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About Enerveo

Enerveo is one of the largest electrical contracting businesses in the UK, offering a wide variety of services ranging from street lighting and EV installations to test and inspection services.

We deliver everything within the highways electrical sector, from straightforward solutions to highly complex energy infrastructure projects through an end-to-end approach, using innovation and collaboration to better our industry.

We harness our experience and heritage gained over the years to shape our future and provide the assurance needed when designing and building energy infrastructure. Our history of engineering excellence allows us to address strategic and day-to-day challenges, offering practical, safe, sustainable services, improving resilience and keeping critical assets operating effectively.

Protecting the environment around us as well as within the communities we serve is at the heart of our business and we actively embrace a culture where safety and environmental protection are at the forefront of our operations.

Our project delivery is underpinned not only by a focus on rigorous safety processes but also by our unrivalled technical expertise that enables us to deliver first-class solutions to our customers.



A statement from Peter Schoeneberg, Managing Director



Welcome to our latest sustainability report.

Since we began tracking our sustainability progress as a standalone company in 2021, I am proud to say that we have continued to build on our progress year after year.

Over the last year, the cumulative effect of these actions has been a **49%** reduction in our overall carbon footprint.

Several key factors have contributed to our success, and our focus on these has yielded significant dividends.

A key driver of our success has been our commitment to improving fleet efficiencies.

As of 2025, we now maintain a core fleet in which every vehicle is actively utilised. This, in turn, has had a positive impact on our fuel usage and carbon emissions, reducing any unnecessary waste.

Technology has also played a crucial role in maximising these efficiencies. The rollout of telematics (46% of our commercial fleet is currently tracked) has provided valuable insights into driver behaviours, affording us the ability to improve driver actions as well as reduce our carbon footprint through more conscious and efficient driving.

We can now proudly say that 95% of our company cars are either electric or PHEV, and we have phased out all diesel vehicles. We are continuing work to phase out any remaining petrol vehicles as we continue to transition to a cleaner fleet.

What we do as a business is at the forefront of helping our customers accelerate towards their net zero goals, and our Mayflower Central Management System (CMS) takes on a crucial role in helping them achieve this. The ability to fully control and monitor the output of LED streetlights remotely gives customers the ability to dim or switch off lights when not required, dramatically reducing carbon output whilst saving energy.

It is also a system that helps us operate more sustainably for our customers. Remote monitoring and control capability means that Mayflower significantly reduces the need for site visits and, in turn, lowers vehicle mileage and emissions, contributing to the net zero targets of both our customers and Enerveo.

It is important to make our sustainability information available to our stakeholders, so we have taken the decision to release this report in advance of our 2025-26 financial accounts.

A full version of the report, including headline financial information, will be available in due course.



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Safety

is our number one priority. We continue to have an industry-leading safety record



Driving excellence

Broadest scope of services through the full lifecycle of a job from planning to installation and maintenance



HV knowledge

In 2025, we managed over over **900** HV customer sites and **1,200** networks across the UK and Ireland with the largest team of SAPs and craftsmen



National reach, local experts

Working across the UK & Ireland



Innovation

in decarbonisation, energy efficiency and embedded generation

Versatility

We have the ability to facilitate projects across a variety of areas and skill sets including process industries, power distribution, mechanical, engineering and private networks - across our entire customer base

Expertise

At the end of 2025, we had a total of **954** employees. This total included **43** apprentices. We love to grow our talent from scratch



Investment in people

Through learning & development programmes aligned to our safe system of work

National reach, local experts

With **48** regional locations operating in 2025 throughout the UK and Ireland, we build long-standing relationships, supporting critical infrastructure for over **430** customers

