

Annual Report 2022-23

Published 1st June 2023



2023 Global Highlights

01.



In July 2022, SmartestEnergy Limited in the UK hosted it's second annual **Net Zero Festival**, welcoming industry experts to our London HQ for an exciting day packed full of insightful net zero content and networking



SmartestEnergy Australia signed a deal with Australia's **largest company by revenue**, the Woolworths Group in New South Wales 03.



SmartestEnergy Limited partnered with **Nova Innovation** and visited the world's first offshore tidal project



SmartestEnergy US entered the **top 25 commercial Energy Suppliers** across the US, according to independent Det Norske Veritas (DNV) survey 05.



SmartestEnergy Business expanded across the SME sector, with midmarket and NHH multi-site alone adding around **2,200 sites and 223 GWh of contracted volume**

2023 Global Highlights



SmartestEnergy Australia signed a long-term PPA with Octopus Australia for **one of Australia's largest solar farms**, Darlington Point Solar Farm in New South Wales 07.

SmartestEnergy Business relocated to a new office in Worthing, UK. Its new **smarter and flexible workspace** is designed to foster engagement, providing more opportunities for collaboration

08.



SmartestEnergy US signed their **largest retail customer** to date with a term volume of 1,871 GWh 09.



For the seventh year running, SmartestEnergy Limited **evidenced zero carbon renewable energy** for UK C&I business sites with almost 3,000 energy labels 10.



Overall company growth across SmartestEnergy, saw employee numbers almost doubling in some locations, office expansions in Australia, and new locations popping up in the US

Foreword

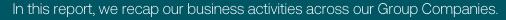
Looking back at the success of the SmartestEnergy Group against a backdrop of the global energy crisis:

As we reflect on 2022 and the early part of 2023, SmartestEnergy's annual report highlights our company's achievements and milestones over the past year. Against the backdrop of the global energy crisis and the ongoing reform in the UK industry, we have remained steadfast in our commitment to providing sustainable energy solutions to our customers.

Furthermore, the ongoing crisis in Ukraine has reminded us of the importance of energy security and the need for reliable, sustainable sources of energy. We remain committed to supporting a sustainable future and doing our part to ensure that energy is accessible to everyone, regardless of geopolitical tensions.

I am proud of the announcement and launch of our new brand identity, which reflects our commitment to helping our customers build knowledge and confidence in clean energy. We believe that by enabling switched on businesses to make greener choices, we can accelerate the transition to net zero carbon emissions and a more sustainable future for all.

At SmartestEnergy, our purpose is to empower, educate, and enable everyone to make better, greener energy choices. We are committed to playing our part in the transition to a net zero future and are excited to continue our journey towards a more sustainable world.



In the UK, our expert SmartestEnergy Limited team guide and connect large energy consumers to a diverse portfolio of independent renewable generators spanning the length and breadth of the UK. Meanwhile, SmartestEnergy Business helps switch on small and mid-size businesses, control their energy overheads, protect against market uncertainty and achieve their green business goals.

In the US, we've brought together the people, expertise and knowledge to drive the market forward in the US, creating an engaged community around creative energy solutions.

In Australia, our agile, expert and customer-focused team has been further strengthened by global corporate backing. We've listened to our customers, developed partnerships and are supporting them over the long-term, in a rapidly growing and changing market, to achieve net zero carbon.

As we look forward to the next Financial Year 2023/24, we remain focused on our growth ambitions. Thank you for your continued support, and I look forward to sharing more successes with you in the future.



Robert Groves, CEO SmartestEnergy Limited



Our international businesses



SmartestEnergy UK



SmartestEnergy US



SmartestEnergy Australia





SmartestEnergy UK

Since 2001, SmartestEnergy Limited has been connecting switched on businesses and independent renewable generators, driving the clean energy transition.

In 2019, we acquired SmartestEnergy Business Limited, and have since helped thousands of small and mid-size businesses control their energy overheads, protect against market uncertainty and achieve their green business goals.

Through insight, technology and service, we help businesses across the UK make greener energy choices with confidence.

