



**Bryt**Energy



**Bryt**  
By nature

**OUR SUSTAINABLE  
BUSINESS REPORT  
2025**

## WELCOME TO 2025'S BRYT BY NATURE REPORT - OUR FRAMEWORK FOR BEING A BETTER BUSINESS

Since launching our Bryt by Nature programme in 2020, we've been fully documenting our journey to becoming a truly sustainable and responsible business, being totally transparent about the successes and challenges we've experienced along the way. We also release our annual mid-year Bryt by Nature report, in order to provide our customers and supply chain with our carbon emissions data as early as possible in the year, supporting them with their own sustainability reporting.

This is our 2025 Bryt by Nature report. It addresses our four key business values of being **trusted, passionate, sustainable and pioneering by nature**

Under each area, we'll outline our goals, cover the actions we have taken to progress towards them, and set out our long-term trajectory for reaching our future ambitions.

As we know, being a sustainable business is about more than just our environmental impact, so we've also included wider updates and milestones from other areas of our business, to ensure we're recognising our social impact as well.

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# WHO WE ARE

We, **Bryt Energy**, are part of the **Statkraft Group**. By providing organisations with **renewable electricity\***, and through pioneering products and services, we empower businesses to create value from their electricity usage by optimising their consumption and challenging the way they interact with the electricity system.

## OUR PURPOSE

Leading Britain towards a net zero, sustainable energy future; having a positive impact on businesses, communities and the planet. **Find out more [here](#).**

We recognise that to achieve a sustainable energy future, our industry needs to evolve and behaviours need to change. That's why our vision for the energy sector is:

## OUR VISION

A net zero future, in which consumers are empowered to actively engage with, support and benefit from a sustainable energy system, playing our part in delivering Statkraft's global vision.

## OUR COMMUNITIES

As part of our purpose, we aim to have a **'positive impact on businesses, communities and the planet'**, in everything we do. This means all our stakeholders, including our customers, our employees and their families. We also aim to have a positive impact on those we work alongside - such as our supply chain, service providers, consultants and partners, Statkraft, and the wider energy sector.

\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services.



## STATKRAFT'S VISION: RENEW THE WAY THE WORLD IS POWERED

Statkraft is **Europe's largest renewable energy producer** and a leading international hydropower company. Operating for **130 years** and spanning over **20 countries**, Statkraft develops and operates renewable energy assets, buys and sells energy, and invests 100% of growth into renewables. As part of the Statkraft Group, we are working to deliver Statkraft's vision, together.

**Learn more [here](#).**



# LETTER FROM THE BOARD

*"Since Bryt Energy's inception in 2016, we have always believed that acting sustainably is quite simply the right thing to do.*

*We know that being a sustainable business is a continuous process and requires a long-term, holistic approach to our sustainability ambitions. 2025 has been about setting strong foundations for this future, looking ahead to our vision and the direction we want to take our business in the coming years, to drive us towards our goals.*

*For us, this has meant making the exciting move into a new office space at Cornerblock, which better supports the wellbeing of our team and will help us meet our near-term science-based emissions reduction targets with the Science Based Targets initiative (SBTi). We've also undertaken a series of system upgrades across 2025, to enhance our team's capabilities in servicing our customers, better prepare our business for industry changes, and to deliver pioneering new products. Despite a short-term increase in carbon emissions, we know that these investments were essential for the sustainable growth of our business.*

*As well as investing in the growth of our business, in 2025 we continued to support our customers in navigating and participating in the changing energy landscape. This has meant delivering a wider range of products to help our customers benefit from and support a grid powered by renewables. We launched our new Pure Flex Access product, which provides customers with optimisation opportunities to unlock value from their on-site technologies and take advantage of the day-ahead market. We also invested in a new Optimisation desk team to expand our capabilities to better support our customers.*

*We are at a pivotal and exciting point for the energy industry, with significant change still to come over the next few years, including evolving reporting frameworks and increased efforts to limit climate change. We know that any change is best achieved through collaborating and sharing knowledge, so that we can move towards a more sustainable future, together. Therefore, we've continued to encourage collective action, hosting our first event for our energy consultant partners, which brought together energy experts to facilitate powerful and challenging discussions to drive forward real change.*

*By sharing knowledge and being transparent throughout our journey, we hope to empower those within our wider sphere of influence to make lasting, effective change and take impactful action, and to help them to have a smoother path in their own sustainability journeys. After all, we're in this together."*

**From the Bryt Energy Board**  
December 2025

## BrytEnergy

# OUR YEAR AT A GLANCE

From investing in our new office, to expanding our product and service offerings to support our customers' evolving needs, we're proud of the progress we've made in the last year, especially in a year of immense change within our business and the wider industry. Our team's ongoing commitment has allowed us to continue delivering on our purpose and providing value to our customers and partners.

