Future.Ready

Making net zero a reality

ESG Report 24/25

ElectroRoute

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Message from **Our Co-CEOs**

Future Ready: Leading the Clean Energy Transition

At ElectroRoute, our mission has always been clear: **to make net zero a reality.** As we reflect on the past year, we are proud of the strides we have made in advancing this mission; enabling a cleaner, more resilient energy future while navigating a rapidly evolving global energy landscape.

The energy transition is no longer a distant ambition - it is a pressing necessity. Across the globe, we are witnessing unprecedented investment in renewable energy, innovative technologies, and market frameworks that support decarbonisation. At the same time, the challenges of intermittency, market volatility, and regulatory complexity demand bold solutions and collaborative leadership. At ElectroRoute, we are uniquely positioned to meet these challenges head-on, leveraging our expertise, technology, and values to lead the way.

> At ElectroRoute, our mission has always been clear: to make net zero a reality

Our Role in the Energy Transition

In FY 2024/25, ElectroRoute facilitated the trading of 829,473 MWh of renewable electricity, resulting in the abatement of an estimated 226,822 tonnes of CO_2e—a figure that is 44 times greater than our own operational carbon footprint.

These achievements underscore the critical role we play in optimising renewable energy, reducing curtailment, and unlocking flexibility through technologies like battery storage.

Our proprietary CORE platform remains at the heart of this effort, enabling real-time trading and optimisation of renewable energy assets across more than 40 markets in Europe and Asia. By helping our clients to maximise the value of their renewable portfolios, we are not only driving positive financial outcomes but also contributing to system-wide decarbonisation.

A Commitment to Innovation and Integrity

ElectroRoute's success is built on a foundation of innovation, integrity, and purpose. From pioneering solutions in biomethane trading to advancing battery optimisation strategies, we are constantly exploring new ways to support the clean energy transition. Our collaboration with partners like Greencoat Renewables plc, NTR plc, DHL, and Microsoft demonstrates the power of partnerships in driving meaningful, scalable impact. Equally important to us is our commitment to operating responsibly. As a wholly owned subsidiary of Mitsubishi Corporation, we adhere to the highest standards of governance, transparency, and ethical conduct. This commitment extends to our employees, clients, and the markets we serve, ensuring that our growth is grounded in accountability and shared value creation.

Our People, Our Values

At the core of ElectroRoute's success is our people. Their dedicated commitment to our corporate values of Excellence, Curiosity, and Humanity underpins every decision we make and serves to enhance the outcomes created on behalf of our clients. Whether it's enabling clients to navigate complex markets, optimising renewable energy dispatch, or fostering a culture of inclusion and growth; our team embodies the values that define who we are.

In FY 2024/25, we invested over 2,000 hours in employee training through the ElectroRoute Academy, equipping our team with the skills and knowledge needed to lead in a dynamic energy environment. Initiatives like our Diversity, Equity and Inclusion programmes and flexible working arrangements reflect our commitment to creating a workplace where everyone can thrive.

Looking Ahead

As we look to the future, our focus remains clear: to scale our impact, deepen our partnerships, and continue innovating for a carbon free system. The challenges ahead are significant, but so too are the opportunities. By expanding our renewable energy trading capabilities, enhancing data transparency, and exploring solutions for technologies such as energy storage, we are confident in our ability to drive positive change.

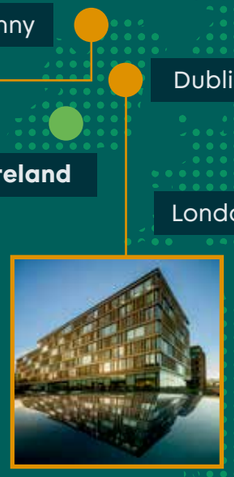
The journey to net zero is one that requires collaboration, innovation, and resilience. At ElectroRoute, we are proud to play our part in shaping a world powered by clean energy—one that is sustainable, equitable, and resilient.

As we continue to grow and evolve, we remain committed to delivering meaningful contributions to the energy transition and to creating long-term value for all of our stakeholders.

Donal Flynn and Caoimhe Giblin
• Co-Chief Executive Officers

About ElectroRoute

ElectroRoute is an international energy trading and services company founded in Dublin in 2011 with a clear mission: to make net zero a reality. From our inception, we have focused on enabling a future powered entirely by clean energy - not as an abstract ambition, but as a practical, commercial and operational imperative.



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Sweden
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Japan
Tokyo

Where We Operate

Operating at the intersection of energy markets and the global clean energy transition, ElectroRoute has grown to become a trusted partner for clients navigating the complexities of renewable energy integration, market access, and flexibility solutions. Today, we operate in over 40 energy markets and exchanges across Europe and Asia, with offices in Ireland, the United Kingdom, and Japan.

Office location Active trading market

Our Services

ElectroRoute provides a comprehensive range of energy trading and market services designed to support the transition to a more sustainable energy system. These services include:

- Power, green, and gas trading
- Corporate Power Purchase Agreements (PPAs)
- Fixed price revenue guarantee structures
- Renewable balancing and market access
- Battery and flexible asset optimisation

By combining deep expertise in energy markets with cutting-edge digital infrastructure, we help our clients maximise the value of their renewable assets, navigate market volatility, and contribute to system-wide decarbonisation.

Our Impact

In FY 2024/25, ElectroRoute managed over 2 GW of client assets and executed on average 5,200 trades per day.

During the same period, we facilitated the trading of 829,473 MWh of renewable electricity, supporting the abatement of an estimated 226,822 tonnes of CO_2e —a figure that is **44 times** our own operational carbon footprint of 5,211 tCO_2e.

In addition to our work in renewable electricity, our work in enabling the transition to cleaner energy solutions has supported significant emissions reductions in the transport sector. By facilitating the integration of biomethane as an alternative to diesel, we have helped our clients achieve an estimated reduction of approximately 5,000 tonnes of CO_2e. This underscores the potential of biomethane as a key enabler of decarbonisation in challenging sectors such as transport.

These achievements highlight our role in enabling cleaner, more resilient energy systems. By optimising renewable energy generation, reducing curtailment, and unlocking flexibility through battery storage and other innovations, we are helping to drive the global transition to net zero.

Our Values

While technology is critical to our delivery, it is our people, and the values they bring to every decision, that truly define who we are. We operate with **Excellence**, demanding quality in everything we do. We lead with **Curiosity**, challenging assumptions to uncover better, cleaner ways to work. And we act with **Humanity**, recognising that people, partnerships, and purpose are at the heart of lasting impact. These values are more than words - they guide our decisions, shape our culture, and ground our growth.

ElectroRoute is built on the belief that innovation and purpose can drive meaningful change. By navigating the complexities of energy markets, we are helping to create a cleaner, more sustainable future for all.

Caoimhe Giblin • Co-CEO

Our Governance

ElectroRoute Holdings Limited is a private company limited by shares, incorporated in Ireland, and operates under NACE Code D74.15 – management activities of holding companies, with turnover of €753.7 million and 124 employees as at March 2025. Offices are located in Dublin (headquarters), Letterkenny, London, and Tokyo, with no biodiversity-sensitive sites identified. Practices and policies are disclosed throughout the report; in line with company practice, no policies are publicly available. Since 2022, we have been a wholly owned subsidiary of Mitsubishi Corporation, one of the world's most diversified global enterprises.

In line with this ownership, ElectroRoute adheres to the Mitsubishi Corporation Charter of Corporate Behaviour, which defines our commitment to fairness, integrity, environmental stewardship, human rights, and responsible corporate citizenship. These principles are embedded in our governance and daily operations, anchoring us in a culture of accountability and long-term value creation.

While ElectroRoute does not currently hold formal sustainability certifications such as ISO 14001 or ISO 50001, we recognise their value and are actively evaluating their relevance as part of our ongoing ESG development programme.

Looking Ahead

As the global energy transition accelerates, ElectroRoute's focus remains clear: to lead with innovation, integrity, and purpose. Whether through enabling the integration of renewable energy into global markets, optimising battery storage systems, or exploring new opportunities in biomethane, we are committed to shaping a cleaner, more sustainable energy future.

Our journey is far from over, and we recognise that achieving net zero will require continued collaboration, innovation, and resilience. At ElectroRoute, we are proud to play our part in this transformation and to support our clients, partners, and communities in building a world powered by clean energy.

Board of **Directors**

Donal Flynn

Caoimhe Giblin

John Furlong

Tsuyoshi Kaji

Satoru Tamiya

Masaki Sakaue

Atsushi Kadota

At ElectroRoute, leadership is grounded in accountability, collaboration, and a shared commitment to advancing the clean energy transition. Our Board of Directors and Executive Leadership Team play pivotal roles in setting the company's strategic direction, overseeing performance, and ensuring alignment with our mission to enable a net zero future. Together, they bring a wealth of expertise across energy trading, corporate governance, and sustainability.

Sustainability is integrated into strategic and financial decision-making at all levels of leadership. ESG priorities are reviewed as part of the annual business planning cycle, ensuring that our governance framework supports both commercial innovation and environmental responsibility.