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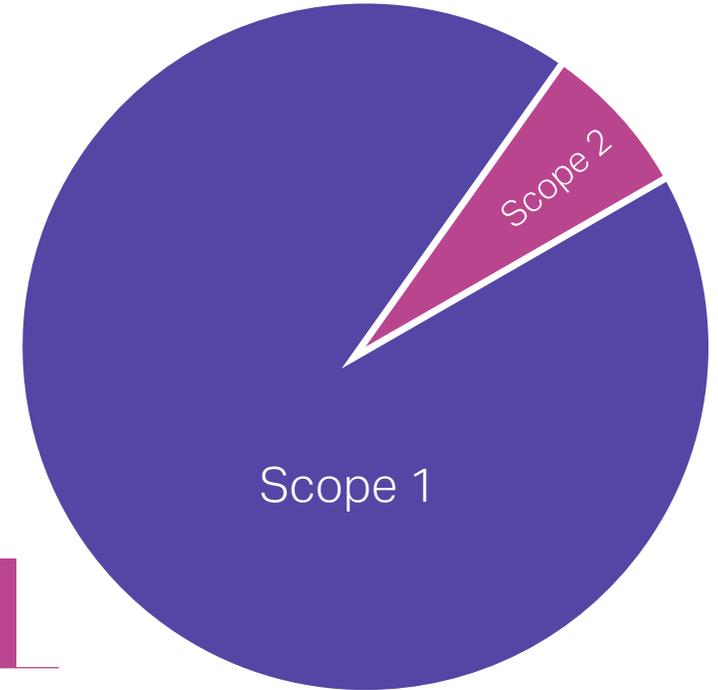
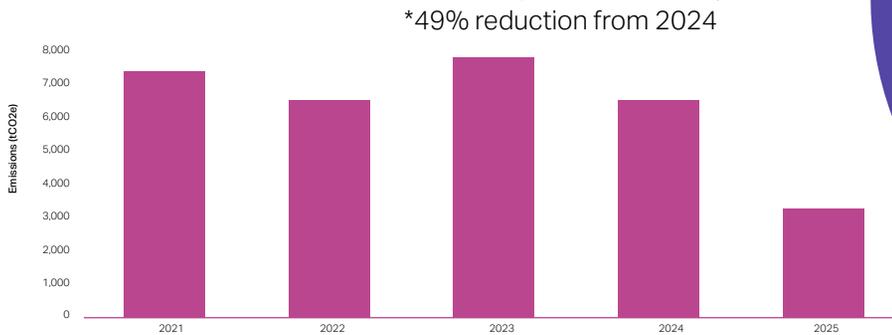
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Enerveo carbon footprint by scope

Scope 3 excluded from 2025 report

Scope 1	3,059
Scope 2	222
Total emissions (tCO₂e)	3,281*



Enerveo's carbon footprint

3,281 tonnes

>4.5m KWh/year



Savings for customers: 2025 lighting projects

Fleet sustainability

This report highlights the significant sustainability progress achieved in 2025 compared to 2024, and sets out our positive outlook for 2026.

Key achievements

- Fleet stability achieved - only actively utilised vehicles remain on the fleet
- Plug-in Hybrid Electric Vehicle (PHEV) growth: 62 → 100 (+61%)
- Diesel cars eliminated (41 → 0)
- Driver training fully integrated into Learning Management System with telematics monitoring for behaviour management

Fleet stability and future focus

Since 2023, our fleet has moved into a more stable and efficient position, ensuring that only vehicles actively utilised remain on the fleet. This achievement reflects our commitment to operational discipline and sustainability.

2026 outlook

Looking ahead to 2026, we are planning two major initiatives:

- A vehicle procurement exercise for the Highways Electrical fleet, focusing on improved utilisation and exploring the potential introduction of some smaller EV vans based on usage, mileage, and logistics
- A company car procurement exercise which may include salary sacrifice schemes, creating greater opportunities to expand electric car adoption

These steps will strengthen our sustainability strategy, reduce emissions, and ensure the fleet continues to deliver value and innovation.

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Improvements since 2024

Building on the foundations set in 2024, we have made significant progress in 2025:

- **Fleet stability:** We now maintain a fleet where every vehicle is actively utilised, reducing waste and improving efficiency
- **Vehicle mix:** Diesel cars have been eliminated, and PHEV adoption has surged alongside EV growth
- **Fuel and emissions:** Despite mileage growth, diesel usage remained stable, and we focused on reducing fuel intensity
- **Driver training:** We have fully integrated driver training into our online LMS system, ensuring all drivers complete sustainability-focused modules
- **Behaviour management:** Telematics and LMS integration allow us to monitor and correct bad driving behaviours, improving safety and reducing emissions

2026 recommendations to reduce fuel usage

- **Maximise PHEV charging:** Require drivers to charge at depots or at home and to avoid running PHEVs on petrol
- **Expand EV strategy for vans:** target city and short route vans first; potentially pilot 20 units to replace petrol vans introduced in 2025
- **Driver coaching:** Eco-driving and idling reduction, focusing on van drivers where diesel consumption is highest
- **Route and load optimisation:** Use telematics to minimise detours and ensure right vehicle for job (avoid petrol vans on long routes)
- **Maintenance and tyres:** Maintain optimal tyre pressures and alignment



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Company information

Enerveo Limited is a limited company (company registration number 02317133) owned by SSE plc. The registered address is Unit 34, Palmerston Business Park, PO14 1DJ.