Here are some of the key highlights of our year<sup>1</sup>:



## SUSTAINABLE

- Customers on our zero carbon, 100% renewable electricity\* supply with an annual volume of **2.78TWh**
- The physical intensity of our Scope 3 emissions increased by **5.79%** in 2024, but has reduced by **20.4%** overall since our baseline year of 2020
- Moved into our new office and achieved a **SKA Silver rating**, due to the sustainable choices made during the fit-out process



## TRUSTED

- We continue to be **EBITDA positive**<sup>2</sup>, enabling us to continue to invest in our growing capabilities as a business
- We are part of the Statkraft Group, who has an **A- credit rating**<sup>3</sup>
- We have been continually investing in **system upgrades** and improvements, to advance our customer service and create the foundations for our next generation of energy transition products



## PASSIONATE

- **80%** of our employees said they're proud to work for our company, with **14%** neutral
- An average of **4.11** training days completed per employee
- **23** employees achieved promotions in 2025, compared to 13 promotions in 2024



## PIONEERING

- We developed a new **Pure Flex Access** product and a new Optimisation desk team, to enable customers to participate and benefit from supporting the grid
- We continued our work to enable and reward consumers for offering flexibility to the grid, through developments in the Capacity Market (CM) and joining **Distribution System Operator (DSO) schemes**
- We hosted an **event** for our energy consultant partners, to help facilitate discussion and drive action around the future of our industry

<sup>1</sup> All statistics here are from January-December 2025, unless stated otherwise.

<sup>2</sup> Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA)

<sup>3</sup> Based on Standard & Poor's long-term credit rating. You can find out more on Statkraft's credit ratings, here: <https://www.statkraft.com/IR/credit-rating-and-analysis/>

\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services



# WHY IS SUSTAINABILITY SO IMPORTANT?



2025 saw many concerning climate-related headlines, from reports showing that the world has crossed its first tipping point, with widespread coral reef dieback<sup>4</sup>, to the UN Secretary General of the UN warning that the Paris Agreement's goal of limiting global heating to 1.5°C above pre-industrial levels now appears out of reach<sup>5</sup>. CO<sub>2</sub> emissions are projected to have reached record-high levels in 2025<sup>6</sup> and, with extreme weather experienced across the world, it's important to acknowledge the global context of climate change in which we find ourselves.

Focus on sustainability continues to be important because avoiding every small increment of temperature increase matters in preventing the dangerous consequences of global heating, as the world continues to adapt to and feel the impact of these changes. That's why it's so important that governments across the world, as well as organisations and individuals, take significant action to reduce global emissions as quickly as possible, limiting impacts for wildlife, the environment, and all our communities.



## THE ENERGY SECTOR'S EVOLVING ROLE

The energy sector has a key role in the decarbonisation of the UK, and has already made significant progress - since 1990, emissions in the power sector have reduced in the UK by two thirds<sup>7</sup>.

In 2025, the energy sector saw a turning point, with renewable energy overtaking coal's share in the global electricity mix, following the closure of the UK's last coal-fired power station the year before. Solar energy also had a record-breaking year in 2025, supplying 6.3% of Britain's power - a 30% rise compared to 2024<sup>8</sup>. Solar PV is now the cheapest form of energy in generation costs, and renewable energy is set to become cheaper year-on-year, both for those investing in its infrastructure, and for those consuming its electricity<sup>9</sup>. Battery Energy Storage Systems (BESS), electric vehicles (EVs) and heat pumps are also becoming increasingly affordable and popular, as both businesses and households look for ways to decarbonise.

However, there's more that needs to be done, at pace, if we are to meet the Government's targets, outlined in their **Clean Power 2030 Action Plan**. 80% of the emissions reductions required to meet these targets must now come from sectors other than energy, and many industries will look towards electrification to help decarbonise<sup>10</sup>. As a result, electricity demand is set to double by 2040<sup>11</sup>. Increased renewable energy capacity will be needed to meet this demand, alongside four-to-five times more demand flexibility<sup>12</sup>, to balance a grid powered by more intermittent renewable sources.

Amidst this, conversations and standards have been developing, and what 'good' looks like in the world for energy procurement and strategy is evolving. We have seen greater polarisation in the geopolitical landscape regarding net zero, and, with more interconnected markets than ever, countries and supply chains have a greater impact on each other's progress.

