

**Basingstoke Topco Limited****31 March 2023 Annual Report Addendum**

The Directors consider the Annual Report, Financial Statements and Addendum to comply with the Guidelines for Disclosure and Transparency in Private Equity.

This document outlines additional disclosures for users of the published Annual Report.

*Financial KPIs*

For the avoidance of doubt, the financial key performance indicators for the year-ending 31 March 2023 are:

- Revenue £19.1m
- EBITDA (£7.5m)
- Net Asset Value £61.1m
- Cash at Bank and in Hand £9.2m

*Environmental Strategy*

Our business centres itself on environmental goals, as a leading provider of green energy solutions through providing 100% renewable energy for rapid EV charging. In addition to our ISO14001 accreditation, the business is heavily invested in developing a clear ESG strategy for the following financial year. This will clearly demonstrate our SBTi objectives and timings.

At the date of the Annual Report, our existing policies included our Environmental Policy Statement and our Sustainable Development Policy.

These policies state how the business is committed to:

- Complying or exceeding all applicable legal requirements and any other requirements needed to meet environmental targets.
- Preventing pollution to land, air, or water.
- Continual improvement in the management of environmental aspects.
- Setting clear and measurable targets for staff based on the key environmental aspects and potential impacts on the environment.
- Maintaining an effective environmental management system.
- Ensuring adequate resource to show continual improved performance.
- Managing all operations performed by Instavolt staff and Contractors to ensure compliance with all environmental requirements.
- Providing environmental information on Instavolt activities on request.
- Seeking innovation in its business processes to reduce fuel consumption.
- Working with suppliers to reduce waste caused by packaging.

### *Principle Risks and Uncertainties – Staff Retention*

Instavolt is committed to equality of opportunity throughout the employment relationship on an ongoing basis including recruitment, promotion, opportunities for training and education, remuneration and all other terms and conditions of employment.

Diversity is about recognising, valuing, and taking account of people's different backgrounds, knowledge, skills, and experiences, and encouraging and using those differences to create a productive and effective workforce. We are committed to a working environment that is free from prejudice, discrimination, bullying, harassment, and intimidation in providing equality and diversity in the workplace.

The directors recognise that the employees, in whatever capacity, are our greatest asset. Their training and development are fundamental in creating a culture of working safely, having consideration for the environment, providing a quality service, and working for continual improvement. In doing so this will lead to the future success of the business.

To realise the full potential of these employees, and therefore the business, training will be provided to allow them to fully develop within their role, which in turn will be of benefit to both the individual and the company.

Reasonable cost of career training to obtain appropriate qualifications will also be financed by the group subject to time served conditions. Study leave for exams will also be provided.

As health & safety remains key to our business culture, our programmes ensure that no person will be put to work who has not received the appropriate safety and comprehensive induction training on being recruited and that training is repeated periodically, where appropriate.

### *Social and Community Matters*

In addition to environmental matters (ISO14001), the company is proud to maintain ISO45001 and ISO9001 accreditations, which reflects the focus and importance of our health and safety practices, for both internal and external stakeholders.

Our social policies are aligned to the development timeline of our environmental strategy, such as addressing accessibility at EV charging locations, and will be published alongside future annual reports.

At the date of the Annual Report, our existing policies ensure that human rights of our employees and contractors are respected, alongside relevant safety, freedom of movement and communication standards. This is shown clearly through our Modern Slavery Act.

*Gender Mix*

As disclosed in the Annual Report, the business operates in a traditionally male-dominated industry, but with our strong diversity culture, we operate at 27% female representation against the industry average of 11% (general power sector). Across our senior management and directors, this is 28% female representation. Due to the size of the company, being 72 employees, we consider the board to be 'senior management' without an additional category of employees.



C Bott  
Chief Financial Officer