Reporting period

The reporting period covered by the sustainability report for 2025 references the calendar year 1st January 2025 to 31st December 2025. This reporting year does not match the current Enerveo financial year, but has been selected to mirror historic sustainability reports.

Social impact – our employees

Our people are our greatest asset, and we take their safety seriously.

Moving into 2026, we will continue to target the reporting of both safety and environmental hazards to help us further reduce our accident and incident frequency rates.

The following measures relate to our people, in calendar year 2025:

- **957** employees and **265** contingent workers (average)
- **43** apprentices on our programme in 2025, with plans to recruit **5** more in 2026
- Accident & Incident Frequency Rate (AIFR) = **1.43**
- **0** fatal accidents
- **9.5%** 12-month rolling voluntary employee turnover
- **79%** of employees have completed diversity and inclusion training
- **17%** of senior managers are female
- Enerveo is now one of almost **16,000** UK businesses that have voluntarily committed to paying the real Living Wage rate - a wage that meets the costs of living, not just the government minimum.



We are a
**Living
Wage**
Employer

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Environmental impact – carbon

Reasons for change in emissions

In 2025, there was a further reduction across our property portfolio. Enerveo vacated six properties to better align with our customer obligations and geographies. A major shift towards plug-in hybrid and electric vehicles was seen across the fleet along side a significant reduction in business miles driven.

Quantification and reporting methodology

In compiling this report, we have followed the [UK Government environmental reporting guidance](#) and we have calculated our carbon footprint, using the 'UK Government's GHG Conversion Factors For Company Reporting' calculator. Our figures relate to the required elements of each Scope (1 & 2) category, rather than the optional elements. The scope tables ([located on these pages](#)) demonstrate where data has been excluded for the 2025 Enerveo report.

Organisational boundary

We have used the financial control approach to defining the organisational boundary. This report covers the carbon footprint for Enerveo Limited only. Future reports will also include Enerveo Ireland Limited.

Please note that Enerveo operates a number of Private Finance Initiatives (PFIs), e.g. for street and sign lighting. Although Enerveo pays the electricity bills for these initiatives, both the cost and the impact is seen as one for the public sector clients we are supporting. As a result we will not include the energy usage associated with street and sign lighting in this report, but to clearly exclude the consumption and emissions from Enerveo's own carbon footprint.

Operational scopes

We have measured our Scope 1 and 2 and excluded Scope 3 emissions from our 2025 report. Where we have not estimated a percentage for exclusions, the estimation has not yet been carried out.

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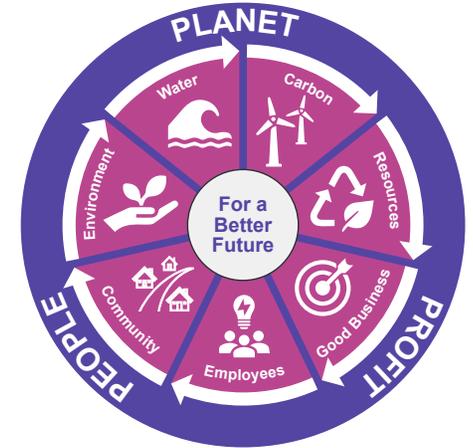
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We have developed our fourth carbon reduction report in accordance with Government guidelines and with our commitment to 2050 Net Zero.

We have been developing our sustainability strategy since 2021, which was the first year of Enerveo as a standalone business. Our strategy is based on the three pillars of sustainability - Environmental ('Planet'), Social ('People') and Economic ('Profit').

It then further subdivides into seven key segments. We have developed robust baseline data for each segment and associated targets, both for our own improvement and to assist others with their aspirations.



