



Action 2030 Report

Delivering for a better future, quicker.

December 2024



Introduction

Action 2030 was launched in April 2023 and is ScottishPower’s first-ever Sustainable Development Strategy, setting out our vision and ambitions for the positive change that we can deliver together by the end of the decade.

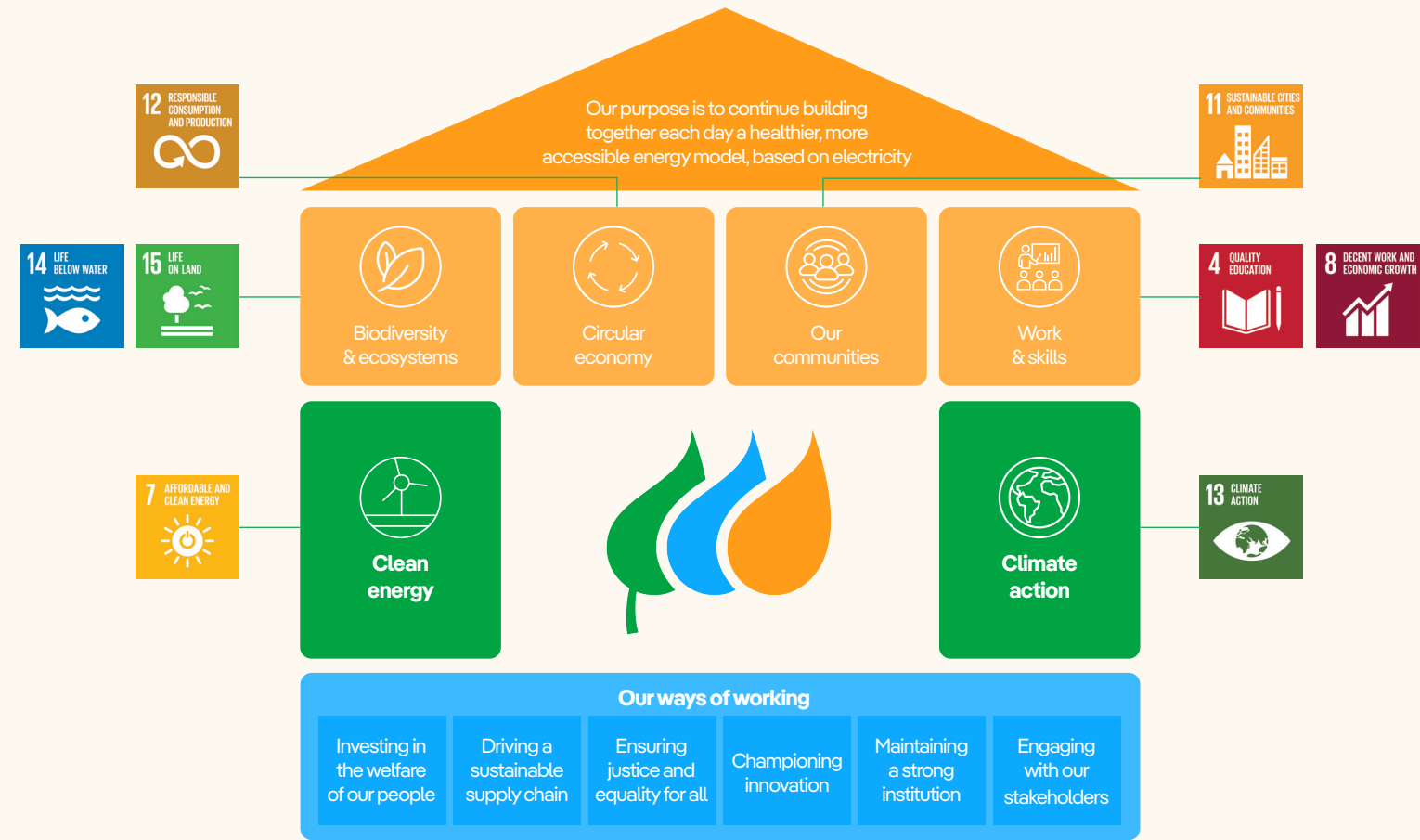
As a clean, renewable energy utility serving millions of customers across the UK, employing thousands of staff, and investing billions of pounds in the UK economy, we recognise the responsibility to use every opportunity we can to contribute to the global effort to meet the UN SDGs.

