

Energy Management Policy

Penspen is committed in all its worldwide operations to achieving the highest standard of environmental protection. In order to assure that this commitment is achieved it is a requirement of the Board that the Penspen Group has a comprehensive Energy Management System (EMS) in full compliance with EN ISO 50001:2018.

Specifically Penspen will:

- Identify forms of energy usage and apply effective monitoring.
- Continually seek opportunities for reductions in energy use.
- Ensure that we effectively seek to improve energy management aspects and impacts.
- Maximise energy performance, reducing operating expense and energy usage.
- Demonstrate to our community and leadership, reduction in environmental impact reductions.
- Continual improvement opportunities are sought through the setting of environmental objectives and targets and measurement of energy performance.
- Company personnel are trained to ensure awareness of the environmental energy impacts relating to their activities and of the broader, global issues that drive Energy Management Legislation.
- Contractors and visitors are required to exercise the same high energy management standards whilst on Penspen Asset Management Europe's sites.
- The energy management performance of the company, the policy and associated procedures are regularly reviewed and audited to maintain impetus.
- Regularly review energy management objectives and targets.
- Ensure effective management through supply chain and procurement of effective energy management.

This policy statement is an expression of Penspen's commitment to operational excellence and its belief that protection of the environment shall be considered as a fundamental management responsibility.

Signed



**P O'Sullivan
Chief Executive Officer
Penspen Group Limited**

Date: 20.01.2026