Planet		Profit			People	
Carbon	Water	Environment	Resources	Good Business	Employees	Community
How are we doing? (Measuring, monitoring and reporting)						
Positive operations (What we are doing - positive impacts of our expertise)						
Travel & buildings (Managing impacts of fleet, transport, travel and buildings)						
Working together (How we work with suppliers, customers and environmental organisations)						
Doing the right thing (Complying with legal requirements, procurement documents and stakeholder expectations)						
Managing progress (Using our integrated Quality, Environmental, Health and Safety Management Systems to control our activities)						
Changing with the climate (Recognising the risks and adapting to climate change and any other major changes outside our immediate control)						

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SCOPE 1 in metric tonnes CO ₂ e	2025	Specific exclusions	Estimations
Gas consumption	36.95	None	In limited cases
Owned or leased transport	3022.55	None	In limited cases
Process emissions	N/A	N/A	N/A
Fugitive emissions	Excluded	Emissions from air conditioning and refrigeration equipment excluded due to difficulties in data collection. Further work is to be undertaken to establish materiality and data collection methods.	N/A
Total Scope 1	3059.5	N/A	N/A

SCOPE 2 in metric tonnes CO ₂ e	2025	Specific exclusions	Estimations
Electricity (Enerveo operations)	173.82	None	In limited cases
Electricity (Solar)	0	(9,837kWh)	In limited cases
Transport (Hybrid & electric)	48.22	None	N/A
Electricity (PFI)	This is paid for by Enerveo and then back-charged to the client and therefore is seen as part of our client carbon footprint.		
Total Enerveo Scope 2	222.04	N/A	N/A

Enerveo gross and net CO₂e emissions

Year	2025	2024
Gross emissions tonnes CO ₂ e	3281.54	6451.99
Exported renewable electricity reduction	0	0
Offsets	N/A	N/A
Net emissions	3281.54	6451.99

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Base year

Enerveo's first year of trading as a standalone business was 2021.

Targets

At the time of writing this annual report, our strategy and targets are being finalised. The target to reach Net Zero carbon emissions by 2050 remains and the strategy is within the annual report. The short, medium and long-term targets will be publicised as soon as they have been finalised.

Data assurance

The 2025 report has been assured internally. Independent assurance will be investigated for future reports.

Carbon offsets/compensation

The potential for the use of carbon offsetting/ carbon compensation will be investigated as part of the *Enerveo: Our Sustainable Future* strategy. Small amounts of carbon offsetting have been undertaken as part of individual projects, but have not been formally recorded.

Electricity

Electricity purchased for Enerveo's own use or consumption: 982,042kWh.

In addition, the electricity procured under a 'green energy tariff' is (Solar Energy): 9,837kWh.

Gas

Gas consumed in the heating of Enerveo premises: 201,949kWh

Fuel usage

During 2025, the business used the following amounts of fuel in our commercial fleet:

- 1,047,455 litres of diesel
- 75,848 litres of unleaded petrol

Our company cars covered the following mileage.

Business mileage (company cars)	Miles
Diesel	0
Petrol	734,756
Hybrid	314,896
Electricity	86,698
Total	1,136,350

Heat generation

We have not generated any heat for export.

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Best Highways Decarbonisation Award

Project Overview

Islington Council was the recipient of the 'Best Highways Decarbonisation Award' for their PFI Lantern Replacement Programme, converting traditional street lighting to LEDs and achieving significant reduction in energy usage. Enerveo is the PFI contractor for Islington Council.

Summary of the project including pre and post data and carbon impacts:

Islington Council's PFI Partnership Lantern Replacement Programme has delivered a borough-wide upgrade of 11,373 streetlights, replacing outdated discharge lamps with high-efficiency LEDs across both standard and heritage lanterns.

Delivered in two phases (2017–2025), the project applied bespoke road designs to BS5489-1:2013, zero upward light, and optimised optics for environmental benefit. A Central Management System (CMS) was incorporated to enable remote monitoring, dimming, and fault detection, unlocking further energy savings and operational efficiencies. The collaborative initiative between the PFI partners demonstrates how lighting assets can support the pathway to zero carbon in local highways, achieving over 60% reduction in connected load and an estimated annual saving of 737 tonnes of CO₂.