Two SDG goals link directly to ScottishPower’s purpose and are the areas where we have the potential to make the greatest impact. These are SDG7, affordable clean energy, and SDG13, climate action. These goals match our business ambitions to generate renewable energy, connect to our customers, and provide them with the solutions that allow them to cut the environmental footprint of their homes and businesses.

Our commitment to the UN SDGs influences not only our actions but also our approach. We integrate sustainable development into our internal operations, supply chain standards, and relationships with customers and stakeholders.

All this and much more is reflected in Actions 2030 where six themes have been identified and link directly to the UN SDGs. Each theme articulates our vision and, backed up by 28 targets, sets out a clear pathway indicating the potential contribution of everyone at ScottishPower to make a positive impact that will ensure we continue to deliver for a sustainable future.

We are already making an impact across all six sustainability themes. This report provides an update on progress against each of the 28 targets as of 31st December 2024.



Update

By the end of 2024, the following two targets were achieved.




Raising **£40** million for
Cancer Research UK



Recruit over **1,000**
people into green jobs
by the end of 2023

2030 Targets



Clean Energy

Vision 2030: ScottishPower is leading the UK’s transition to cleaner and more affordable energy.

Treble onshore Renewable production capacity by 2030	Throughout 2024 we have continued to look to develop the portfolio and make progress, receiving consent to repower and modernise turbines, increasing capacity whilst reducing footprint.
Investing £4.5 billion in Energy Networks by 2028	In 2024 our investment in our transmission and distribution networks accelerated as we modernise the network for future demand, slightly exceeding our 2024 year-end target.
Treble offshore Renewable production capacity by 2030	Through our EAI and WoDS wind farms we currently have operational capacity of 1.1 GW. EA3 and EA2 are in construction and EAIN is in development.
Deliver 500 MW of green hydrogen capacity by 2030	We have now signed contracts with the UK Government for two initial projects supporting the decarbonisation of industry. Four additional projects were submitted into the subsequent Hydrogen Allocation Round and are being evaluated. Scalable projects continue to be developed to continue in future rounds.
Provide 4.8 million smart solutions by 2030	In addition to our existing portfolio of home energy management products, in 2024 we launched two new propositions; EV Optimise and PowerSave Half Price Weekends, enabling customers to maximise energy usage at a discounted time, backed by a national marketing campaign promoting these products along with our solar panel and battery offer.



Climate action

Vision 2030: ScottishPower has reduced its direct and indirect value chain greenhouse gas footprint in line with climate science, while strengthening our business adaptation and resilience to climate change.

Reduce Scope 1, 2, and 3 emissions from fuel and energy related activities and use of sold products 64% by 2030	We continue to deliver our GHG Emissions Reduction Plan (“ERP”) actions, with a strong focus on supply chain emissions and embodied carbon. Overall, we have seen a 5% increase in GHG emissions in 2024 compared to 2023 but a 16% reduction since our 2019 baseline year.
Reduce absolute Scope 1 and 2 GHG emissions 47% by 2030 from a 2019 base year	Our Scope 1 and 2 combined emissions increased by 2% during 2024 due to increased energy distributed. However, we have achieved a 22% reduction since 2019, and we are on track to achieve our 2030 target.
Reduce Scope 3 (cat 3) emissions from all sold electricity 100% per megawatt hour (“MWh”) by 2030 from a 2019 base year	Our Scope 3 sold electricity emissions increased by 5% this year, however these emissions have decreased by 1% since 2019 and remain on track for our 2030 target despite challenging energy market conditions.
Reduce absolute Scope 3 GHG emissions from use of sold products by 28% by 2030	Our Scope 3 use of gas sold emissions increased by 1% this year, driven by increased customer demand, however, we have achieved a 29% reduction since 2019, surpassing our 2030 target.
100% sustainable light vehicle fleet by 2030	We have exceeded our 2024 target, and are on track to meet to 2030 commitments.