The Board of Directors

The Board of Directors provides strategic oversight and ensures that ElectroRoute remains agile and forward-thinking in a rapidly changing energy landscape. The Board's diverse expertise enables a comprehensive approach to decision-making, balancing operational priorities with long-term sustainability goals.

In 2025, the Board welcomed John Furlong, Masaki Sakaue, and Atsushi Kadota, whose expertise in finance and business management strengthens our ability to navigate the complexities of the energy transition. The company also thanked Masanori Kohama and Haruki Umezawa for their significant contributions during their tenure on the Board.

Leadership **Team**

The Executive Leadership Team is responsible for translating the company's strategy into action. With expertise spanning trading, technology, operations, and people management, the team ensures that ElectroRoute delivers innovative solutions for clients while advancing system-wide decarbonisation.

Leadership and Sustainability

Sustainability is central to ElectroRoute's governance and leadership approach. ESG responsibilities are shared across business functions to ensure alignment with the company's mission and values. Our leadership team regularly reviews ESG priorities and integrates them into decision-making processes, reflecting the company's commitment to both environmental and social progress.

For example, Brian Kennedy, Chief Commercial Officer, represents ElectroRoute in industry bodies such as Energy Storage Ireland, contributing to the development of energy storage solutions that support grid stability and renewable integration. Similarly, Catherine Kelly, Chief People Officer, leads initiatives to foster diversity, equity, and inclusion, ensuring that ElectroRoute remains a workplace where all employees can thrive.

Caoimhe Giblin
- Co-Chief Executive Officer

Donal Flynn
- Co-Chief Executive Officer

Global Expertise, Local Impact

ElectroRoute's leadership reflects the company's dual focus on global expertise and local impact. As part of the Mitsubishi Corporation Group, ElectroRoute benefits from the resources and reach of one of the world's most diversified enterprises. This partnership enhances our ability to scale solutions while maintaining a strong connection to the regional markets we serve.

Whether navigating the complexities of the power markets on the island of Ireland and Great Britain or expanding operations in Japan, ElectroRoute's leaders ensure that the company remains agile and responsive to the needs of clients, stakeholders, and the energy systems in which we operate.

Eamonn O'Donoghue
Chief Trading Officer

Catherine Kelly
Chief People Officer

Alan Mullane
Chief Executive Officer, Japan

John Furlong
Chief Financial Officer

Gosia Mulholland
Head of Finance

Brian Kennedy
Chief Commercial Officer

Glen Byrne
Chief Information Officer

Shane O'Rourke
Head of Middle Office

Atsushi Kadota
Director of Business Management

What ESG **Means to Us**

At ElectroRoute, Environmental, Social, and Governance (ESG) principles form the foundation of how we operate, innovate, and engage with stakeholders. Rather than viewing ESG as a standalone initiative or compliance requirement, we approach it as an integrated framework that guides our decision-making and shapes our contributions to the clean energy transition.

As part of the Mitsubishi Corporation Group, we are aligned with global standards of corporate conduct, environmental stewardship, and human rights. These principles underpin our strategy and ensure that sustainability is embedded across our operations, partnerships, and long-term planning.

Our ESG Philosophy

The energy sector plays a central role in addressing the global challenge of climate change. At ElectroRoute, we view this as both a responsibility and an opportunity. Our mission – to make net zero a reality – drives every aspect of our work, from mitigating forecasting risk for renewable energy assets to optimising flexible assets. Our ESG framework helps us turn our mission into measurable actions and meaningful progress.

We integrate sustainability considerations across all areas of our business model, ensuring that our services, partnerships, and internal operations align with our environmental and social commitments. This includes incorporating ESG priorities into planning, risk management, and commercial decisions, as well as fostering a workplace culture that supports collaboration, innovation, and inclusivity.

> Our ESG framework helps us turn our mission into measurable actions and meaningful progress.

Our ESG Strategy

ElectroRoute's ESG strategy is built around three core pillars, which reflect our focus on sustainability, equity, and transparency:

Enabling a Clean Energy Economy

We support the integration of renewable energy into global power systems by providing tools, expertise, and services that help clients optimise their assets and support investment decisions. Our efforts contribute to system-wide decarbonisation and the development of resilient energy systems.

Investing in Trading Technologies

We actively explore and invest in developing techniques and trading tools to optimise technologies such as battery storage and biomethane which support the transition to a low-carbon economy. These innovations are not only critical to our clients' success but also to the broader goal of creating sustainable and flexible energy systems.

Minimising Our Environmental Footprint

While ElectroRoute's operational emissions are modest, we are committed to improving transparency and identifying opportunities for reduction. In FY2024/25, our Scope 1 and 2 emissions totalled 38 tCO2e, while Scope 3 emissions - primarily driven by natural gas and biomethane trading - were 5,172 tCO2e. These figures are actively monitored to inform future reduction strategies.

ESG as a Driver of Innovation

ElectroRoute views ESG not just as a framework for compliance but as a driver of innovation. By aligning our services with sustainability principles, we aim to deliver solutions that provide both environmental and commercial value.

For example, our proprietary CORE trading platform is designed to optimise renewable energy assets, helping wind, solar, battery systems, flexible technologies, and supply companies compete effectively in real-time power markets. In FY 2024/25, this platform enabled the trading of 829,473 MWh of renewable electricity, contributing to an estimated 226,822 tonnes of CO2e avoided.

To put this into perspective, this is equivalent to removing 82,481 cars from the road for an entire year or powering of 224,182 EU homes entirely with clean energy.[2]

Stakeholder Engagement

At ElectroRoute, engagement is not just about maintaining service consistency - it is a vital part of our mission to make net zero a reality and to shape the future of the renewable energy industry. Through active participation in industry bodies, working groups and contributing to consultations, we drive innovation, influence policy and advance best practices that accelerate the clean energy transition.

Our commitment to collaboration is reflected in our active memberships and leadership roles. For example, Brian Kennedy, our Chief Commercial Officer, represents ElectroRoute on the council of Energy Storage Ireland in the role of Vice Chair, having previously spent 2 years as Chairperson, where he contributes to shaping the future of energy storage on the island of Ireland - a critical enabler of flexibility which will contribute to greater integration of renewables and stronger security of supply. This work aligns closely with ElectroRoute's broader strategy of unlocking the potential of storage assets to manage the intermittency of renewables, as Brian highlights in his profile (see "Driving Innovation: Meet Brian Kennedy, Chief Commercial Officer").

In addition, we are proud to have had previous representation on both the board and council of Wind Energy Ireland, the leading industry body for Ireland's wind sector. Through these roles, we have contributed to the development of policies and frameworks that support the growth of wind energy, enabling it to play a central role in decarbonising Ireland's energy system.

Additionally, Eoin Murphy, our Renewables Manager, and Rory Cafferky, our Commercial Manager, have been re-elected by industry peers to represent ElectroRoute on the Single Electricity Market Modifications Committee, representing assetless traders. Through their leadership and expertise, they work to ensure that the implementation of trading rules aligns with broader industry goals and objectives.

Our origination team also actively participates in industry engagements across various working groups, conferences, and consultations. These forums provide opportunities to share insights, collaborate with stakeholders, and advocate for market designs that support renewable integration and system decarbonisation.

By engaging meaningfully with industry stakeholders, we are not only building strong, long-term relationships but also playing an active role in shaping the renewable energy landscape. This future-focused approach ensures that ElectroRoute remains at the forefront of innovation, enabling us to deliver solutions that align with our mission and contribute to a sustainable energy future.

[1] Ref: SEAI 2.75t CO2e per car per year | https://www.driverfocus.ie/resources-list/save-a-tonne

[2] EU household consumption 3.7 MWh/year | https://www.odyssee-mure.eu/publications/efficiency-by-sector/households/electricity-consumption-dwelling.html

Our key stakeholders include:

Mitsubishi Corporation

As a wholly owned subsidiary of Mitsubishi Corporation, we engage closely with our parent company on ESG-related matters. This includes regular ESG-specific meetings, responding to questionnaires, and aligning with the Mitsubishi Corporation Charter of Corporate Behaviour.

Our Clients

We work closely with clients to develop tailored solutions that align with their sustainability objectives. This includes providing transparent reporting, market insights, and innovative trading strategies to support their decarbonisation efforts.

Regulatory Bodies

ElectroRoute engages with regulators such as the Department of Climate, Energy and the Environment (DCEE) and the Commission for Regulation of Utilities (CRU) through consultations and working groups. These engagements allow us to contribute to the development of fair and forward-thinking regulatory frameworks.

Our Employees

We prioritise employee engagement through regular communication, feedback sessions, and professional development opportunities such as the ElectroRoute Academy. Initiatives like flexible working arrangements and DE&I programmes ensure that our workplace fosters collaboration and inclusivity.

Double Materiality Assessment

In 2024, ElectroRoute conducted a double materiality assessment to identify the ESG topics most relevant to our operations and stakeholders. This process included internal workshops, employee and client surveys, and regulatory research, resulting in a structured view of our most material ESG priorities.