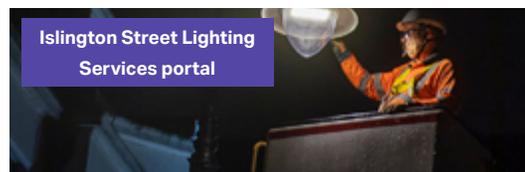
Beyond carbon, the project improves safety and quality and reduces waste by eliminating hazardous materials. Innovations including Constant Light Output (CLO), and bespoke optical designs make this approach scalable across the UK, delivering measurable carbon benefits, financial benefits, enhanced public safety, and longer-term savings.



Carbon Benefits

- **Energy/carbon:** >60% total reduction in connected load across the PFI public lighting estate. (approximately 737 tonnes of CO₂)
- **Reduced operational carbon:** Reduced inspections and call-outs thanks to 20-year lifespan of LEDs, lowering fuel use and emissions
- **Environmental:** Removal of hazardous materials such as mercury and a 50% reduction in sky glow
- **Safety & quality:** Improved visibility and perceived safety, reduced glare and intrusion

External Links



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This borough-wide LED streetlight project delivers measurable carbon and energy savings while transforming night-time environments. The project showcases innovation through advanced LED technology adapted for both standard and heritage lanterns, proving that complex environments can achieve sustainability without compromising aesthetics or compliance. Features such as Constant Light Output (CLO), bespoke optical designs, and a zero-tilt policy ensure consistent performance and minimal light intrusion, making the approach highly replicable across UK locations with similar heritage challenges.

The integration of a Central Management System (CMS) adds a future-ready dimension, enabling remote dimming, fault detection, and adaptive lighting control that can not only drive further carbon reduction but also enhances public safety and supports initiatives to reduce violence against women and girls by improving

visibility and creating safer streets. CMS functionality unlocks cost-saving potential for future initiatives through reduced maintenance and dynamic energy management. Supported by robust evidence including pre/post wattage data, BS5489-1:2013 compliance, and positive stakeholder feedback, this project goes beyond carbon reduction to deliver improved safety, reduced waste, and long-term operational efficiencies.

- **Real-world impact:** Borough-wide deployment delivering quantifiable CO2 savings and reduced energy costs
- **Innovations:** Constant Light Output (CLO), and incorporated CMS to enable future innovation
- **Evidence:** Pre/post wattage data for standard and heritage lanterns as above
- **Beyond carbon:** Improved safety (CRI, glare control), cost savings through achieved lower energy and maintenance



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South Coast LED Upgrade Project

Project Overview

Enerveo is delivering a series of large-scale LED lantern replacement programmes across multiple local authorities, supporting the transition away from obsolete and non-compliant lighting technologies toward modern, energy-efficient LED solutions. These programmes respond directly to the Restriction of Hazardous Substances (RoHS) Directive and the UK Ecodesign Regulations, which continue to phase out a range of traditional discharge lamps.

By designing and installing LED lanterns on existing lighting assets, the projects minimise disruption, reduce embodied carbon associated with full column replacement, and provide a rapid pathway to compliance, decarbonisation, and long-term operational resilience.

A key commercial enabler of these schemes is an agreed funding mechanism whereby 75% of the energy savings generated by the LED conversions are reinvested into the replacement programme, allowing authorities to progress upgrades at pace while mitigating budget pressures and avoiding future obsolescence risks.

Objectives

- Replace obsolete and non-compliant lanterns with high-efficiency LED technology
- Achieve significant reductions in energy consumption and carbon emissions
- Maintain existing lighting assets where feasible to reduce cost and embodied carbon
- Deliver high-volume replacement programmes safely, efficiently, and at scale
- Provide authorities with a commercially sustainable route to modernisation

Client Authorities



Scope of Works

Hampshire County Council

- 9,395 LED lanterns replaced
- 1-year programme

Southampton City Council

- 8,366 LED lanterns replaced
- 1-year programme

West Sussex County Council

- 65,249 LED lanterns replaced (including Mayflower CMS stock)
- 4-year programme

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Mayflower Control

As a market leader, our Mayflower Smart Control Central Management System (CMS) provides a 21st Century solution for the management of exterior lighting and associated illuminated equipment.

Our Mayflower CMS allows full control and monitoring of each individual lighting unit, allowing the light output to be dynamically controlled. The system is comprised of 'nodes' installed on lanterns which send and receive data, enabling full and effective asset management.

