentice our cohort gelled quickly and we built strong connections early on. But as we settled into our roles across different departments, those interactions became less frequent.

Fast forward six months to our residential trip, it was lovely to reconnect, catch up and have a sense of togetherness. That experience of being part of a wider group again sparked the idea for the Young Professional Network (YPN).

The YPN creates a collaborative and inclusive environment where every voice is heard and valued. It will offer opportunities for:

- Networking and peer support
- Personal and professional development
- Sharing ideas and experiences

Creating a sense of community across departments



Lucy Oldham, Junior Project Manager & Chair of Capula's YPN



INSPIRING ENGINEERS OF THE FUTURE

Capula is proud to support a number of local STEM events, helping to inspire and encourage the next generation of engineers. By actively participating in these events, Capula not only fosters a passion for science, technology, engineering, arts, and mathematics among young learners, but also provides hands-on experiences and mentorship opportunities.

These initiatives are designed to bridge the gap between theoretical knowledge and practical application, ensuring that students are well-prepared for future careers in STEM fields.



GROWING OUR OWN: A SKILLED PIPELINE FOR THE FUTURE

In 2025, 19 new apprentices join the business alongside 8 existing employees who are beginning or furthering their apprenticeship and higher education journey. The group will be studying a range of engineering and business disciplines at academic institutions across Staffordshire and Birmingham, with the majority undertaking programmes locally as a deliberate move to strengthen regional partnerships and support the local skills economy.

This brings our total apprentice community to nearly 79, representing nearly 20% of our workforce. This underlines the strength of our commitment to developing local talent and building a resilient, future-ready workforce in Staffordshire – ensuring the region remains at the forefront of innovation and engineering excellence.



EXCEEDING EXPECTATIONS

Four apprentices from Capula's Nuclear department, have recently graduated from University of Staffordshire with outstanding results. Callum Cartlidge, Rebekah Chesworth, Xander Cotton and Tayela Jarvis-Dale have all achieved a First Class BEng (Hons) in Electrical & Electronics Engineering.



In addition, Caitlin Howells, based in Capula's Energy department, graduated from Newcastle and Stafford College Group with a Level 5 Higher National Diploma (HND) in Engineering qualification. Caitlin also went on to win Student of Year at her Graduation Ceremony, for her outstanding dedication and positive attitude that has earned her the respect and admiration of both her peers and the wider faculty.



LEARNING AND DEVELOPMENT

The role we play means we are committed to building, shaping and nurturing engineers of the future. Providing robust and tailored learning and development programmes is fundamental to our commitment to ensure our people have the skills and capabilities they need to meet and exceed customer expectations.

A new resource launched in 2025, Career Progressions Roadmaps were designed to support our people's career development, each roadmap outlines the knowledge, skills and behaviours required to progress their career.



+600hrs
spent supporting school and college STEM and apprenticeship events



+£10K
social value delivered via STEM and apprenticeship events at schools and colleges

100%
of employees with career development plans in place

+30k hrs
of training delivered, the equivalent to £3,000 per person

RESPONSIBLE LOCAL DEVELOPMENT



We are committed to acting responsibly in the communities where we operate. We uphold high ethical standards, engage openly with stakeholders and generate meaningful social value through our projects, partnerships and people.



HIGH ETHICAL STANDARDS OF BUSINESS CONDUCT

Integrity underpins everything we do. Our ethics training covers topics including modern slavery, bribery and fraud prevention, and whistleblowing. In 2025, 65% of our workforce attended Ethics training reinforcing a strong culture of accountability and trust.

We're proud to have a client satisfaction rate of >85%, this achievement reflect our strong partnerships and our focus on delivering responsibly for our clients.



LEADING THE WAY IN CREATING A NETWORK OF BEST PRACTICE

We were pleased to be recognised as a new member of **The 5% Club**, reinforcing our ongoing dedication to skills development and early career opportunities. By joining The Club, we continue our commitment to being an employer that actively invests in its people and supports long term capability growth across our industry.



CHARITY PARTNERSHIP

In April 2025, alongside Dalkia UK we joined in a new two-year partnership with the **British Heart Foundation (BHF)**. This partnership supports lifesaving research, education and wellbeing initiatives, aligning closely with our focus on health and prevention.



We were proud to host the British Heart Foundation for an inspiring Lunch and Learn session, where colleagues got hands-on with CPR training, learning a skill that could one day save a life.



INTRODUCING OUR DONATIONS & SPONSORSHIPS COMMITTEE

We were delighted to launch our newly formed committee, established to support our continued SVR objectives, the Committee helps to better oversee, plan and implement the coordination of all sponsorship and donation activities across the business.

By streamlining requests our people can use a simple form to submit a request on behalf of their own fundraising efforts or on behalf of a registered charity or a company that they would like us to support.

We have supported our people's fundraising initiatives, including those who participated in marathons, engaged in running, walking and cycling over extensive distances, completed The National 3 Peaks Challenge, among other notable achievements, the Committee has donated and sponsored over £10,000 to various causes through these requests.

We sponsored two teams of employees who proudly represented the company at the Staffordshire Chambers of Commerce Charity Business Football Tournament, held in partnership with Leek Town FC.



Sponsored a team of to take part in the HPC Charity Golf Day 2025 at Taunton & Pickeridge Golf Club raising money for Alzheimer's Society, Prostate Cancer UK, and Bridgwater Foodbank (Trussell Trust).





Donated materials to Painsley Catholic College for their annual Rocket Day.



We sponsored a team to compete in the Combined Charity's inaugural Golf Day at Trentham Park Golf Club, who celebrated the achievements of individuals supported by North Staffordshire Combined Healthcare's Neuropsychiatry services.



Sponsored 3 teams of our employees who took part in KNOT a Sports Day - a Staffordshire Team Building and Fundraising Event raising money for a variety of local charities.



Sponsored Little Stoke Cricket Club Ladies Section Kit & Grounds Board

VOLUNTEERING

We support employees who are undertaking community or charitable activities with 2 days paid leave. We are extremely proud of people's volunteering efforts, which demonstrate their commitment to making a positive impact in our communities and embody the spirit of giving that Capula values so highly.

£20,000
social value delivered to local community projects

Our apprentices joined the Foxfield Railway Christmas wrapping event.



Members of our Production team rolled up their sleeves and volunteered their time to support The Stone Food & Drink Festival - helping with event setup and making sure everything was ready for a brilliant weekend.



A team of employees joined Hearts and Hands, preparing food hampers ready for those in need.



We were delighted to see our people volunteer at their local British Heart Foundation store, organising items ready for sale.

+1,000 volunteering hours given to local community initiatives

SOCIAL VALUE REPORTING

We strengthened our approach to measuring impact through enhanced Social Value reporting, using a comprehensive platform, Compliance Chain. This enables us to set contract specific targets, track delivery and provide transparent reporting to clients and stakeholders. By capturing and sharing outcomes, we demonstrate how our work creates lasting benefits for the communities in which we operate.