Within this changing landscape, sustainability reporting standards are changing, with the Science Based Targets initiative (SBTi) and the Greenhouse Gas (GHG) Protocol evolving their frameworks to increase transparency, improve emissions accounting accuracy, and support businesses in taking meaningful sustainability action. However, whilst some businesses are looking to better demonstrate their sustainability efforts, and are diving deeper into their energy procurement, the complexity of decarbonisation and potential costs may also be pushing others further away.

As well as changes within frameworks, there's also been new market changes. We've seen the introduction of the Market-Wide Half-Hourly Settlement (MHHS) programme and the Nuclear RAB (Regulated Asset Base) Levy, as well as changes to Transmission Network Use of System (TNUoS) charges, all of which aim to help the UK move towards a smarter, decarbonised grid.

As this energy landscape continues to evolve, we all have a part to play, across industries, businesses and individuals - to support and benefit from a grid powered by renewables. For those able and willing to get involved, real opportunities exist for businesses to take advantage.

4 <https://www.theguardian.com/environment/2025/oct/13/coral-reefs-ice-sheets-amazon-rainforest-tipping-point-global-heating-scientists-report>  
5 <https://www.theguardian.com/environment/2025/oct/28/change-course-now-humanity-has-missed-15c-climate-target-says-un-head>  
6 <https://globalcarbonbudget.org/fossil-fuel-co2-emissions-hit-record-high-in-2025/>

7 <https://www.energy-uk.org.uk/insights/electricity-generation/>  
8 <https://solarenergyuk.org/news/solar-generation-smashes-annual-record/>  
9 <https://www.theecoexperts.co.uk/news/is-renewable-energy-cheaper-than-fossil-fuels>  
10 <https://www.theccc.org.uk/publication/progress-in-reducing-emissions-2025-report-to-parliament/>  
11 <https://www.theccc.org.uk/publication/the-seventh-carbon-budget/>  
12 <https://www.neso.energy/news/our-clean-power-2030-advice-government>



# BRYT BY NATURE

## OUR PROGRAMME FOR BEING A BETTER BUSINESS

Bryt by Nature is our programme for delivering our company purpose, ensuring that we have a positive impact on the environment and society as a whole. It consists of **four key elements** aligned with our chosen **Sustainable Development Goals (SDGs)** and it's integral to everything we do. Our company objectives are built around this programme, and it is core to all of our values as a business - how we want our employees to act, how we construct all of our products and how we influence our communities.

Following the launch of our **Bryt by Nature report** in 2020, we've been reporting on our progress along our Bryt by Nature framework for five consecutive years. What was once a document of step change commitments and actions, is now evolving into a mature purpose-led framework focusing on long-term impacts and incremental change as our purpose becomes more embedded into our operations.

**We continue to review this framework and our chosen SDGs to keep pace with what global best practice sustainability reporting and actions look like. We hope to keep improving how we communicate our progress, and we actively invite feedback to help us maintain transparency and accountability.**

## OUR VALUES



### SUSTAINABLE BY NATURE



Sustainability is in our DNA, and we've always been focused on striking a balance between people, profit, purpose and the planet. From documenting our carbon footprint to setting our science-based targets, we're determined to be totally transparent at every step of our journey.

**SDG 13: Climate Action**



### TRUSTED BY NATURE



Our customers are at the heart of what we do. We know that our customers trust us to work to the highest of ethical standards, and we know that they need to be able to rely on us. So, we're committed to being a reliable, secure and trusted electricity company.

**SDG 7: Affordable and Clean Energy**



### PASSIONATE BY NATURE



Without our amazing team, we wouldn't be able to deliver our purpose - that's why we're enthusiastic about making Bryt Energy a positive, diverse and inclusive place to work.

**SDG 3: Good Health and Wellbeing**



### PIONEERING BY NATURE



By using our influence as an electricity supplier and optimiser, we're helping our customers use electricity more intelligently and sustainably, whilst supporting the energy system in achieving net zero. Our pioneering products are creating value for businesses, and helping to build a better energy industry for those who operate and rely upon it.

**SDG 12: Responsible Consumption and Production**



# SPOTLIGHT ON OUR NEW OFFICE



We know that it's important to lay the foundations now in order to reduce our carbon footprint, better support our growing team, and ultimately deliver on our purpose.

This is why we made the move to our **new office**, Bruntwood SciTech's Cornerblock building, in the heart of Birmingham city centre, at the beginning of 2025. Throughout the fit-out process, we worked to ensure that our new office embodied all four of our values - being sustainable, trusted, passionate and pioneering by nature.