Mayflower is one of the UK's leading CMS, with the largest installation in the UK and one of the largest CMS deployments globally.

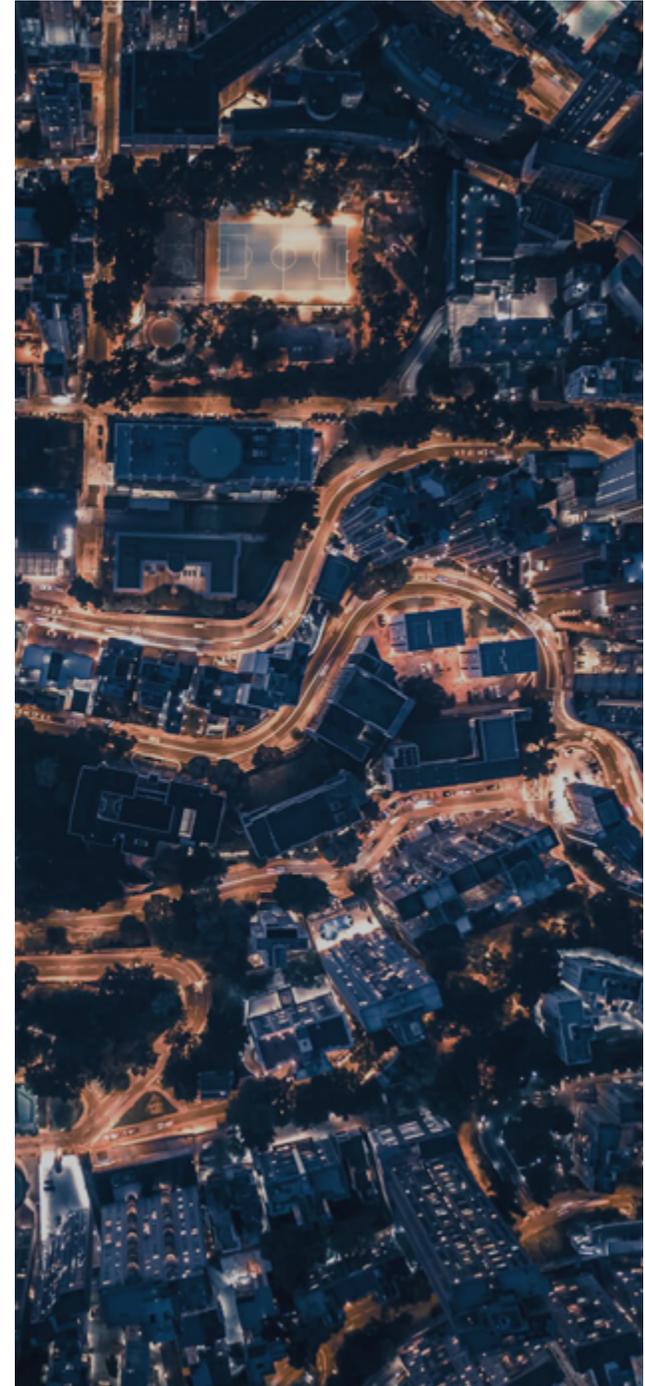
The platform is currently deployed across approximately 390,000 lighting units for 18 local authorities in the UK and Ireland, including major county-wide schemes such as Hampshire County Council and Southampton City Council. The Hampshire PFI alone operates more than 157,000 lighting units on the Mayflower CMS.

The Mayflower CMS has received Elexon approval and can now be used as an equivalent meter for measuring energy usage. The Mayflower CMS plays a key sustainability role by ensuring lighting units are run as efficiently as possible, switching them off or dimming them when they are not needed.

This reduces electricity consumption, cutting both operational costs and carbon emissions associated with that energy use, and ultimately helps our customers with their net zero goals.

Whether it's new or existing lighting or signage installations, Mayflower can give you the power to take control.

This consists of three key products: the Node, the Sub Master and the Back Office System. These three products, together with a socket which allows a Node or Sub Master to be fitted to a lantern, communicate and provide a comprehensive system of control and monitoring.