These include:

- Climate change mitigation and adaptation
- Ethical governance and responsible trading
- Transparency in carbon impact reporting
- Employee development and inclusion

The assessment highlighted valuable insights:

- 92% of employees reported strong awareness of our sustainability goals, identifying climate change as the most important issue for the company.
- Clients emphasised the importance of transparent carbon reporting and collaboration on regulatory matters.

These findings continue to shape our ESG roadmap, informing how we address risks, seize opportunities, and measure progress.

> 92% of employees reported strong awareness of our sustainability goals

Progress and Future Focus

While many of ElectroRoute's services inherently contribute to measurable ESG outcomes, we are actively developing formal KPIs, baselines, and performance metrics to enhance transparency and accountability.

Current efforts include:

- Tracking carbon emissions through our Carbon Footprint Report to identify reduction opportunities.
- Expanding training and inclusion programmes to support employee development.
- Scaling services that align with net zero goals, such as renewable energy optimisation and decarbonisation technologies.

ElectroRoute is committed to continuous improvement, and future updates will provide structured ESG performance reporting as part of our long-term strategy to support the clean energy transition.

Governance

Good governance is at the core of ElectroRoute's mission to enable the clean energy transition and achieve net zero. It ensures that our operations are transparent, accountable, and aligned with the needs of our stakeholders. Operating in highly regulated energy markets, we combine rigorous oversight with ethical conduct to navigate complexity, mitigate risks, and support long-term value creation.

Our governance framework is supported by a highly experienced Board of Directors, an engaged Leadership Team, and a comprehensive set of policies and controls that guide responsible business practices. These elements ensure that we meet regulatory requirements, manage risks effectively, and maintain trust with clients and employees.

Governance as an Enabler

ElectroRoute's governance framework is designed not only to manage risks but also to enable our trading opportunities. By embedding governance principles into decision-making processes, we ensure compliance with evolving regulations, integrate ESG considerations, and maintain resilience in dynamic energy markets.

Key elements of our governance approach include:

Strategic Oversight

The Board of Directors ensures that governance practices align with ElectroRoute's mission and long-term goals.

Policies and Controls

Robust company-wide policies establish clear standards for ethical business practices, regulatory compliance, and risk management.

Operational Execution

The Leadership Team translates strategic priorities into day-to-day operations, ensuring alignment with sustainability objectives.

This integrated approach allows us to navigate challenges effectively while remaining focused on our mission to enable the clean energy transition.

Business Conduct and Ethics Policies

At ElectroRoute, we believe that the success of our business is built on a foundation of ethics, integrity, and transparency. Maintaining the highest standards of ethical conduct is not just a responsibility—it is a cornerstone of our governance framework and corporate culture.

Our business conduct framework is guided by documented and lived policies that apply across all business units and jurisdictions. These policies include:

Code of Conduct

Outlining the ethical principles and behaviours expected of all ElectroRoute employees, including how to address potential conflicts of interest or grievances.

Improper Payments Policy

Detailing our zero-tolerance approach to improper payments, including bribery and corruption, and providing clear guidance to employees on acceptable practices.

Competition Law Compliance Policy

Ensuring that employees understand and adhere to fair competition rules and regulations.

To ensure that these standards are upheld, we have implemented robust mechanisms to prevent, detect, and address any potential instances of malpractice. For example, our Whistleblowing Policy provides employees with a safe and confidential channel to escalate concerns about unethical or unlawful practices that fall under the scope of the EU Whistleblowing Directive. Matters outside the directive's scope, such as employee grievances, are addressed through the Code of Conduct or other compliance policies.

Training and Awareness

ElectroRoute is committed to ensuring that employees are equipped with the knowledge and tools they need to uphold our governance standards. While not all training is mandatory for all employees, we provide targeted and ongoing training to key teams, ensuring that compliance remains a shared responsibility across the organisation.

Key training initiatives include:

- **Induction Training:** As part of the onboarding process, new joiners participate in an Induction Day organised by HR, which includes a general introduction to compliance topics such as GDPR.
- **Market Abuse Training for Traders:**
  - All new traders complete online market abuse training as part of their onboarding.
  - Additionally, shift traders participate in-person market abuse training delivered by the Compliance Team to ensure full understanding of regulatory expectations and trading responsibilities.
- **Ongoing Training for All Staff:** ElectroRoute provides periodic training to all employees to ensure awareness of key compliance topics. For example, in the past year, we rolled out GDPR training and Market Abuse training to all staff.

This structured and evolving approach ensures that employees in critical roles, particularly those involved in trading activities, are well prepared to meet the compliance demands of our highly regulated environment.

Trade Monitoring

At ElectroRoute, we employ a combination of third-party software, in-house tools, and manual investigations to constantly monitor our interactions with the external energy market. This gives us confidence that our bids, offers and executed trades adhere to the relevant market rules and don't have a negative impact on the markets we operate in.

Group-Wide Principles

As part of the Mitsubishi Corporation Group, ElectroRoute adheres to the Mitsubishi Corporation Charter of Corporate Behaviour. This charter reinforces our commitment to fair dealing, compliance, and human rights, embedding these principles into every aspect of our operations.

Risk Management and ESG Oversight

Effective risk management is essential to maintaining resilience and delivering sustainable value. ElectroRoute integrates risk management into all aspects of its operations, ensuring that ESG risks are treated with the same diligence as financial and operational risks.

To strengthen our governance and ensure robust oversight, we have segregated our Middle Office and Compliance functions, which operate independently of the commercial front office. This structure enhances transparency, mitigates conflicts of interest, and ensures objective monitoring of trading activities and compliance with regulatory requirements.

Key components of our risk management approach include:

- **Proactive Identification and Assessment:** Legal, regulatory, market, and operational risks are continuously monitored through a corporate risk register.
- **Climate-Related Risks:** ESG risks, such as climate change and energy market volatility, are carefully evaluated to address their financial, operational, and reputational impacts.
- **Regular Oversight:** The Risk Committee and Senior Management Team conduct quarterly reviews to align mitigation efforts with strategic goals.

By aligning risk management with ESG commitments and maintaining independent oversight functions, ElectroRoute ensures that sustainability considerations are embedded into broader decision-making processes while upholding the highest standards of governance.

Governance in Action:
Meet Lorna Murray, Head of Risk Management

At ElectroRoute, I firmly believe that effective governance is not just a framework, it is the backbone of how we manage risks and drive sustainable business performance. For me, governance is about ensuring that every decision we make is transparent, accountable, and grounded in ethical principles. It's the foundation that allows us to navigate challenges, seize opportunities, and maintain the trust of our shareholder and clients.

Our governance framework has been carefully designed to identify, assess, and mitigate risks, including those related to ESG factors, which are becoming increasingly important to our business and the world around us. With the support of the Risk Committee and Senior Management Team, we ensure that ESG risks are treated with the same level of diligence as traditional financial and operational risks. By integrating ESG considerations into our broader Risk Management framework, we can address these issues holistically and proactively.

I recognise that ESG risks, such as climate change, social inequities, and governance failures, can have far-reaching financial, operational, and reputational impacts. To address these risks, we have put in place several processes that I am personally proud of:

- We take a structured approach to identifying and assessing risks across the company through our corporate risk register. Climate-related risks, whether physical (e.g., extreme weather events) or transitional (e.g., regulatory changes, carbon pricing), are carefully evaluated through ongoing engagement with stakeholders.
- We conduct quarterly materiality assessments of above risks to ensure we are focusing on the risks that matter most. This process helps us prioritise where our efforts will have the greatest impact.
- Our robust compliance and risk policies, guided by our Code of Conduct, ensure that we adhere to the highest standards of integrity. This includes strict adherence to anti-bribery, anti-corruption, and other regulatory requirements that safeguard our operations and reputation.

As someone deeply involved in this work, I see governance as a dynamic process, one that evolves alongside the changing ESG landscape. Whether it's adapting to new regulations, embracing technological advancements, or responding to shifting stakeholder expectations, we are constantly refining our approach to remain resilient and competitive. Regular reviews of our governance framework help us ensure that it continues to meet the challenges of both today and tomorrow.
At ElectroRoute, governance is more than a responsibility, it's a commitment to doing the right thing, for our people, our stakeholders, and the planet. I am proud to be part of a team that takes this responsibility seriously, working every day to build a sustainable and ethical future.

Sustainability is not just a goal—it's a responsibility. This report reflects our commitment to transparency, accountability, and building a company that's ready to meet the challenges of tomorrow.

Gosia Mulholland • Head of Finance

Workers in the Value Chain

ElectroRoute operates within a limited and highly regulated value chain. As a trading and services business with no manufacturing or resource extraction footprint, the company's exposure to value chain labour risks is low. We maintain direct operational control over most of our activities, and our policies apply to our own employees and regulated entities.

Breach Response and Escalation

ElectroRoute has defined and documented escalation procedures to manage potential breaches of policy or regulation. These are outlined in the Compliance Policy and Whistleblowing Policy and reinforced through company-wide training. Case studies from real-life incidents are integrated into learning programmes to build awareness and support accountability.