## A SUSTAINABLE OFFICE BY NATURE

Moving to a new office meant that we required a fit-out to suit the different ways of working our team requires in a hybrid world, which included more meeting rooms, spaces for collaborating, with secure and intuitive IT facilities. Sadly, there are no perfectly sustainable solutions when buildings and procurement are involved, but we carefully considered the impact of each choice we made and made sure that sustainability was at the forefront of our priorities during the fit-out process.

As a result, we are proud to announce that we have been awarded a SKA Silver rating for our sustainable approach, which was designed in collaboration with nationwide interior design and fit-out business, **Claremont. SKArating** assesses good practice measures across every aspect of office fit-outs, including energy, carbon emissions, waste, water, pollution, transport, materials and wellbeing, and our SKA Silver rating was the highest certification achievable based on the scope of our project. This achievement demonstrates our commitment to truly living our sustainable values and reducing our emissions in the long term. You can read more about this achievement [here](#).



*We are proud to have an office that prioritises both sustainability and employee wellbeing, ensuring that our growing team has all that they need to thrive. Our SKA Silver rating reflects the care that was put into crafting our office with sustainability in mind, at every level, and we will continue to seek ways to develop our new home even further, to make it as welcoming, sustainable and inclusive as possible.*

**Heidi Wilbor, Customer Operations & HR Director at Bryt Energy**



Our new office is in a more energy efficient building, with a B rated EPC, high-performance double-glazing windows to improve insulation, and air source heat pumps to provide efficient heating and cooling. Complying with SKArating also meant ensuring that 90% of the construction waste was diverted from landfill, and installing energy efficient light fittings and control features, in order to reduce energy consumption.

For any new materials, we worked with credible suppliers who provided materials that were trackable and traceable throughout their life cycle. We also chose materials in the build that were made from a certain percentage of recycled materials, and were as recyclable as possible. Materials used in our space include natural hemp, flax, wool and a range of recycled content – the reception desk is made from recycled CD cases and refrigerators.

Our new building landlords have **emission reduction ambitions** that align with our own, and Bruntwood were the first commercial property company to join the UK Green Buildings Council Net Zero carbon commitment. Just like our previous office, our new office's electricity supply will come from renewable sources. Although there are some shared spaces in our office building that are currently heated by gas, Bruntwood SciTech had plans that would align with our sustainability requirements, which includes moving away from gas by 2030 and the provision of environmental data. This will help us decrease our Scope 1 emissions. We look forward to working with our new building management team to allow us to monitor and implement changes, curating a more sustainable office space.

We're committed to making our office as sustainable as possible, and are looking forwards to ensure that the choices we make now will bring us closer to our future aspirations and to our SBTi targets in the long-term.

### A PASSIONATE OFFICE BY NATURE

When choosing our new office, we considered how our employees' needs have evolved throughout the years, with collaboration and connection becoming paramount to our employees' days at the office. Our team required a larger space that provided choice for working styles, with more rooms for collaborative work and enhanced facilities. Our new office has spaces that allow for both collaboration and celebration, with our Equality, Diversity and Inclusion (EDI) Champions already leading the celebration of several observance days and events, bringing our team closer together than ever before. Features like dimmable lighting and adjustable temperatures in meeting rooms, a dedicated wellbeing room, and multiple areas to suit independent time or collaboration allow individuals to choose and control their environment, benefiting all colleagues.

Alongside this, the Cornerblock team runs regular events to better connect its community of tenants. Our team also have access to facilities that support their mental and physical welfare, such as access to the building's gym facilities and rooftop terrace, enabling them to do their best work for our customers and energy consultant partners that work alongside us.

It's important to listen to the voices of our team so that our workspace is an inclusive and welcoming place. Our team were involved in the design of our new office at every step of the way. We included their needs and ideas into the design, and encouraged feedback regarding improvements through surveys and several workshops, where our team were encouraged to discuss ideas for the space and our ways of working. This is a part of our efforts to ensure that we are continuously improving as a business, and that our office space works for all of our employees.