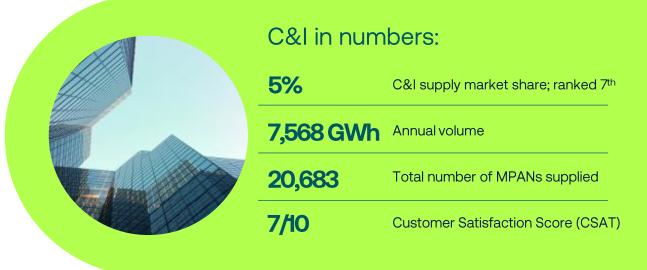
SmartestEnergy Limited

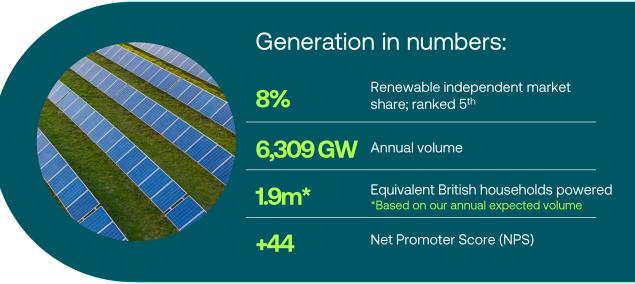
At SmartestEnergy Limited, we have weathered the storm of the most volatile energy crisis in recent times. We have supported our customer base of 410 independent generators in navigating the recent volatility, providing a robust route to market, and powered over 2,300 C&I businesses, helping them on their journey to net zero by putting the right energy deal in place.

We are pleased to highlight some success stories, including our new partnership with enfinium, delivering 1.2 TWh of renewable power to the market! This leading renewable generation company shares our vision to decarbonise the grid and reach the UK's net zero targets, and the addition of their renewable energy to SmartestEnergy's portfolio further enhances our renewable supply for our C&I customers, adding to our existing wind, solar and energy-from-waste PPAs.

Our C&I Division helped several new customers achieve their green energy targets and business ambitions this year. We successfully secured major partnerships, including our largest retail customer for eight years, as well as our largest-ever customer by meter numbers! We are excited to have achieved our greatest yearon-year volume growth, increasing from 6.4 TWh in March 2022 to 7.6 TWh in 2023.

Meanwhile, it was great to see our C&I and generation customers come together for our Net Zero Festival in the summer. Coincidentally, the CfD auction results were announced on the same day, allowing us to hear first-hand from some successful bidders. We facilitated some interesting conversations with panel discussions covering the net zero transition from both sides of the table.





Our fuel mix by product

SmartestEnergy Limited

The charts on this page show the fuel mix of SmartestEnergy Limited's supply products for the 2021/22 reporting period.

We are committed to sharing our fuel mix with our customers, so they have a clear view of how their electricity is generated and can confidently report their marketbased carbon emissions. We always publish online a detailed fuel mix for each of our renewable supply products, and reference the same when we prepare energy labels for our customers procuring renewables (standard, natural or specific).

For the seventh year running, we provided over 2,000 Energy Labels to our Commercial and Industrial (C&I) supply customers on renewable contracts, enabling them to evidence zero carbon emissions for the renewable electricity they procured on a site-by-site basis. It's been great to see the number of Energy Labels increase as even more businesses are now opting for 100% renewable energy, turning their net zero ambitions into action.

During the reporting period, every megawatt hour of electricity supplied to SmartestEnergy's renewable customers was backed by a UK recognised origin certificate. We allocate one origin certificate to every megawatt hour provided using our own Emissions Factor Model. This robust process guarantees that no certificates are double-counted or under-allocated. The <u>Carbon Trust</u> has approved and audited this process.

Specific renewable fuel mix 18.76% 52.43% 14 58% 14 23% Wind Solar PV Biomass Waste Natural renewable fuel mix 40.73% Wind 30.79% Hydro 28.48% Solar PV/ Standard renewable fuel mix 31.57% 29.85% 0.91% Hydro 37.67% Thermal Wind Solar **Conventional fuel mix** 7.35% Coal 10.36% Wind 7.99% Solar PV 60.26% Natural Gas 6.21% Other Non-2.2% Grid Average 5.63% Nuclear Renewable Renewables SmartestEnergy overall fuel mix 26.59% Wind 24.44% Natural Gas 20.35% Solar PV 12.67% Thermal 5.49% Hvdro 2.29% Nuclear 1.39% Waste 0.9% Renewables 2.98% Coal 2.52% Other nonrenewables 0.38% Biomass



SmartestEnergy Business Limited

SmartestEnergy Business maintains a dedication to prioritising customer needs and always putting the customer first. We are on a mission to support businesses in their journey to net zero carbon emissions; working towards a greener, more sustainable future.