Tax Responsibility and Transparency

ElectroRoute recognises the importance of responsible tax practices as part of its commitment to ethical business conduct. We comply with all applicable tax laws in the jurisdictions where we operate, including Ireland, the UK, and Japan.
Key principles guiding our tax practices include:

- Ensuring tax contributions reflect genuine commercial activities.
- Supporting public services and infrastructure that enable the transition to a sustainable energy future.
- Enhancing tax governance and reporting practices to build trust with stakeholders.

By operating responsibly and paying our fair share of taxes, we contribute to the economic stability and well-being of the communities we serve.

ElectroRoute
CORE Platform

ElectroRoute's technology strategy is driven by CORE, our proprietary, cloud-native digital infrastructure that enables efficient, real-time participation in power markets. Designed by, and for, energy specialists, CORE is at the heart of our mission to make net zero a reality.

The platform supports precision forecasting, market scheduling, balancing, and asset optimisation, helping our trading desks and clients unlock the full potential of renewable assets, including wind, solar, and battery storage. As of April 2025, CORE manages over 2 GW of renewable generation across more than 40 energy markets, facilitating on average 5,200 trades per day.

The platform supports precision forecasting, market scheduling, balancing, and asset optimisation. This helps our trading desks and clients unlock the full potential of renewable assets, including wind, solar, and battery storage.

Key Benefits of the CORE Platform

CORE enables ElectroRoute to deliver value across three critical areas:

Operational Efficiency

CORE streamlines trading operations by automating complex processes, such as precision forecasting and real-time market scheduling. These capabilities help reduce inefficiencies and improve overall performance.

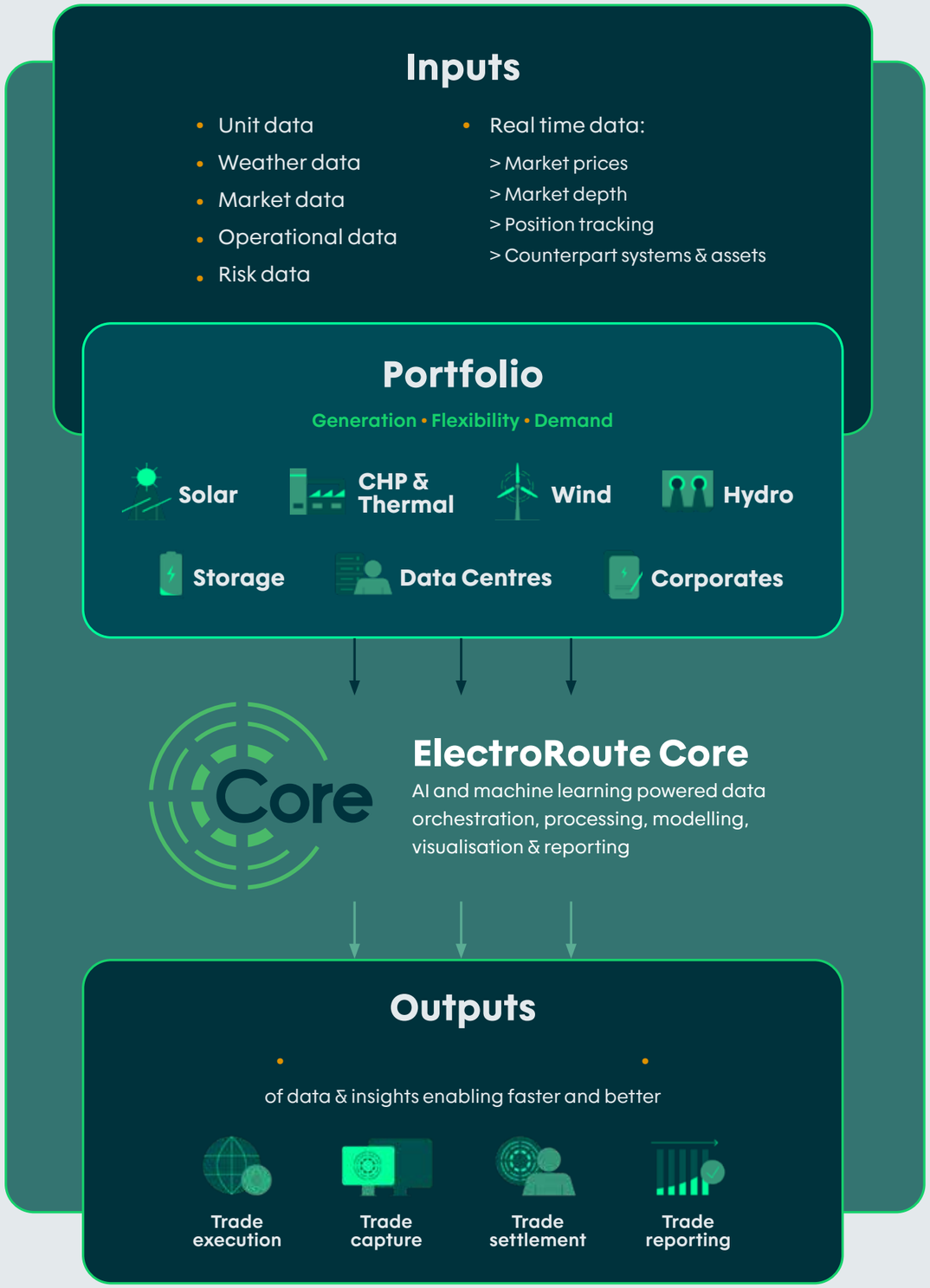
Market Agility

The platform's advanced analytics and algorithmic trading capabilities allow for rapid adaptation to real-time market fluctuations in supply, demand, and pricing. This ensures that both ElectroRoute and its clients can respond effectively to dynamic market conditions.

Emissions Abatement

CORE directly contributes to system-wide decarbonisation by facilitating the trading of renewable electricity. In FY 2024/25, the platform enabled the trading of 829,473 MWh of renewable energy, resulting in an estimated 226,822 tonnes of CO2e abatement.

CORE's architecture and key features



Supporting the Energy Transition

CORE supports ElectroRoute's broader mission to enable the clean energy transition by optimising renewable energy dispatch, reducing curtailment, and enhancing system flexibility. These capabilities help ensure that renewable energy assets can compete effectively in real-time power markets.

For example, CORE's ability to optimise battery storage assets addresses the intermittency of renewable energy sources, providing the flexibility needed to balance supply and demand. This enhances the reliability of power systems while maximising financial returns for asset owners.

As ElectroRoute expands its operations internationally, CORE will continue to play a central role in scaling renewable energy impact and supporting the transition to a more sustainable energy system.

Cybersecurity and Resilience

ElectroRoute takes the confidentiality, integrity, and availability of our data and systems extremely seriously. Cybersecurity is embedded into every stage of our technology lifecycle, ensuring that risks are minimised, and the effects of any potential incidents are mitigated.

ElectroRoute will be classified as an Essential Entity under the upcoming NIS2 Directive, which introduces stricter requirements for cybersecurity and operational resilience across the EU. While the directive has not yet been enacted, we are proactively preparing for its implementation. In 2024, we initiated a gap analysis and compliance project to assess what is appropriate and proportionate for ElectroRoute under NIS2. This reflects our commitment to aligning with the directive's requirements and maintaining the highest standards of cybersecurity and resilience.

To enhance our cybersecurity posture, we have implemented the following measures:

01

Access Controls and Monitoring

All platform workloads follow strict access control protocols, structured release procedures, source code management, and real-time alert monitoring.

02

Audits and Penetration Testing

Regular internal audits, penetration tests, and continuous risk reviews ensure alignment with cybersecurity standards and market regulations.

03

24/7 Threat Detection

The platform is supported by 24×7 managed detection and response (MDR) services and layered threat monitoring to ensure security and resilience.