*Sustainability is no longer a nice-to-have, it's becoming a core driver in the design and fit-out briefs we're seeing, especially from value-led businesses that know the importance of action when it comes to environmental responsibility and carbon reduction. From day one, Bryt Energy has brought a real energy and commitment to doing things differently, and we made sure that passion for sustainability was embedded in every part of the design - not just in materials, but also in the way the office supports their team.*

**Patrick Ames, Client Director at Claremont**



*It was important that our new office embodied who we are and what we stand for, across every decision in the design and fit-out, bringing to life our core values and culture in a visual way. Our office was designed around the concept of movement, reflecting the movement that creates the renewable energy in our fuel mix. Movement is reflected in the flow of the office and meeting room names, as well as the lighting, shapes and patterns used. From our wind tunnel and wind turbine walls to the array of plants throughout, our office is a visual reminder of our values and connection with nature.*

*The first thing visitors see when they enter is our reception desk, made from recycled CD cases and refrigerators, and art displayed from local artists in our meeting rooms, designed on recycled solar panels - through these design features, we tell the story of Bryt Energy in a tangible, dynamic way as a constant reminder, and we are so proud of the result.*

**Kat Wilton, Head of Marketing & Sustainability at Bryt Energy**



## OUR TEAM'S THOUGHTS

We have had some fantastic feedback on our new home and delivered on our team's expectations. Those who responded to our employee satisfaction survey gave the following responses:



**100%**

overall employee satisfaction for the new office



**100%**

of employees gave positive scores for the office's quiet spaces and wellbeing areas



**98%**

of employees felt positively about our collaborative spaces, social areas, the ability to work side-by-side, and the variety of different sized meeting rooms



**90%**

were satisfied with the amount of meeting rooms and equipment available

*"A super space that really represents us! It works brilliantly for hybrid working, maximising both working styles."*

*"The space captures our culture perfectly."*

*"It has everything I need to complete a full productive day. I really enjoy my days in the office!"*

# SUSTAINABLE BY NATURE



## AT A GLANCE



Customers on our zero carbon, **100%** renewable electricity\* supply with an annual volume of **2.78TWh**



The physical intensity of our Scope 3 emissions increased by **5.79%** in 2024, but has reduced by **20.4%** overall since our baseline year of 2020



SF<sub>6</sub> emissions from National Grid remain our largest source of carbon emissions in our footprint, totalling **77%** in 2024



We achieved a **SKA Silver rating** for our sustainable approach during the design, fit-out and furnishing of our new office



## SPOTLIGHT ON SUSTAINABLE BY NATURE

The sustainability reporting landscape is rapidly evolving, with frameworks like the **Greenhouse Gas (GHG) Protocol** and the **Science Based Targets initiative (SBTi)** currently under consultation. Responding to global market sentiment, these consultations aim to help businesses drive further decarbonisation.

GHG Protocol is currently undertaking a major revision to its Scope 2 guidance and its reporting of renewable electricity, while the SBTi is consulting on version two of their Corporate Net Zero Standard, with changes to be implemented from 2028 onwards.

We look forward to seeing how future changes to carbon reporting frameworks will support businesses in being more transparent and engaged in their sustainability efforts, and we will continue to update our customers about how the changes may impact the reporting of our products, but also our business as a whole.

## OUR CONTRIBUTION

We believe there are many renewable paths for businesses to take in decarbonising their electricity supply, which is why we've worked to widen our renewable electricity procurement options, so that customers can choose what works best for their business.

For the first time, in 2025 we have audited and verified a new product offering for those who have bespoke requirements for their Renewable Energy Guarantees of Origin (REGO) certificates, such as requesting REGOs from renewable energy assets that are 15 years old or younger, or are from wind and solar only. We are excited to be able to facilitate and service these requirements to help our customers who have specific sustainability reporting needs, and look forward to widening our supply offerings in the future in line with the changing energy landscape.

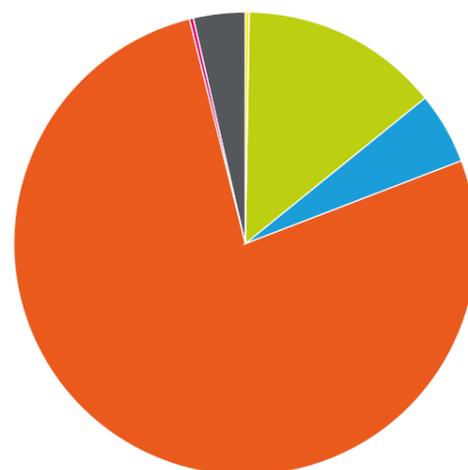


\*Please visit <https://www.brytenenergy.co.uk/100-renewable-electricity/> for more information on our products and services



## OUR CARBON FOOTPRINT 2024

Our full market-based emissions breakdown for 2024: **3,251.98 tCO<sub>2</sub>e**



■ Scope 1 Fuels and Refrigerants	16.18
■ Scope 2 Market-Based Electricity <sup>13</sup>	0.00
<b>Scope 3:</b>	
■ Category 1 Purchased Goods and Services	444.70
■ Category 2 Capital Goods	166.20
■ Category 3 Indirect Fuel & Energy-Related emissions	2502.83
■ Category 5 Waste and Water	0.22
■ Category 6 Business Travel and Hotel Stays	11.16
■ Category 7 Employee Commuting and WFH	110.68

## CARBON EMISSIONS

The pie chart shows our carbon emissions from **1st January 2024 to 31st December 2024**.