We continue to build on our widely experienced team with strong financial support from our ultimate parent company, Marubeni Corporation. As such, we are fully equipped to provide **a reliable and trusted service**, offering customer assurance and stability during a year that has witnessed volatile wholesale market conditions and a highly challenging global energy crisis.

In welcoming significant new customer growth both in the small business and mid-market sectors, we have now exceeded the **milestone of serving over 100,000 customers since inception**. This is a testament to our competitive product proposition and dedicated approach to customer satisfaction. Plus, the emerging demand for renewable energy products is one that underpins **our desire to support business owners** looking to take the next step on their sustainability journey.

By relocating to a new office based in Worthing, and **creating a smarter**, **more flexible workspace**, our people can collaborate more effectively, sharing ideas and expertise to create an improved experience and better outcomes for stakeholders.



"In what has been an uncertain and often turbulent UK energy market over the past year, I'm pleased to report that we have stabilised our growth and performance through a people-centric business focused on delivering exceptional support to the UK small-medium business community. With a diverse and agile team, we continue to adapt and evolve to the landscape challenges, providing reassurance to our customers and partners, whilst investing in new talent and technology to deliver on our future ambition to switch up the UK business renewable energy market."

Louise Wapshare, CEO SmartestEnergy Business

SmartestEnergy Business in numbers:	
2.2%	SME supply market share; ranked 10th
1,200	GWh of contracted volume
45.7K	MPANs supplied
3.8	Trustpilot review score rating 'Great'



Our fuel mix by product

SmartestEnergy Business Limited

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Once we have allocated all our renewable supply across the products above, what remains is the residual fuel mix for our Conventional customers, which is predominantly from grid sources.

90% Solar PV 10% Wind Conventional fuel mix 73.8% Natural Gas 2.7% Renewables 6.9% Nuclear 7.6% Other Non-Renewable 9% Coal 9% Coal 6.9% Nuclear 7.6% Other Non-Renewable

Renewable fuel mix

Smartestenergy

SmartestEnergy US

We are a people-centered energy retail partner and wholesale commodity trader. We supply flexible, reliable and creative energy solutions to businesses in the United States, continually expanding our footprint.

SmartestEnergy US LLC launched in 2019 and we supply 2.75 TWh of electricity to more than 3,300 customers. We also provide structured route to market services to a range of other Energy Service Companies (ESCOs) and trade power, gas, capacity and renewables on the wholesale markets.

We sell power across the Northeast and Mid-Atlantic regions, and across 29+ utilities in NYISO, PJM and NE-ISO.

SmartestEnergy US

The world and the US are going through unprecedented change, affecting the energy landscape as a whole and the sources that create our power. Cost, energy security and the push toward renewables, from both public and private sectors, are changing the way that we purchase energy. At SmartestEnergy US, we're empowering switched on customers, generators, and partners to hit green energy targets and achieve business ambitions, through partnerships that energize to drive a positive change in the system.

The focus of SmartestEnergy US has been to help brokers and our customers understand the language around 'becoming green' – what it means for electricity contracts and related benefits. In addition, the team have been working with The Energy Professionals Association (TEPA) and their Sustainability Committee to generate awareness of net zero at a national level.

In the past year, the SmartestEnergy team has grown to 61 members and expanded to include an origination and renewables function. A trading and risk management hub was opened in New York City, bringing the US trading desk closer to many of our brokers and wholesale counterparties.

On April 18th, 2023, we officially entered the New England ISO region after selling to our first customer in MA earlier this year. We also doubled to 239 contracting brokers and grew from 1,400 active meters to over 10,000+. That's over 3,300 contracts and 2.75 TWh!



"In this past year SmartestEnergy US has grown exponentially. Despite several adversities, our trading team grew by 26%, and sales performed 3.75x better than the previous year. We also implemented three new business areas, Renewable Trading, Origination and PPAs. None of which would be possible without flexible funding support from Marubeni and the entire SmartestEnergy team.