04

Document Management

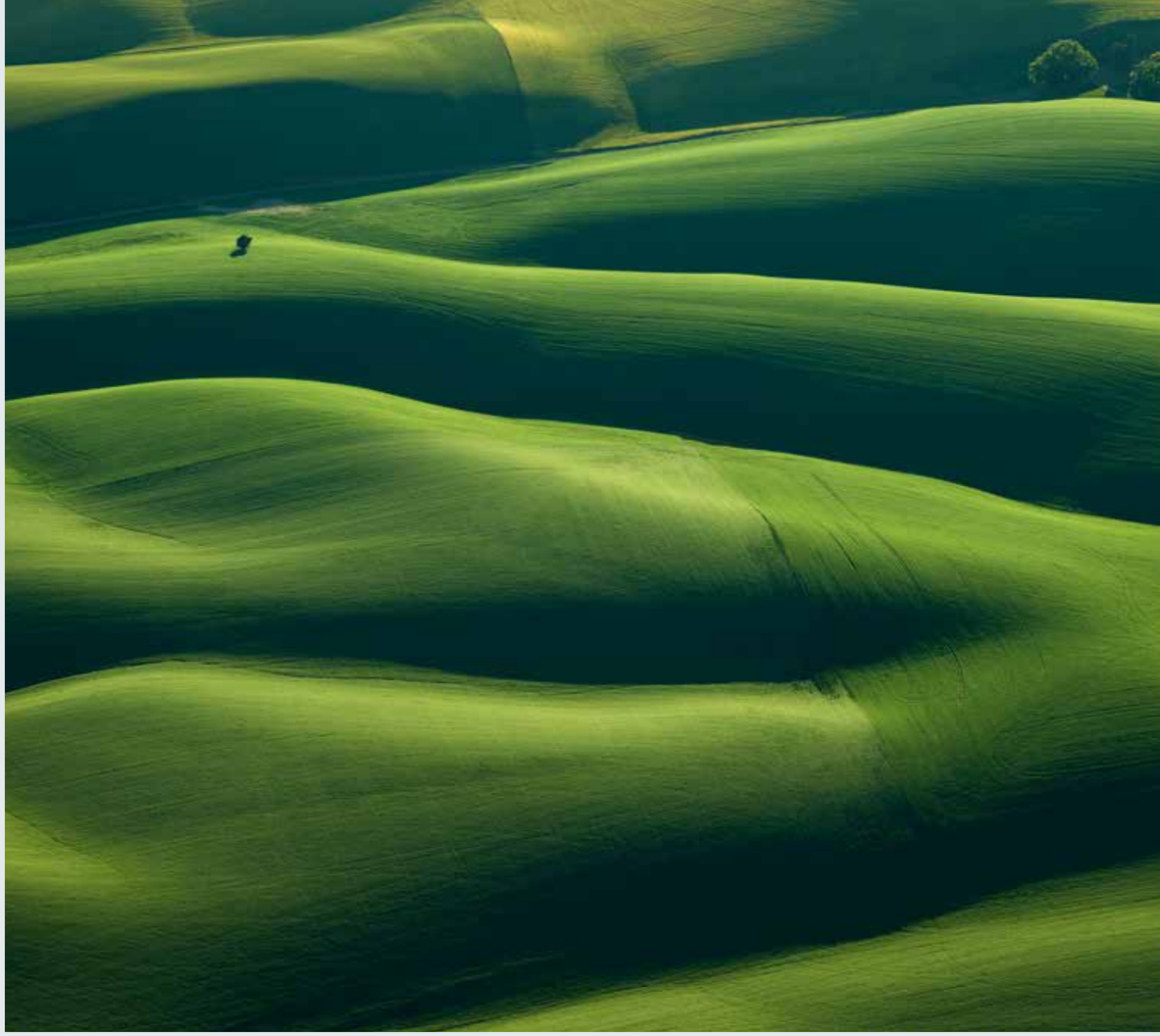
SharePoint serves as our primary document management system, with enforced authentication requirements, varying levels of permissions, and a thorough onboarding process.

05

Employee Awareness

We conduct regular cybersecurity training sessions and run phishing simulation campaigns to ensure vigilance among all staff.

By taking a comprehensive and consistent approach to cybersecurity, ElectroRoute ensures the resilience of its systems and the protection of its clients, employees, and stakeholders. Our commitment to proactive security management reflects our broader mission to enable a sustainable and secure energy future.



Looking Ahead

As the global energy landscape continues to evolve, CORE will adapt to meet the demands of a cleaner, more decentralised energy system. Key priorities for the platform include:

- Expanding Capabilities: Enhancing CORE's functionality to support emerging technologies, such as synchronous condensers, offshore wind and long duration energy storage.
- Scaling Impact: Increasing the volume of renewable energy traded through CORE to drive further emissions reductions.
- Driving Innovation: Leveraging data analytics and machine learning to unlock new efficiencies and opportunities in energy trading.

CORE is a key component of ElectroRoute's strategy to support the energy transition. By optimising renewable energy assets and enabling system-wide decarbonisation, the platform helps deliver measurable benefits for clients, stakeholders, and the environment.

Environment

ElectroRoute's environmental strategy is closely aligned with its purpose: to support the clean energy transition and enable renewable energy systems to operate efficiently in complex markets. From the outset, ElectroRoute has been designed to address the challenges of decarbonisation, with a focus on facilitating renewable energy integration and reducing emissions across the power sector.

Our approach to environmental responsibility is twofold:

Minimising Footprint
Minimising our operational footprint by improving transparency, data accuracy, and reduction initiatives.

Maximising Impact
Maximising system-wide impact by enabling renewable energy to compete effectively in real-time markets, reducing curtailment, and unlocking flexibility to manage intermittency.

While our own operational emissions are modest due to the nature of our services-based business model, our broader impact on decarbonisation is significant and growing.

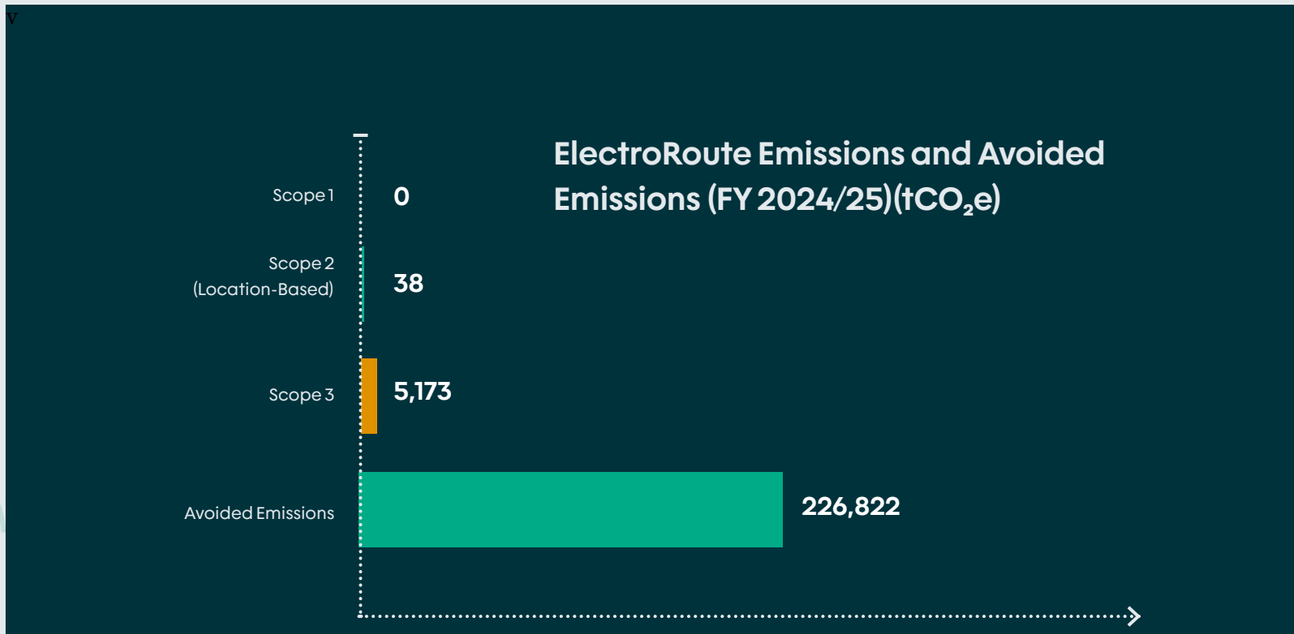
Our Environmental Impact

In FY 2024/25, ElectroRoute's activities contributed to measurable environmental outcomes: 829,473 MWh of renewable electricity was traded through our portfolio, supporting the abatement of an estimated 226,822 tonnes of CO_2e.

- This avoided emissions figure is 44 times greater than ElectroRoute's own operational carbon footprint, which totalled 5,211 tCO_2e (Scopes 1, 2, and 3).
- Our work in enabling the transition to cleaner energy solutions has supported significant emissions reductions in the transport sector. By facilitating the integration of alternative fuels, including biomethane, we have helped our clients achieve an estimated reduction of approximately 5,000 tonnes of CO_2e. This underscores the potential of biomethane as a key enabler of decarbonisation in challenging sectors such as transport.

Our operational emissions for FY 2024/25 are broken down as follows:

- Scope 1: Zero emissions, as we do not own or control direct emission sources such as vehicles or on-site fuel combustion.
- Scope 2 (Location-Based): 38 tCO_2e, driven entirely by electricity use in office operations.
- Scope 3: 5,173 tCO2e, with 94% of emissions primarily attributed to the purchase of natural gas for trading activities, and a smaller proportion from biomethane purchases.



Breakdown of GHG Emissions (FY 2024/25)

Scope	Type	Emissions	FY 2024/25 (tonnes of CO_2e)
Scope 1	Direct	-	2-2
Scope 2	Indirect	Electricity usage (location based)	38.00
Scope 3	Indirect Upstream	Purchased Goods and Services	9.29
		Fuel and energy-related activities	4,919.00
		Waste generated in operations	0.03
		Business travel	165.86
		Employee Commuting	78.00
Total (location based)			**5,210.18**
GHG Intensity ratio (tCO_2e / € m turnover)			**6.91**

By enabling renewable energy to compete effectively in real-time markets, ElectroRoute helps reduce global greenhouse gas emissions at scale, contributing to the broader decarbonisation of energy systems.