This information was analysed during the first quarter of 2025 and then verified by **SE Advisory Services**, Schneider Electric's global consulting practice, using the internationally recognised ISO 14064-3 standard.

In 6 of the 15 Scope 3 categories, carbon emissions were identified and calculated. The remaining 9 categories were found to be either zero or not applicable to our operations. For full information on our carbon footprint, including all 15 categories in Scope 3, please see our Appendix at the end of the report.

<sup>13</sup> Our Scope 2 market-based emissions remain zero as we continue to be supplied by 100% renewable electricity



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## OUR SCIENCE-BASED TARGETS

The **Science Based Targets initiative** (SBTi) provides a framework and guidelines for companies to set targets that are in line with the latest climate science and the objectives of the **Paris Agreement**.

This ensures businesses are playing their part in global action to tackle climate change, with verifiable pathways to reduce their emissions.



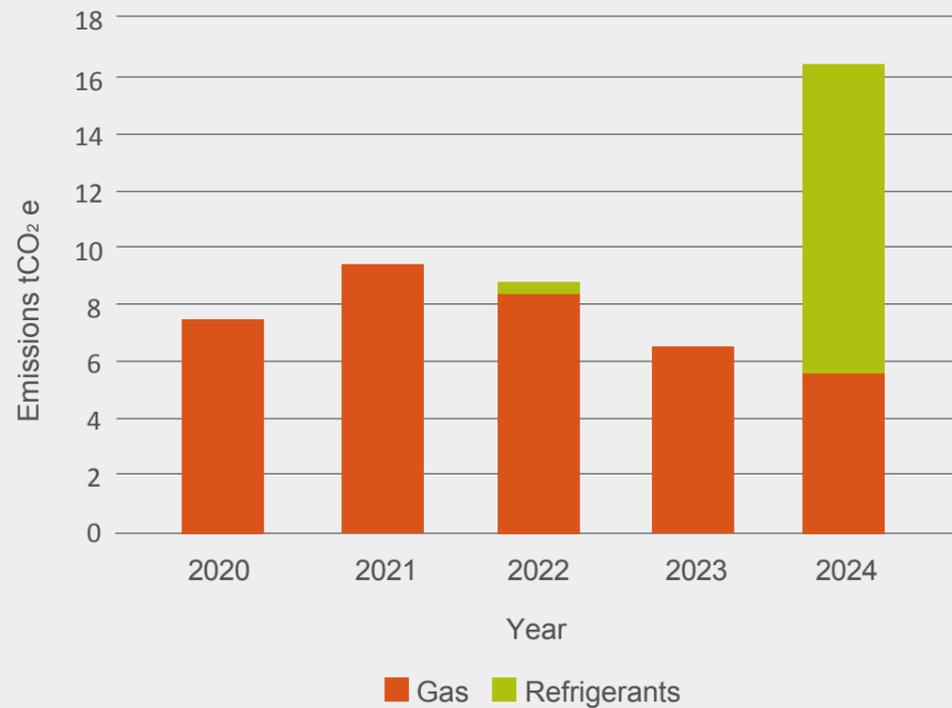
## OUR NEAR-TERM SCIENCE-BASED TARGETS ARE:

- 1** Bryt Energy commits to reduce absolute Scope 1 and Scope 2 greenhouse gas emissions **90%** by 2030 from a 2020 base year.
- 2** Bryt Energy also commits to reduce Scope 3 greenhouse gas emissions **52%** per megawatt hour (MWh) of renewable electricity\* supplied within the same timeframe.

\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services

# OUR PROGRESS

## OUR ABSOLUTE SCOPE 1 AND SCOPE 2 EMISSIONS:



Our Scope 1 emissions for 2024 have seen an increase of 9.94 tonnes. This was due to an unfortunate refrigerant leak that occurred in 2024 at our previous office building. The refrigerants that were used have a global warming potential (GWP) **1,924 times greater** than CO<sub>2</sub>, meaning that the leak had a significant impact on our Scope 1 emissions. Without the refrigerant leak, our Scope 1 emissions would have reduced by **0.49 tonnes** of CO<sub>2</sub>e. Having seen how refrigerant leaks can impact our carbon footprint and emissions, we have been determined to understand the risk of refrigerant leaks in our new office space and how the electricity-powered heat pumps are managed to reduce this.