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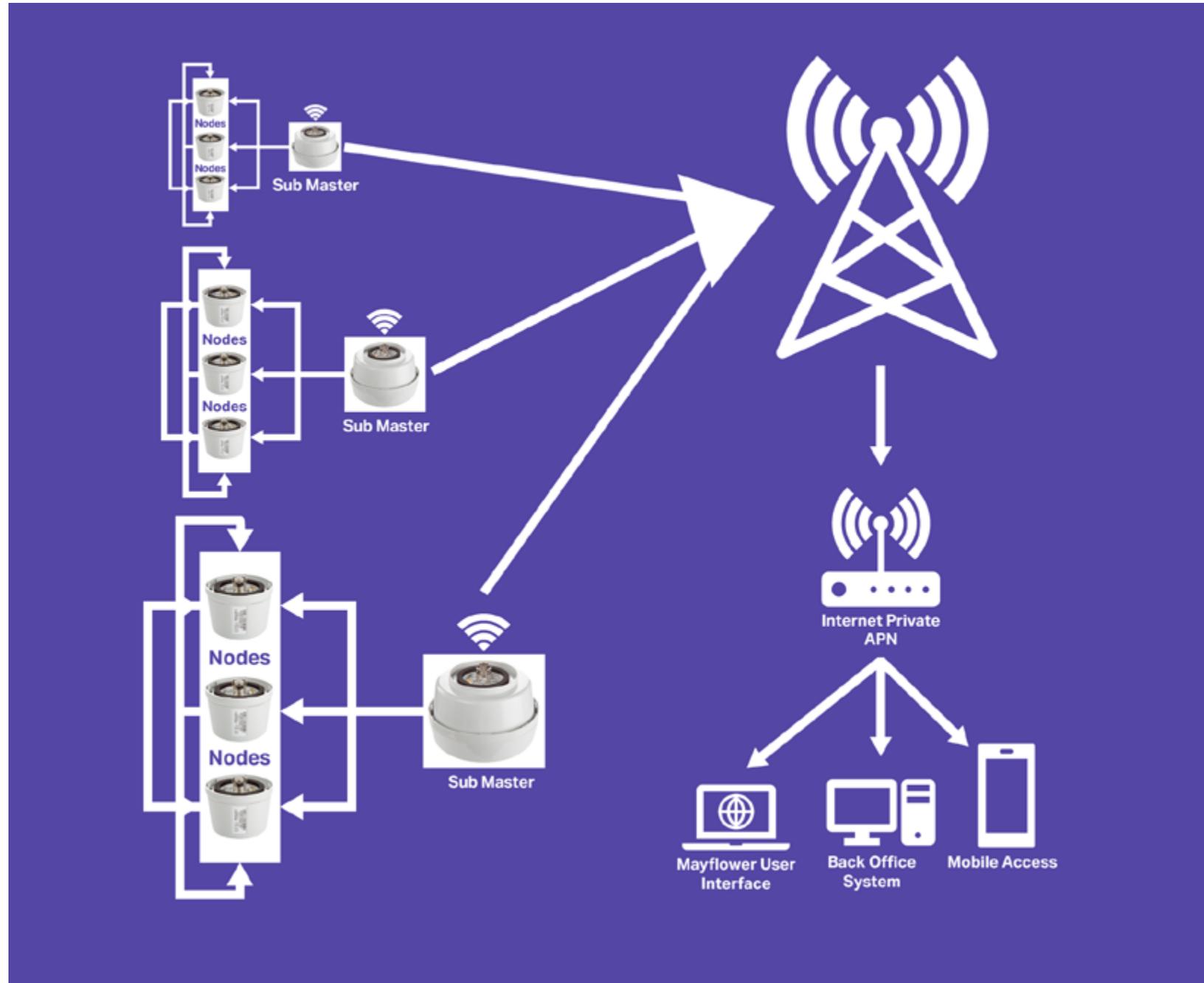
BOARD DIRECTORS

Our leadership team

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Back Office System

The Back Office System is the brain of the Mayflower CMS. It issues commands to the Sub Masters, which in turn issue commands to the Nodes. It also receives the information from the Nodes, through the Sub Masters, allowing data to be recorded and analysed.