Maximising System-Wide Decarbonisation

ElectroRoute's most significant environmental contributions stem from the services it provides to enable system-wide decarbonisation. By integrating renewable energy into global power markets, we help build cleaner, more resilient energy systems.

Optimising Trading and Dispatch

Renewable energy sources like wind and solar are often curtailed when grid systems cannot absorb their output. Using CORE, our proprietary trading platform, we ensure accurate information is made available to our traders to optimise the trading and dispatch of renewable generation.

Unlocking Flexibility Through Storage

Energy storage plays a critical role in managing the intermittency of renewables. By optimising battery storage assets, we enable the flexibility needed to balance supply and demand, ensuring grid stability while improving financial outcomes for asset owners.

Exploring Emerging Technologies

ElectroRoute actively supports emerging decarbonisation technologies, such as biomethane. For example, we collaborated with DHL to develop trading arrangements that facilitated the first importation of biomethane for use in Ireland's transport sector.

Minimising Our Operational Footprint

ElectroRoute is committed to improving the transparency and accuracy of its emissions data to identify opportunities for targeted reductions.

Key initiatives to reduce our operational footprint include:

- **Renewable Energy Procurement:** Our Dublin headquarters sources renewable electricity, resulting in negligible market-based Scope 2 emissions.
- **Energy Efficiency:** Across all offices, we are working to reduce energy consumption through smarter building management and tenant-level data collection.
- **Employee Engagement:** Hybrid working arrangements and sustainable commuting options are encouraged to reduce Scope 3 emissions associated with employee travel.
- **Sustainable Office Selection:** Our Dublin headquarters at 2 Cumberland Place is LEED BD+C Platinum certified, with energy, water, and waste tracked via CoolPlanet's digital system.

Case Studies: Driving Environmental Impact

NTR – Partnering on Renewable and Storage Innovation

Our partnership with NTR is a testament to the power of collaboration in driving renewable energy and energy storage innovation. Together, we manage a diverse portfolio of renewable and storage projects, with a shared commitment to advancing Ireland's clean energy transition.

A key milestone in our relationship was the operation of NTR's first storage assets in Ireland. These assets are now delivering critical system services to the power grid, enhancing reliability and flexibility. Our ongoing engagement allows us to align strategies, track performance, and explore future opportunities to scale impact further.

DHL – Decarbonising Transport Through Biomethane

When DHL approached ElectroRoute, they had a bold vision: to decarbonise the transport sector, one of the most challenging areas of the clean energy transition. We supported this ambition by co-developing a commercial and trading model that culminated in the first-ever importation of biomethane for use in Ireland's road transport network, a significant milestone for both sectors. Biomethane is a key enabler of Ireland's renewable energy goals. While policy progress has been gradual, DHL's leadership in adopting biomethane highlights how partnerships between logistics and energy can drive practical, low-carbon solutions. For ElectroRoute, this collaboration underscored the importance of working closely with clients to translate climate ambitions into tangible outcomes.

2 Cumberland Place – A Sustainable Workspace

ElectroRoute's Dublin headquarters at 2 Cumberland Place demonstrates our commitment to responsible resource use. The building is LEED BD+C Platinum certified, with energy, water, and waste tracked via CoolPlanet's digital system. In 2023, waste recycling reached 55%, and landlord electricity use rose by only 2% year-on-year in Q1 2024 despite increased building usage. We actively contribute to the building-wide Sustainability Working Group, including initiatives focused on biodiversity, circularity, and tenant-level data collection. From June 2024, ElectroRoute began collecting more granular ESG data to support renewable procurement planning and upcoming disclosure requirements.

By providing a route to market and energy services for low carbon and renewable assets, we are enabling clean energy to flow into the grid which contributes to a cleaner power system.

Eoin Murphy • Renewables Manager

Driving Innovation: Meet Brian Kennedy, Chief Commercial Officer

At ElectroRoute, my role is all about developing the overall commercial strategy and supporting our client/origination team in implementing this. Our mission is to support our clients with seamless access to markets while managing energy trading risks and optimising revenue and operational outcomes. A big part of that is done via our 24/7 trading platform, ElectroRoute CORE, which is at the heart of what we do. We work hard to offer our clients a best-in-class experience, from those initial conversations right through to contracting and day-to-day operations.

Our commercial model is built on enabling innovative strategies for our clients and delivering operational excellence over the long term, relationships often lasting up to 15 years. Both of these goals align perfectly with the clean energy objectives of the systems we operate in. When we provide innovative routes to market, we're enabling business cases that might not otherwise be possible. And when we deliver excellence in trading renewables and storage, we're not just ensuring profitability for ourselves and our clients, we're also giving system operators the kind of accurate information they need to plan their systems more efficiently.

One project I'm particularly proud of is our collaboration with DHL on introducing biomethane into Ireland's transport sector. It was a landmark moment for the sector, and every time I see DHL's biomethane-fuelled trucks at my local supermarket, I'm reminded of the meaningful, if often unseen, impact our work has in supporting the transition to cleaner fuels.

Our services are critical to the broader decarbonisation of the energy system. We know our clients are making massive investments in their projects, and our job is to provide the last pieces of the puzzle, seamless operation, trading, and risk management. While our capital investment is small compared to the risks our clients take on, the services we provide are often essential to securing financing for these assets. The cumulative effect of our trading is profound. Our pipeline in Europe is expected to deliver up to 5 TWh of clean energy in our next financial year, which is something I'm incredibly proud of.

I'm particularly excited about the role of energy storage assets in the clean energy transition. We've taken an early position in trading these assets because we believe they're critical to unlocking the flexibility needed to manage the intermittency of renewables. Storage is going to be a key contributor as we expand into new markets, and I'm confident it will continue to play a central role in our commercial strategy.

On a personal level, ElectroRoute's net-zero mission is a critical part of why I love my job. I've been with the company for over seven years, and the alignment between our mission and my own principles has stayed true throughout. As a father, I want my children to see that your job can be both a vocation and a force for good, no matter how small your individual impact might seem.

What makes me most proud to work at ElectroRoute is our unwavering commitment to our values. Yes, we're a business, and profitability is essential, but we never lose sight of what matters most: being a caring business. We care about our mission, we care about each other, and we care about making a genuine impact. The best way we know how to do that is to stay ahead, keep innovating, and always respond to challenges with positive outcomes for us and our clients. That's what ElectroRoute is all about.

Looking Ahead

ElectroRoute's environmental strategy focuses on two core priorities:

Scaling System-Wide Impact

As contracted volumes grow and new storage projects come online, we will continue to measure and communicate the positive climate impact of our trading activities.

Enhancing Data Transparency

We will improve the granularity and accuracy of emissions tracking, particularly within Scope 3, to better inform decision-making and identify targeted reduction opportunities.

Key Priorities for the Year Ahead:

- **Strengthening Collaboration:** Through partnerships with clients, regulators, and industry bodies, we will drive innovation and advocate for market designs and policies that support renewable energy integration and decarbonisation.
- **Maintaining Regulatory Compliance:** As the regulatory landscape evolves, we will ensure alignment with emerging climate-related disclosure standards, maintaining our leadership in responsible environmental reporting.

ElectroRoute's commitment to sustainability extends beyond reducing emissions. By leveraging expertise in energy trading, market optimisation, and renewable integration, we aim to contribute to the development of a resilient, low-carbon energy system that benefits both the planet and society.

Social

At ElectroRoute, our culture and values — Excellence, Curiosity, and Humanity — guide every aspect of our work. These values shape how we engage with our people, partners, and communities, ensuring that we not only support the clean energy transition but also create meaningful value for society. A thriving, inclusive, and empowered workforce is essential to achieving our mission: *to make net zero a reality.* Below are our values in action.

Excellence

promotes hard work and a commitment to being the best we can be. We strive to deeply understand the markets so we can make the best decisions — consistently and confidently. This mindset also helps us understand how we operate and why we do things the way we do.

Curiosity

promotes innovation and creativity. We're not afraid to question or explore the unknown. The energy markets never stay the same — and neither do we. We seek new opportunities by understanding complex market dynamics. That's how we stay ahead.

Humanity

ensures respect for each other and the world around us. We believe in honest and open communication which creates an environment in which our staff can thrive.

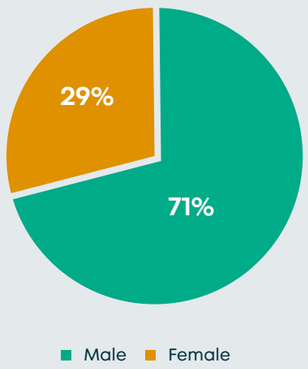
Our Workforce

As of March 2025, ElectroRoute employs 124 people across Ireland, the United Kingdom, Japan, and remote/project-based roles. Our people span trading, analytics, software engineering, operations, risk, and corporate functions, working together in a fast-paced environment shaped by innovation and collaboration.