With great growth comes great expectations for this year to come, and we are starting off strong by entering the New England ISO region. We plan to continue to grow through partnerships, our expertise and global knowledge to drive the market forward, creating an engaged community around creative energy solutions."

Andy Cormie, CEO SmartestEnergy US

SmartestEnergy US in numbers:		
29	Live selling in 29+ different utilities across 8 states and DC.	
2,740	Total customer numbers	
2.75	TWh contracted volume	
239	Live brokers with 50-70 actively selling every month	



SmartestEnergy Australia

We're empowering switched on customers, generators and partners in Australia to get to net zero.

Australia is in the midst of a rapid energy transition as it shifts away from fossil fuel generators towards a cleaner, more decentralised and resilient energy system.

We're helping Australian businesses take advantage of new opportunities in a more complex and distributed energy system; connecting generators to customer demand, creating green jobs and championing greener energy for generations.

In the past three years, SmartestEnergy has opened offices in Sydney and Melbourne. We're fully licensed by the Australian Energy Regulator (AER), Essential Services Commission (ESC) and Financial Security Authority (FSA).

SmartestEnergy Australia

A highlight of 2022 was SmartestEnergy Australia's deal with Australia's largest company by revenue, the <u>Woolworths Group</u> in New South Wales. The company – that uses 1 percent of Australia's electricity – will get energy from sources such as wind and solar through power purchase agreements (PPAs); one of which is our first long-term PPA! Woolworths Group's transition to RE100 by 2025 represents significant support for green energy in the National Electricity Market (NEM).

In the past year, we signed three new long term PPAs including contracts with <u>Octopus Australia</u> for Darlington Point Solar Farm and METKA EGN for Kingaroy Solar Farm. The Darlington Point Solar Farm is currently one of Australia's largest solar farms, supplying enough energy to power 110,000 households annually. This PPA will see us off-take 25% of its solar generation capacity to offer C&I companies' renewable energy.

In late 2022, <u>AMP Capital</u> achieved net zero seven years ahead of target by signing long-term and competitively priced renewable power deals with us, playing a key role in accelerating AMP Capital's drive towards net zero long-term in Victoria.

Our team continued to provide volunteer support for <u>Greenfleet</u> with tree planting in Bonna Point Reserve as part of forest restoration to help fight the impact of climate change. Additionally, to meet space requirements of our growing team, we opened a new office in Melbourne and expanded our office space in Sydney.



"2022 has been an unusual year in the energy market in Australia, a number of external factors have been a challenge to the industry and the structure of the NEM as a whole.

As we look forward to 2023 we can see that SmartestEnergy's approach to the market and strong support from Marubeni has allowed us to move through the challenges of the last year and continue to build on our ambitions, enabling C&I consumers in Australia to deliver on their ambition and commitment to meet their net zero goals."

Robert Owens, CEO SmartestEnergy Australia

SmartestEnergy Australia in numbers:	
818	GWh/annum contracted
966	Meters on supply
+50	NPS Customers
+45	NPS TPIs

Our Sustainability Credentials



Our Carbon Footprint



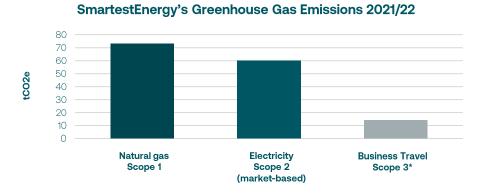
Carbon Offsetting



Connecting Communities



SmartestEnergy's Carbon Footprint



Our annual carbon footprint has been independently verified by the <u>Carbon</u> <u>Trust</u> for the 2021/22 reporting period (1 April 2021 – 31 March 2022) in accordance with an assurance methodology based on ISO 14064–3**.

Our organisational boundary extended beyond SmartestEnergy Limited in London and Ipswich to cover SmartestEnergy Business Limited in Worthing/Lancing, SmartestEnergy US based in Syracuse, and SmartestEnergy Australia based in Sydney. All Group Companies have been factored into our annual carbon report.

*Category 6 – business travel

**ISO 14064-3 specification with guidance for the validation and verification of greenhouse gas assertions

Across Group Companies, our total verified footprint was 155.6 tCO₂e, according to the market-based method.