Biodiversity and ecosystems

Vision 2030: ScottishPower has delivered a net positive impact on biodiversity and ecosystems.

Deliver net positive impact on biodiversity by 2030	We have collaborated and shared learnings via our Nature Working Group, held biodiversity metric workshops, piloted biodiversity action plans, and developed a draft Nature Plan for release in 2025.
Conserve, restore and plant 5 million trees by 2030 against a 2020 baseline	We have conserved, restored, and planted over 1m trees since our 2020 baseline.

2030 Targets

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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Circular economy

Vision 2030: ScottishPower has minimised resource use and waste and established circular processes that keep materials in use at high value for the long-term.

Develop a detailed circular economy action plan by 2025	We benchmarked against other leading circular economy strategies and commenced the development of our detailed circular economy action plan.
100% wind turbine blade recycling by 2030*	We continued to further develop our understanding of existing and emerging opportunities for blade recycling via research, consultation, and participation in two collaborative industry bodies.
Zero waste to landfill by 2030	We achieved 97% diversion from landfill, exceeding our 2024 target of 92%.
Achieve 50% sustainable steel use by 2030 and 100% net zero steel by 2050	We have continued to assess our current steel position and review supply chain capability and readiness to support the implementation of a sustainable steel policy.

* subject to finding a commercially viable solution

11 SUSTAINABLE CITIES AND COMMUNITIES

Our communities

Vision 2030: ScottishPower is actively developing resilient, empowered communities with our partners.

33% increase in employee volunteering by 2030	In 2024, volunteering activities were built into formal development programmes throughout our trainee programmes. This along with an overall increased uptake in volunteering across all our employee groups, has seen us continue to make good progress towards the 2030 target.
Raising £40 million for Cancer Research UK	This target was achieved by the end of 2023. In 2024 we announced an extension of our long-standing partnership, which began back in 2012, until 2029.
Installation of 12,650 Public EV charging points by 2030	We have secured a panel of new partners to enable us progress with the delivery of EV Chargepoints across the UK. We have secured agreements with a number of landowners to install EV chargers and are active in several local authority tenders taking place in the first half of 2025. These activities provide us with excellent opportunities to grow our portfolio.
£25 million benefits to vulnerable and disadvantaged customers in fuel poverty and to support the transition to net zero in our distribution network by 2028	With commercial delivery contracts finalised in Q3 2024, we are progressing against plan with 2025 being a pivotal year for accelerated performance.
Deliver over £100 million in community benefit funding to communities over the lifetime of our onshore wind farms	In line with our planned projections, as of December 2024, we have cumulatively contributed over £67million through our community benefit funds.



4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

Work and skills

Vision 2030: ScottishPower has a high performing representative workforce and a resilient supply chain capable of meeting our current and future needs.

Access to mental health awareness training for all line managers by 2025	As of December 2024, over 65% of line managers have received awareness training. As planned, these courses will continue to be delivered throughout 2025, covering the remaining managers.
More than 90% of purchases from sustainable suppliers by 2030	In 2024 our purchasing model, which supports the development of the sustainability credentials of our suppliers, has again ensured we have exceeded the target.
More than 36% female representation at middle management roles by 2030	At the end of 2024, the proportion of women in middle management roles was 32.3% (2023 33.0%).
More than 35% female representation in senior management roles by 2030	At the end of 2024, the proportion of women in senior management position was 32.1% (2023 33.7%). We continue to focus on initiatives to improve this.
Employee training exceeding 55 hours per year	At the end of 2024 we attained an average of 63 training hours per employee, exceeding the 55 hours target and continuing to demonstrate our investment in our people.
Recruited over 1,000 people by the end of 2023	In 2022, we launched a recruitment drive for 1,000 green jobs. This target was achieved with 1,500 roles having been recruited by the end of 2023.



Looking ahead

Our commitment to action on sustainability challenges us to reflect on our ambitions and ask what more we can do to deliver positive outcomes.

To this end in 2025, we will undertake a review of Action2030, looking across our commitments and tools to understand where they need updating if we are to continue to drive action on the critically important UN SDGs, and where appropriate will update them to better reflect our ambition that supports society and the environment.



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