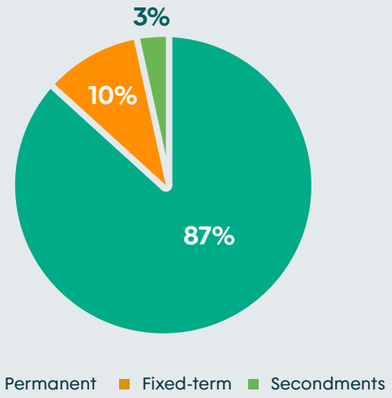
Workforce Composition

Below is a visual summary of our workforce composition:

Gender Distribution – 71% male and 29% female. We are actively working to improve gender representation in the energy and technology sectors.



Contract Type Distribution – The majority of our workforce – 87% - are permanent employees while 10% are on fixed-term contracts, and 3% are secondees supporting key projects.



Pay and Employment Terms

ElectroRoute is committed to ensuring equitable compensation and employment conditions for all employees across the organisation. We regularly conduct comprehensive reviews of our pay structures and employment terms to identify and address any disparities. These reviews are integral to our commitment to fairness and compliance across all our jurisdictions.

We are proud to report that 100% of our employees are paid above the national minimum wage in their respective countries of employment. This reflects our commitment to providing competitive and fair compensation.

In addition to competitive pay, ElectroRoute offers innovative benefits to support employees in adopting sustainable practices. For example, through our First-hand Experience of Energy Decarbonisation (FEED) Grant Scheme, employees are eligible for a financial grant of up to €2,500 to subsidise the purchase of technologies that promote decarbonisation, smartness, and connectedness. This initiative empowers employees to embrace sustainability in their personal lives, reinforcing our collective commitment to the clean energy transition.

In addition, we are actively engaged in gender pay gap reporting to assess and address any disparities in compensation between genders within our organisation. This initiative not only ensures compliance with the Gender Pay Gap Information Act 2021 but also provides valuable insights that inform our strategies for fostering a more equitable and inclusive workplace. ElectroRoute consistently adheres to all applicable employment laws and ensures fair compensation by routinely reviewing our pay structures and terms of employment. We conduct comprehensive assessments to identify and correct any inconsistencies, reinforcing our commitment to equitable treatment and full legal compliance.

Diversity, Equity, and Inclusion

ElectroRoute is committed to fostering a workplace where everyone—regardless of background or identity—can thrive. We recognise that the energy sector, particularly trading and technology, has long-standing structural imbalances, especially around gender representation. Addressing these inequities is not only a moral imperative but also a strategic priority to drive innovation and collaboration.

Highlights from 2024

In October 2024, we hosted our inaugural 'Women in Energy' Event, aimed at attracting more diverse talent and encouraging women to explore careers in the energy trading profession. The event welcomed 30 participants, who engaged with our team and heard inspiring career stories from female colleagues in the sector. This initiative not only highlighted potential career paths in trading and other business areas but also resulted in the successful recruitment of additional female traders to our team.

> In October 2024, we hosted our inaugural 'Women in Energy' Event that welcomed 30 participants.

> Our people are at the heart of everything we do. By fostering a culture of inclusion, growth, and collaboration, we're building a workplace where everyone can thrive and contribute to our shared mission.
>
> **Doireann Holland** • HR Manager

Key DE&I Initiatives

To further advance diversity, equity, and inclusion, we have implemented the following initiatives:

- **Inclusive Recruitment Practices:** We have implemented training for hiring managers to mitigate bias and ensure equitable hiring processes. This includes crafting inclusive job descriptions and diversifying recruitment channels to attract a broader talent pool.
- **Leadership Development Pathways:** We are reviewing and enhancing development opportunities to ensure accessibility across all levels of the organisation. This involves creating mentorship programmes and leadership development to foster a more inclusive leadership pipeline.
- **Employee Feedback Mechanisms:** We have strengthened feedback channels to promote open dialogue and continuous improvement.

While progress has been made, we understand that creating a truly equitable workplace is an ongoing effort. We remain committed to advancing DE&I initiatives to build a more inclusive and representative organisation.

Empowering Diversity in Tech: Meet Siobhan Mooney, Junior Developer in Information Technology

Before joining ElectroRoute, I spent several years in a PhD programme but felt the need to pivot and explore something new. Encouraged by friends, I began looking into coding courses and bootcamps. Through the MSLETB's Coding Careers for Women Programme, I joined a cohort of women at the Code Institute, pursuing a Diploma in Full Stack Software Development. The experience was transformative, not just for the technical skills I gained but also for the camaraderie and mutual support within the group.

At the end of the diploma, I secured a work placement at ElectroRoute. The chance to contribute to the goal of net-zero was exciting, but what truly stood out was the culture of care I encountered. Just weeks into the placement, I was hospitalised with appendicitis. To my surprise, my colleagues sent me a thoughtful card and flowers. While I had seen myself as "just an intern," they treated me as a valued member of the team.

Since then, I've deepened my understanding of the energy sector and honed my coding skills to better support the company's mission. Having gained a permanent role, I'm proud to work in an IT team with strong female representation, as part of a company that actively promotes gender balance in tech. Throughout my journey, I've seen how powerful mentorship and allyship can be. My female diploma cohort was a source of strength and inspiration, but it was my male friends who encouraged me to take the leap into coding in the first place. In ElectroRoute, a key value is humanity, and humanity is diverse. Facing the challenges of climate change and the opportunities of renewable energy, we can't afford to overlook anyone's talents or perspectives because of their background or identity. We are stronger for being diverse, and the work we do is stronger too.

ElectroRoute Academy

Learning and Development

At ElectroRoute, we recognise that a commitment to employee growth is fundamental to driving our expansion and achieving our mission. To support this, we launched our flagship ElectroRoute Academy, a strategic pillar of our continuous learning culture. Since its inception, the Academy has equipped over 40 graduates with the skills to actively contribute to the Energy Transition. In 2024 alone, employees undertook approximately 2,000 hours of training through the ElectroRoute Academy.

The ElectroRoute Academy offers a structured programme designed to develop technical expertise, commercial insight, leadership capabilities, and sustainability knowledge. With content spanning energy trading, regulation and compliance, power systems, and project management, the Academy reflects the multidisciplinary nature of the energy sector. Our training approach is closely aligned with ElectroRoute's strategic objectives and is designed to adapt to evolving business priorities and market demands. To ensure both relevance and rigour, content is delivered through a blend of internal expertise and specialist external providers.

> In 2024 alone, employees undertook approximately 2,000 hours of training through the ElectroRoute Academy.

Trading for a Greener Grid: Meet Tejas Venkatesh, Energy Trader

I joined ElectroRoute because of its genuine and unwavering commitment to achieving net zero, a mission that deeply resonated with me. During my master's, I worked on several analytical projects focused on renewable energy and became fascinated by how data analytics can unlock the full potential of clean, affordable energy entering the grid. The opportunity to contribute to a vision that benefits the environment, consumers, and the broader energy market is what truly inspired me to be part of ElectroRoute.

Starting out, the ElectroRoute Academy was crucial in shaping my understanding of the energy sector. The programme offers a deep dive into energy markets, renewable generation trading, and battery optimisation. It combines dense, high-quality training materials with practical experiences like shadow trading alongside experienced traders. I've even helped build parts of the training content myself, so I can personally vouch for its quality. The traders, analysts, and managers are very knowledgeable and dedicated, they're always open to questions and committed to making sure trainees fully grasp the concepts. Beyond the formal training, the company supports continuous personal development, fostering a culture where learning is ongoing and tailored to individual career paths. This culture of continuous learning helped me transition smoothly from being a graduate to an Energy Trader.

On the trading desk today, I manage a significant portion of Ireland's renewable generation portfolio, close to 1 GW of wind, about 500 MW of solar, and around 200 MW of battery capacity. Managing such a large and diverse portfolio naturally presents a range of challenges. Traditionally, high wind generation has driven prices down during nighttime hours. However, the recent addition of solar generation has caused significant price drops during daytime and even peak demand periods on days with both high wind and solar output. At the same time, transmission constraints have reached some of their highest levels, a new and notable development that adds complexity to an already dynamic market environment.

To navigate these challenges and many others, we continuously monitor real-time market signals and leverage our insights to shape effective clean energy strategies and client offerings. By providing 24/7 market access and trading services, we help optimise all renewable assets to their fullest potential, making renewable trading profitable by shielding assets from volatility caused by forecast errors, curtailment, transmission constraints, and generator trips, all while actively supporting the transition to a low-carbon future.

Knowing my work contributes to such a meaningful cause makes every day rewarding. We trade wind farms with generation as small as 1 MW, which may seem modest but is enough to power an entire community, and these contracts have been in place for many years. Every megawatt of renewable energy that enters the grid truly counts.
Even as ElectroRoute has grown from a small trading firm into a market leader in Ireland's renewables market, the commitment to pushing clean energy forward has never changed. Being part of a company that truly lives its sustainability mission and contributes every day toward a net-zero future makes me proud.