In the long term, our Scope 1 emissions should decrease as a result of our office move, as Bruntwood SciTech have committed to phasing out gas by 2030, and our office is heated and cooled completely with heat pumps or VRF (Variable Refrigerant Flow) systems, rather than gas. We therefore remain confident that we will reach our Scope 1 and 2 SBTi target for 2030.

Our market-based emissions from Scope 2 (emissions from indirect electricity use) remain zero as we continue to be supplied by 100% renewable electricity in our new office, and this will remain a key priority for us going forward.

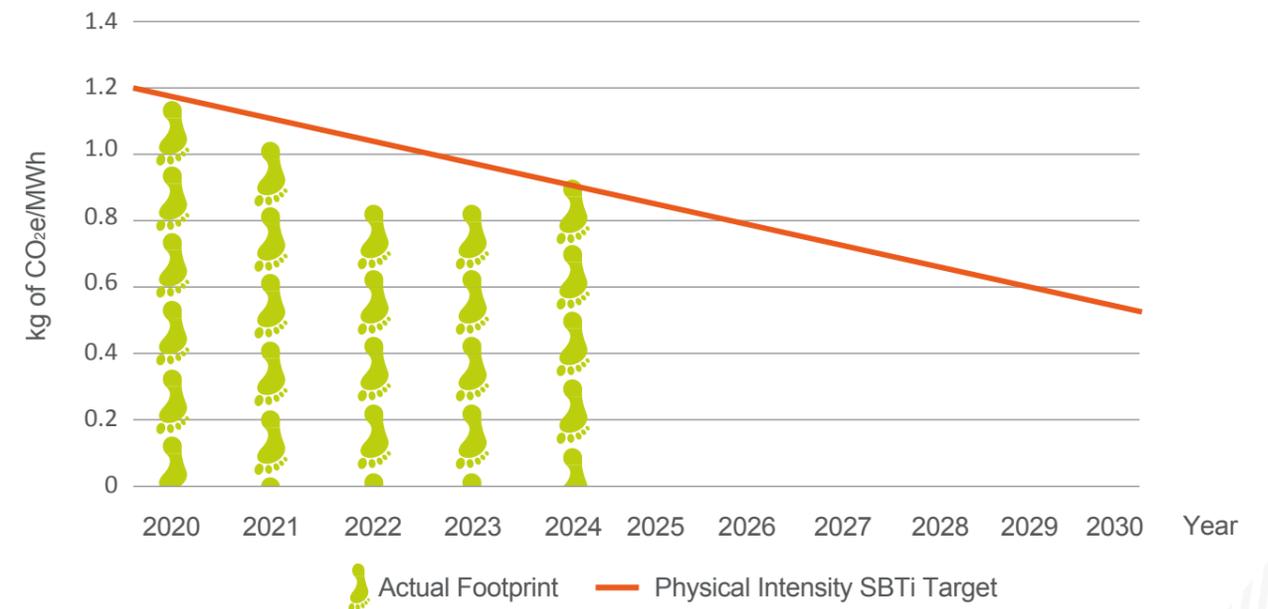


Bruntwood SciTech remains dedicated to proactive climate resilience by implementing rigorous monitoring of VRF systems to mitigate leak risks. We are proud to partner with forward-thinking customers like Bryt Energy as we phase out fossil fuels in our buildings, in favour of more sustainable heat pump solutions. We are also actively exploring the transition to lower GWP refrigerants to further minimise our environmental impact and align with both short- and longer-term carbon targets.

**Bev Taylor, Director of ESG Strategy at Bruntwood SciTech**



## SCOPE 3 EMISSIONS BY PHYSICAL INTENSITY:



While the physical intensity of our Scope 3 emissions has overall reduced by **20.4%** since our baseline year of 2020, it increased by **5.79%** in 2024. This means that, for every MWh of renewable electricity\* we supplied to customers in 2024, we emitted 0.93kg of CO<sub>2</sub>e, compared to 0.88kg in 2023.

\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services



## TRENDS IN SCOPE 3 EMISSIONS:

**There were two key elements to this increase, both anticipated but necessary for our business:**

- We have been continually investing in system upgrades and improvements, to advance our customer service and create the foundations for our next generation of energy transition products.
- Refurbishing and moving into our new office, which needed to be designed, fitted and furnished to support our sustainability ambitions and employee wellbeing.

Both projects specifically impacted our supplier emissions - Scope 3, Category 1 and 2 - which relate to our purchased goods and services and capital goods respectively (i.e. our supply chain). As we currently calculate two thirds of our emissions in these categories based on financial spend, these two projects impacted our emissions, increasing our supplier emissions by 38%.