The breakdown by scope is:

- Scope 1: 73.2 tCO₂e
- Scope 2 (market-based): 60.1 tCO₂e
- Scope 3: 14.2 tCO₂e



In addition to purchasing renewable electricity for our offices and renewable certificates to overcome any residual volumes (Scope 2), we have purchased carbon offsets to overcome natural gas and business travel emissions (Scope 1 & 3) to achieve a carbon-neutral status.

This year we purchased carbon offsets for identified Scope 3 emissions. Choosing a verified carbon offsetting project helps us reduce greenhouse gas emissions, promote sustainable development, support clean energy and encourage innovation. The chosen project for our carbon offsets this year is a hydropower project in Indonesia (see page 7).



Offsetting our carbon footprint with the Sipansihaporas Hydropower Project, Indonesia

The Sipansihaporas Hydropower Project is a new run-off-river hydropower plant in Northern Sumatra, Indonesia. The 50 MW system generates around 214,000 MWh of renewable electricity per year, harnessing the power of the Sibuluan River and providing zero-emission energy to the Sumatra grid.

This project is making a difference, supporting Indonesia's target of 23% renewable energy by 2025, aiding the local economy, creating job opportunities and providing training for workers to learn new skills.



The Sipansihaporas Hydropower Project uses several of the UN Sustainable Development Goals to make a impact, including:

- **Quality Education** Training sessions are organised so the local staff are skilled to perform regular and safe operation and maintenance
- Affordable and Clean Energy On average, 214,000 MWh is sent to the grid each year
- Decent Work and Economic Growth Local jobs are created by the project during construction and operation
- Industry, Innovation and Infrastructure Two turbines are installed, giving the plant a total installed capacity of 50 MW
- Climate Action 185,000 tCO2e is reduced on average each year thanks to the project



Ecologi

SmartestEnergy have partnered with Ecologi to take a more proactive stance on climate change.

Ecologi works with businesses to fund environmental projects and take practical steps to tackle the climate crisis. They invest in initiatives such as reforestation, renewable energy, and carbon reduction projects that are carefully selected for their effectiveness and transparency.

For each renewable customer contract, SmartestEnergy sponsors the planting of a tree in one of Ecologi's reforestation projects. This initiative will help to offset carbon emissions and create a positive impact on the environment. As 2022 came to a close, we also supported Ecologi's projects with our annual Christmas donation.

By working with Ecologi, SmartestEnergy is contributing to the reforestation efforts that are critical in mitigating the effects of climate change. Trees are known to be powerful carbon sinks, absorbing carbon dioxide from the atmosphere and storing it in their biomass. This, in turn, helps to reduce the concentration of greenhouse gases in the atmosphere and slow down the rate of global warming.



Up to March 2023, SmartestEnergy Group has planted **15,560 trees** in global reforestation projects with Ecologi. Check out our **company forest** and the **reforestation projects** that Ecologi supports.



Net Zero Week Festival

At SmartestEnergy, we are focused on driving the transition to a low carbon future. As proud founding sponsors of Net Zero Week, we were excited to celebrate once again with our annual Net Zero Week Festival, engaging in the discussion against climate change and highlighting our support of the green agenda.

The day was packed full of insightful content and engaging panel discussions featuring expert speakers from UK renewable generation projects, leading corporates, energy consultants, sustainability experts and fascinating examples of climate action!

Following the content sessions, our guests joined us outside for a range of outdoor festival activities! DJ Sassy Wylie provided some great music, whilst guests climbed aboard our EV bus, explored interactive EV charging demos, and enjoyed locally sourced beverages from our Eco Bar with a bite to eat from our vegan menu.

With our mission to empower a greener generation at the forefront, we are looking forward to continuing the net zero conversation to facilitate more thought-provoking discussions at our future events.



Our first fully net zero event!

We are pleased to announce that our Net Zero Week festival 2022 was our first ever fully net zero event! We took extra steps to be environmentally conscious, opting for reusable and recyclable materials where possible and serving locally sourced beverages and locally grown, fresh vegan food. We also encouraged our guests to complete our carbon offsetting survey, allowing us to work with Carbon Footprint to calculate all guest emissions, as well as our own event-related emissions.

Following our Carbon Footprint assessment, we successfully offset all 8.10 tCO₂e of carbon emissions using our chosen project, the Sipansihaporas Hydropower Project, supporting local communities and the renewable energy transition in Indonesia!