Health, Safety, and Wellbeing

At ElectroRoute, the safety and wellbeing of our people is a non-negotiable priority. Guided by our core value of Humanity, we are dedicated to fostering a workplace where every individual feels safe, supported, and empowered—both physically and mentally.

Workplace Safety

We take a proactive approach to workplace safety through our Health and Safety Policy which outlines our responsibility to provide a secure working environment and the shared duty of all employees to uphold safe practices. From regular risk assessments to well-defined emergency procedures, our goal is to minimise risk and ensure every colleague returns home safe, every day.

In FY 2024/25, we are pleased to report that there were no workplace accidents or fatalities across any of our operations. This outcome reflects the strength of our safety protocols and the shared commitment of our employees to maintain a safe working environment.

Our offices are managed to high standards of safety and compliance, with all team members expected to identify hazards, co-operate fully with safety protocols, and contribute to a culture of shared accountability.

Wellbeing Beyond Safety

We understand that wellbeing is holistic and extends beyond physical safety. At ElectroRoute, we promote mental and emotional health through flexible working arrangements, regular team engagement activities, and open communication between managers and employees.

In FY 2024/25, we hosted a series of health and wellbeing initiatives, including men's health and women's health workshops, designed to raise awareness and foster open conversations tailored to the unique challenges faced by each group. We also organised regular social events and marked important awareness days such as Pride Month, Movember, and Volunteering Week, further strengthening our sense of community and inclusion.

These initiatives reflect the genuine care we have for the people who power our business. Built on trust, compassion, and resilience, our workplace culture ensures that wellbeing remains a priority as we grow.

Community Engagement

While ElectroRoute's operations do not directly affect communities in a physical or environmental sense, our team is deeply committed to contributing social value through strategic, long-term partnerships with mission-aligned charities. These partnerships reflect our belief that business success must go hand-in-hand with positive contributions to society, especially for those most in need.

Kilimanjaro Young Girls in Need (KYGN)

Since 2014, ElectroRoute has proudly supported Kilimanjaro Young Girls in Need (KYGN), a charity dedicated to providing education and welfare for vulnerable children in Mabogini, Tanzania. Over the past decade, ElectroRoute's contributions have funded numerous vital projects, including the completion of a purpose-built school, the construction of a safe house for at-risk children, the building of a three-classroom block, and the development of sustainability initiatives such as tomato and onion farming and a chicken farm. In the past year, ElectroRoute contributed €10,000 to the foundation which helped to fund a Biogas Project, an innovative solution that aligns with Tanzania's new environmental regulations banning the use of charcoal and firewood as fuel sources starting in 2025. This eco-friendly system converts cow dung into biogas for cooking and heating, reducing operational costs and ensuring compliance with the government's Clean Cooking Strategy.

The Biogas Project, inspired by similar systems in Kenya, has already made a significant impact. With equipment sourced from Kenya and installed on-site, the system not only provides a sustainable energy solution but also reduces reliance on expensive gas containers. Phase two of the project, currently underway, includes the purchase of specialised biogas pots and cows, which will also generate additional income through milk sales. This initiative exemplifies KYGN's commitment to sustainability and innovation, ensuring the school's long-term viability while empowering the local community. ElectroRoute is honoured to be part of KYGN's journey, helping to create meaningful, lasting change for the children of Mabogini.

Supporting Jack and Jill - The Gift of Time

At ElectroRoute, we are proud to support the Jack and Jill Children's Foundation, a charity dedicated to providing in-home nursing respite care for families of children with complex medical needs. Since its inception in 1997, Jack and Jill has supported over 3,000 families, with 414 families currently benefiting from their services. Every €18 donated funds one hour of in-home nursing care, offering families much-needed relief and support during challenging times. In the past year, ElectroRoute contributed €10,000 to the foundation funding over 555 hours of nursing care. Over the past decade, our partnership has provided a total of 55,555 hours of care to Jack and Jill families. This reflects our ongoing commitment to making a meaningful impact in our community by giving the invaluable gift of time to families in need. Together, we continue to support Jack and Jill's mission of care and compassion.

Our Commitment to Social Impact

Together, these partnerships reflect the social dimension of ElectroRoute's mission: a culture grounded in care, equity, and ambition. Whether through our inclusive workplace, the learning and growth opportunities we provide, or the positive social impact we help deliver through strategic partnerships, we aim to build a company where people and purpose thrive together.

As we continue to grow, our focus remains clear, to lead the clean energy transition with integrity, empathy, and an unwavering respect for those we serve and work alongside.

Looking Ahead

As ElectroRoute continues to grow, we remain focused on advancing our commitments to social responsibility.

Key priorities for the year ahead include:

Enhancing DE&I Initiatives

Expanding efforts to improve representation, equity, and inclusion across all levels of the organisation.

Scaling Learning and Development

Increasing training opportunities to equip employees with the skills needed to lead in a dynamic energy environment.

Deepening Community Impact

Strengthening partnerships with mission-aligned charities and exploring new opportunities to contribute to social value.

At ElectroRoute, we understand that the energy transition is about more than reducing emissions - it is about creating a fair and inclusive future where people and purpose thrive together.

The journey to net zero is one of innovation, collaboration, and resilience. At ElectroRoute, we're proud to be part of this transformation, working every day to power a cleaner, more sustainable world.

Donal Flynn • Co-CEO

Statement of Omissions

ElectroRoute is committed to providing a transparent and comprehensive account of our sustainability performance. This report has been prepared in alignment with the VS-ME Reporting Guidelines, under the Basic Module, ensuring that material topics are addressed to the greatest extent possible. However, certain disclosures are omitted due to limitations in data availability, relevance to our operations, or ongoing improvements in our reporting processes. These omissions are outlined below:

Environment

Biodiversity and Land Use

- Omission: Quantitative data on biodiversity and land use impacts.
- Reason: Biodiversity and land use are not considered material issues for ElectroRoute's operations, as our business model does not involve direct land use or physical infrastructure development.
- Planned Action: While these topics are not material, we will continue to review environmental criteria during office selection and procurement processes and disclose qualitative updates as needed.

Water Usage and Stress Zones

- Omission: Quantitative data on water consumption and stress zones.
- Reason: ElectroRoute's water usage is minimal across all sites, and none of our offices are located in water-stressed areas. As such, detailed water metrics are not currently tracked.
- Planned Action: ElectroRoute will monitor developments in water-related reporting standards and assess whether additional disclosures are required in future reports.

Pollution Emissions by Medium

- Omission: Detailed breakdown of pollution emissions by medium (e.g., air, water, soil).
- Reason: ElectroRoute's services-based business model results in negligible direct pollution emissions, and no material impacts have been identified.
  Planned Action: ElectroRoute will continue to evaluate its environmental footprint and disclose any material pollution-related impacts if they arise.

Social

Community Impact Metrics

- Omission: Quantitative metrics for the social impact of community engagement initiatives (e.g., number of beneficiaries impacted by KYGN and Jack and Jill partnerships).
- Reason: ElectroRoute's community engagement efforts are primarily qualitative at this stage, with impact measured through case studies and testimonials.
- Planned Action: We are exploring methodologies to quantify the social value generated by our community partnerships and will aim to include such metrics in future reports.

Gender Pay Gap

- Omission: Gender pay gap data
- Reason: Under the VS-ME Reporting Guidelines, ElectroRoute is not required to disclose gender pay gap data as the company employs fewer than 150 people. Additionally, gender pay gap data is not yet available as we are in the process of enhancing our reporting systems to capture and analyse this information.
- Planned Action: Although exempt, ElectroRoute is actively working to assess its internal pay structures and enhance data collection processes to ensure fairness and equity.
  We are committed to publishing gender pay gap data in future reports, reflecting our dedication to transparency and equal opportunity.

Employee Turnover

- Omission: Data on employee turnover rates.
- Reason: Employee turnover data is not currently tracked in a consistent manner that allows for year-on-year comparisons or detailed segmentation.
- Planned Action: ElectroRoute is working to enhance its HR data systems to provide more granular and consistent reporting on employee turnover in future reports.

Governance

Governance Metrics

- Omission: Specific governance metrics related to board diversity, independence, and sustainability oversight.
- Reason: Governance disclosures are currently focused on qualitative descriptions of leadership roles and responsibilities.
- Planned Action: ElectroRoute plans to expand governance-related disclosures in future reports, including metrics aligned with emerging regulatory and industry standards.

Commitment to Continuous Improvement

ElectroRoute is committed to enhancing the scope, accuracy, and transparency of our sustainability reporting. We recognise the importance of addressing these omissions and are actively working to improve our data collection, validation, and reporting processes. As we continue to refine our sustainability strategy and align with evolving reporting guidelines, we aim to close these gaps in future reporting cycles.

We would also like to acknowledge the support of Vision Green Consultancy in the preparation of this report. Their input has contributed to our efforts to improve the clarity and structure of our ESG disclosures.

Scan the QR Code for details about our office locations and contact info

e: info@electroroute.com **w:** www.electroroute.com