

Environmental Policy

ITM Power (PLC) is a globally recognised expert in hydrogen technologies with the overarching principle to take green energy from the power network, convert it into hydrogen and use it in one of three broad market areas – Mobility, Power-to-X and Industry. This is led by the drive for improved air quality worldwide, the growth of renewable power generators in the energy mix and a need to decarbonise industrial processes. This environmental policy sets out our approach to environmental management which is key to achieving our company's vision- 'sustainable energy, engineered sustainably'.

As part of this vision we will seek ways to improve our environmental performance and leave a sustainable environmental legacy for future generations. We believe that outstanding environmental performance is a central part of being a responsible and successful company and will help us to protect and enhance the global environment.

At ITM Power we are committed through our core technology and product portfolio to preventing pollution by enabling green hydrogen to replace fossil fuel use, and by demonstrating the continual improvement of our environmental management system we will enhance environmental performance of the manufacturing of our products. This will be facilitated by the setting of objectives, based on our Environmental Aspects and Impacts Register, stakeholder requirements and ITM Power's business plans both short and long term. These objectives will be documented, SMART and periodically monitored and reviewed, in line with the changing business requirements. Our progress will be communicated throughout the organisation and to other stakeholders where relevant.

At ITM Power we are committed to:

- Identifying all our environmental risks and managing their significant impacts on the environment;
- Providing all employees with the resources, equipment, information, instruction & training to fulfil this policy in line with their role;
- Reducing waste, utility and resource use wherever practically possible;
- Protecting the environment and preventing pollution in all aspects of the business including manufacturing, installation and laboratory impacts;
- Ensuring compliance with all applicable environmental legislation, codes of practice and any other compliance obligations to which ITM subscribes;
- Improving our current ESG performance by focusing our efforts and working collaboratively as an organisation.

At ITM Power we will achieve these commitments by:

- Developing, maintaining and improving an environmental management system (EMS) to the specifications outlines in the international standard ISO 14001:2015 to enhance environmental performance;
- Setting and reviewing environmental objectives, targets and management programmes;
- Implementing an internal audit programme to measure compliance with our planned EMS arrangements and the requirements of ISO 14001.

This policy will be communicated, understood and applied within ITM Power, and be made available to interested parties, as appropriate.

This policy will be reviewed annually, and amended if necessary, by the Executive Directors.