Sponsors of ClimateForce Expedition to Antarctica

SmartestEnergy was approached by Caroline Marriage, an employee of one of our technology partners, Origami, with an exciting opportunity to sponsor the 2041 ClimateForce Expedition to Antarctica, led by polar explorer Robert Swan, OBE.

Caroline travelled to Antarctica onboard the Ocean Victory to embark upon a 12-day trip as part of the 2041 Foundation ClimateForce "Leadership on the Edge" expedition. She wanted to witness first-hand the impacts of climate change in this untouched part of the world, with the aim to use this experience to learn how to adapt her lifestyle to be less impactful on the planet and strengthen her understanding of the issues.

"While I was there, Antarctica was seeing record temperatures; an ice shelf the size of Rome broke off the continent; and as a team, we experienced rain whilst on the Antarctic peninsula."



You'll be hearing a lot more from us about this date in 2022 and beyond...

> Learn about the significance of this date



Connecting Communities with Cambridge Colleges

We've been working with Cambridge Colleges for over a year, supplying all 33 Cambridge Colleges with solar energy and supporting them on their sustainability journey.

On our mission to empower a greener generation, we have used this opportunity to connect with the students at Cambridge Colleges, leading an engagement program, already underway to help involve students in the colleges' transition to net zero.

In May 2022, Student Green Officers from across the Colleges joined us on a trip to one of the solar sites powering the colleges, to learn about their renewable energy contract and solar technology. This was a great opportunity for the students to engage in Cambridge Colleges future sustainability plans, and relate what they had learnt to their own studies.

> <u>Watch a video to learn more about the students' Solar Site Visit and their thoughts</u>

Later in the year, we were thrilled to have two of the students participate in our Net Zero Week Festival. The students joined a host of fascinating speakers in our outdoor 'silent disco' panel discussion 'Net Zero – What's it all about?' and, with a shared passion for climate change, it was great to hear the students' innovative perspectives on net zero and the climate crisis.

> Watch the panel discussion 'Net Zero – What's it all about?'





Our people



Equality and Diversity



Employee Engagement



Gender Pay Gap



Equality and Diversity

2022-23 Activities and Milestones

In the past year, we set out to better understand our strengths and weaknesses when it comes to equality, diversity and inclusion (EDI) in the workplace – taking a step back to evaluate how we're doing.

Our Community Groups conducted a comprehensive policy review and provided feedback that's being factored into long-term planning. Meanwhile, our Equality Diversity and Inclusion Strategic Group (EDISG) engaged with external consultants to conduct a full review of our activities and gain insight into employee perspectives by conducting interviews with employees across Group Companies. This review resulted in recommendations to factor into our roadmap and take forward.

Employees have been busy creating varied content for our Smartest Balance blog housed on our intranet, sharing their personal views and insights around key topics and times in the year, such as Black History Month, World Menopause Day, Bi Visibility Day, and many more! Via our intranet, we also launched inclusive pronoun signature templates and a diversity calendar for employees to express their pronoun preferences and keep track of important dates. The Smartest Balance initiative was established at a Group level with the aim of ensuring equality, diversity and inclusion for all employees.

The work to deliver on this spans offices and departments, fostering a sense of community and achievement, with members of steering groups and community groups dedicating time to improve awareness of EDI topics and access to training, resources, and most importantly personal views and insight.

Smartest Balance represents a vast roadmap of activities and investments in our people to embed EDI.

We welcome employees across the company to engage in our EDI journey and join our Community Champion Steering Groups. Our Steering Groups are active in their conversations and deliberate in their actions, amplifying diverse perspectives and voices.

Some of these groups include:

- Diverse Sexualities and Genders
- Diverse Race and Cultures
- Women in Energy

Claudia McIntosh shares her thoughts on SmartestEnergy's commitment to create a more inclusive and equitable workforce culture:

As the manager for Equity Diversity Inclusion at SmartestEnergy, I am committed to placing our diversity and inclusion agenda at the forefront of all company decision-making. Our focus on hiring, engaging, and developing all our employees will undoubtedly contribute to growth for our clients, communities, and employees in the future. While progress takes time, we are fully dedicated to this effort.

> Claudia McIntosh, Diversity & Inclusion Manager, SmartestEnergy Limited



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Employee Engagement

We are a people powered company, and as we empower our customers on the transition to net zero, it is important to engage our employees, who will play a fundamental role as the new energy landscape evolves.

