

# Harmony Energy Limited Group of Companies

## Community Policy

Approved and adopted by the Board of Directors of Harmony Energy Limited on 1 December 2025

### Introduction

The Harmony Energy Group of Companies (“Harmony Energy”) develops, builds, owns and operates grid-scale battery energy storage systems (BESS) and renewable energy generation projects to help achieve a more environmentally, socially and economically sustainable future.

In delivering renewable energy infrastructure projects, we recognise that our activities, and those of our suppliers, have an impact on local communities where we operate. Fostering positive relationships with the communities that host our projects is central to our mission of powering a sustainable future.

This Community Policy (the “Policy”) sets out our commitment to partnering with our communities to make a positive contribution to their lives and livelihoods. This means we conduct our business in accordance with relevant laws, regulations and planning requirements, but also that we operate to the high standards we set for ourselves, outlined in this Policy.

### Scope

This Policy applies to all majority-owned Harmony Energy Group companies, subsidiaries and SPVs from the date of adoption.

Where Harmony Energy operates internationally, this Policy will be applied, subject to legal or regulatory requirements of the relevant international jurisdiction, and relevant local policies and supporting procedures.

### Governance

The Board of Directors has ultimate responsibility for and oversight of this Policy.

### Roles and responsibilities

This Policy applies to all colleagues across the Harmony Energy Group of Companies - both permanent and non-permanent workers, and anyone working on behalf of Harmony Energy.

- **The Board of Directors** has ultimate responsibility for setting Harmony Energy’s community approach, commitments and policies.
- **The Sustainability Committee** oversees, monitors and reviews Harmony Energy’s community approach and performance, and makes recommendations to the Board on community matters.
- **The Group Sustainability Team and Development Teams** are responsible for integrating the Community Policy and associated activities into key business areas and measuring, monitoring and reporting on community performance and incidents. The Group Sustainability Team and Development Teams advise the Board, the Sustainability Committee and business functions on community-related matters.

- **Teams and Business Units** are responsible for integrating the Community Policy, approach and associated initiatives into their activities.
- **Managers** are responsible for making sure that their teams understand and comply with this Policy, supporting procedures, as well as complete any relevant training.
- **All employees** must comply with the Policy and supporting procedures and complete all relevant training.

## Policy

We seek to partner with our communities to make a positive contribution to their lives and livelihoods. We carefully consider the local impact of our projects, and we are committed to sharing value with people who live and work nearby. Our community approach follows the following policy principles:

### 1. Community engagement

We engage with communities early in the development and planning phase of a project and maintain relationships throughout the project's lifespan. We strive to build positive relationships with communities by engaging collaboratively and openly. We ensure that communities are actively involved in decisions that impact them by keeping them informed and providing opportunities to share their views, ask questions and have feedback integrated into project plans where possible. Any complaints that arise are promptly investigated and addressed.

#### 1.1. Understanding the community

A community is a group of people who have a common place in which they live, work, visit, or for some other reason spend their time. We undertake stakeholder mapping to identify local residents and organisations, enabling us to understand the community. We assess the potential impacts of our sites on the community and implement site-specific stakeholder engagement plans.

#### 1.2. Engagement principles

We follow the below principles throughout our community engagement:

- **Early engagement:** we start engagement early to help the community understand the project and provide an opportunity to share feedback from the outset. Community feedback is used to shape the final project design wherever possible.
- **Transparency:** we share clear, accurate and timely information about the project proposal, process, timings, benefits and potential impacts. We build and maintain trust by being open, reliable and responsive to answering community concerns and questions.
- **Inclusivity:** we ensure that all community members, including harder-to-reach and underrepresented groups, have the opportunity to participate. We use a range of communication methods to reach a wide audience, including printed materials, digital content and face-to-face events.
- **Responsiveness:** we provide a means of communicating with the project team from the beginning, with clearly signposted contact details including a phone number and an email address. Responses should be timely and complete.

#### 1.3. Engagement methods

We use a range of methods to engage with our stakeholders to reach as many community members as possible. Engagement methods include in-person or virtual meetings, public drop-in events, exhibitions, consultation events, online events, focus groups, leaflets, briefings to local authorities and parish, town and community councils, site visits and online information.

## **2. Community benefits**

We are committed to creating lasting positive impacts and ensuring that the communities in which we operate receive meaningful and tangible benefits from our projects.

Each site has a dedicated community benefit fund to support initiatives that are important to local people. We provide an annual index-linked payment of £100 per MW installed each year for BESS and £200 per MW AC installed each year for solar for the lifetime of the project (or equivalent). Our community benefit funds are designed to enable flexibility for communities and Harmony Energy to explore the opportunities that are best suited to each community and project.

We also provide financial and volunteering support to local causes through our central charitable giving programme.

## **3. Wider socio-economic benefits**

We strive to promote sustainable economic growth by using local suppliers and creating skilled green job opportunities for local people at the heart of the energy transition, and we encourage our contractors to do the same.

We deliver educational initiatives, such as talks and site visits for local schools and universities, providing opportunities for people to learn about renewable energy, storage and biodiversity.

### **Review**

Harmony Energy commits to reviewing the content of this Policy at least annually to ensure its effectiveness. Any revisions will be recommended to the Board for consideration and approval.