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Best Highways
Decarbonisation Award

South Coast LED Upgrade
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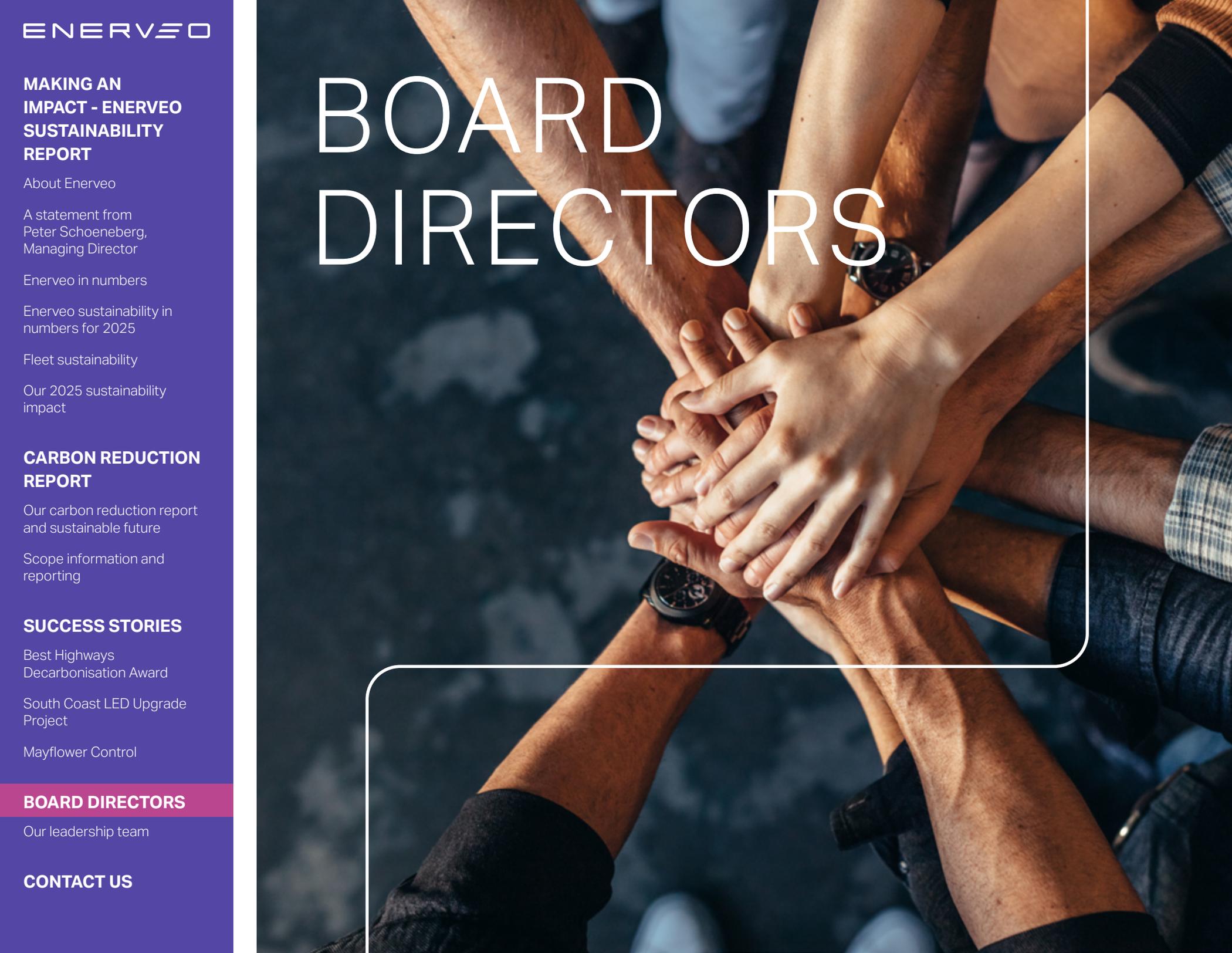
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Managing Director



Jonathon Humphries
Group Commercial Director



Anne Leivers
Interim HR Director



Patrick Rooney
Director of Highways Electrical



Wes Mason
IT Director



No'maan Qureshi
Finance Director



Sandy Hamilton
Operational Excellence Director

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Contact us

If you'd like to learn more about how
Enerveo can help your business, get
in touch:

E: enquiries@enerveo.com

W: www.enerveo.com



Enerveo is a trading name of Enerveo Limited.

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