Celebrating Diversity and Inclusion

As part of our SmartestBalance initiative, we came together to celebrate important dates in the calendar; sharing journeys for Black History Month, showing solidarity to women in the workplace for International Women's Day, and shining a light on LGBTQIA+ representation for LGBTQ History Month. Our D&I team also hosted some excellent online events, opening up the discussion on violence against women and imposter syndrome.





Giving something back

As part of our 'Giving Something Back' initiative, our employees took to volunteering for causes they care about and organised and participated in multiple local fundraising activities, such as Valencake Day, where funds were raised for St Elizabeth's Hospice in the UK. So far, 2023 has seen high volunteering activity, including lots of gardening activity with ActivLives (pictured left).

Listening to our employees

Once a quarter, our employees are encouraged to participate in an Employee Engagement Survey, giving their views on what SmartestEnergy is doing well and sharing ideas to further engage employees all over the world as we continue to expand internationally.

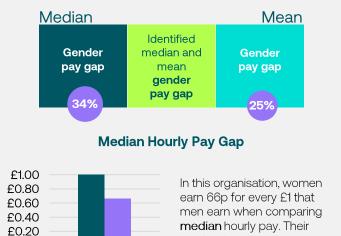


Gender Pay Gap

At SmartestEnergy, we are committed to creating a culture which is open, collaborative and inclusive; a place where people can bring their authentic selves to work, embedding equality, diversity and inclusion within our organisation globally. We aim to support and advance those who can make a positive difference, building a balanced and diverse workforce.

SmartestEnergy has recently submitted its third Gender Pay Gap Report, and whilst our gender gap is closing, we still have a long way to go. We strive to give our employees a voice, and it's now time for us to amplify those diverse perspectives and voices and ensure that they have a stake in decision-making and future company goals.

Hourly Pay Gap



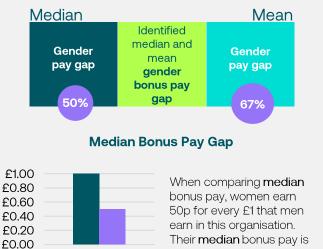
median hourly pay is

34% lower than men's

Men Women

£0.00

Bonus Pay Gap



Men Women

2022/23 Report Figures

50% lower than men's

"Our 2022 Gender Pay Gap Report reflects our dedication to provide equity and opportunity for women at SmartestEnergy. We recognise that there is still a way to go to achieve sustainable change, and to bring about the kind of gender equality that we want to see.

Our core values 'One Team, One Future', 'Innovate to Accelerate', 'Think Customer' and 'Own It', underline the strength of our intent to drive gender equity. We understand how important it is that we live and breathe these values and act through the lens of EDI.

With ambitious diversity and inclusion initiatives and plans for 2023-24, we look forward to further building on our efforts and continuing to take an active stance in our progress to improve the diversity agenda within SmartestEnergy with inclusion and equitable experiences being the driver in our journey."



Robert Groves, CEO, SmartestEnergy Limited

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The future of SmartestEnergy



Our Global Reach



Empowering a Greener Generation





Our global reach



SmartestEnergy Ltd

London and Ipswich
SmartestEnergy Business Ltd
Worthing, West Sussex

Our global strategy continues to be to build a global network of SmartestEnergy companies, each acting as **electricity service companies in their respective market** and **regional trading hubs offering electricity market services** –

ensuring we not only support customers on their net zero journey, but build a community of energy champions to empower a greener generation across the globe.

SmartestEnergy Australia Sydney



Empowering a greener generation

As we step in a new direction with our new brand identity in place, we are doubling down to refocus our efforts on the energy transition and what it will take to support generators and businesses in the current and future energy system. We are committed to helping our customers build knowledge and confidence in clean energy, enabling switched on businesses to make greener choices and transition to net zero carbon.

Over the next year, we'll be aligning global corporate social responsibility (CSR) objectives with the green agenda and continuing the net zero conversation at our annual net zero festival.



Contact us

Thank you for reading our Annual Report. If you have any related questions or would like to request our latest financial results, please get in touch:

⋈ info@smartestenergy.com

- in Linkedin.com/company/smartestenergy
- Smartestenergy

smartestenergy.com