## CALCULATING OUR OFFICE MOVE EMISSIONS

Compared to our 2020 baseline year, Scope 3, Category 2 (capital goods emissions) increased by 162.70 tonnes, due to the fit-out and equipping of our new office.

However, we made efforts to ensure that our purchases were made with sustainability in mind and, for our efforts in the fit-out process, we were awarded a SKA Silver rating.



Whilst we anticipated that our office project would increase our short-term Category 2 emissions across 2024 and 2025, it was important for us to make these changes now, to help us to reach our sustainability targets in the future. We were also aware that these emissions may be artificially high in our 2024/2025 footprint if we were to only use spend-based methodology and average carbon factors to calculate the emissions.

That's why we conducted a full life-cycle analysis of the project, using a supplier-based methodology to ensure that insight into the emissions impact of our decisions is as accurate as possible. We've now received the results and believe that, by taking this approach, we will have reduced our reported emissions compared to what we have published for 2024.

We will be outlining the amended emissions from our office move, as well as our full 2025 carbon footprint, in our next mid-year report, after we have had full verification on our calculations from an independent third party.

## CALCULATING OUR SUPPLIERS' EMISSIONS

**Our Scope 3, Category 1 emissions - our suppliers - makes up a significant part of our footprint and we identified it as a key area of focus since our baseline year of 2020.**

Since then, by engaging with our suppliers directly to gain accurate emissions data, we have reduced the physical intensity of Category 1 by nearly 50%. This significant change in our reported emissions, just from working together to improve accuracy, highlights the impact we all have on each other's supply chains, and how important it is to collaborate to reach our sustainability goals.

By working with suppliers in this capacity in the future, we will try to use our influence to understand our supply chain's decarbonisation plans and strategies and how their carbon emissions will reduce in the future.



# UNDERSTANDING OUR SCOPE 3 EMISSIONS

As Scope 3 emissions make up the majority of our carbon footprint, 99.5%, we know how important it is that we take the time to fully understand the details and the amount of influence we have over limiting them. Below, we explore a few factors contributing to our Scope 3 emissions.

## TRAVEL

Our emissions from business travel and commuting have increased since our baseline year of 2020. This is because we have increased our operations as a business, and therefore grown as a team. The increase can also be attributed to the fact that our baseline was in the midst of COVID-19, which meant that travel was lower than it would have been otherwise in a “normal” year. We therefore expected to see increases in travel emissions since 2020. As a team, we try to carefully consider whether business trips are essential, with most meetings now able to be held online. However, we know that face-to-face collaboration can be powerful and valuable.

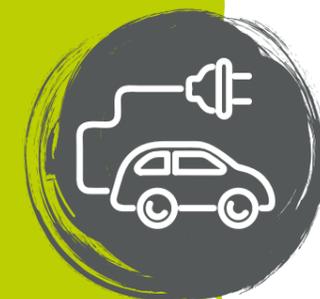
To measure emissions from travel, we rely on information from our employees to disclose their commuting and work from home practices, and we are grateful not only for their high engagement rate that increases the accuracy of our reporting, but also their commitment to using sustainable modes of travel. In 2024, 88% of our commuting journeys were taken via public transport, cycling, or electric car. As this is an area that we can influence and improve upon in our carbon footprint, we’ve provided a range of schemes to help our team travel sustainably.



## ELECTRIC VEHICLE (EV) SALARY SACRIFICE SCHEME

In 2021, we established our EV Salary Sacrifice scheme, which allows our employees to buy a new or used zero emissions electric car in a tax efficient way. Since then, we’ve worked to spread awareness about the opportunities this scheme offers, and have been encouraging our team to use low-carbon travel. Currently, almost 8% of our team are a part of the EV Salary Sacrifice Scheme.

As the UK has ambitious plans to ban the sale of diesel and petrol cars by 2030, and hybrid cars by 2035, we know that electrifying transport is an important part of the UK’s decarbonisation strategy. We will continue to encourage our team to use the scheme to take advantage of the many benefits of an electrified car.



## SPOTLIGHT ON SF<sub>6</sub>

Sulphur Hexafluoride (SF<sub>6</sub>) continues to make up the largest portion of our carbon footprint. This greenhouse gas is used by Electricity Transmission Owners (TOs) and Distribution Network Operators (DNOs) in the transmission and distribution of the electricity that is supplied to the UK. The majority of SF<sub>6</sub> is used in the Transmission network, with National Grid the TO for England and Wales. On occasion, this gas leaks from the network, resulting in emissions that have a global warming potential (GWP) **23,500** times greater than CO<sub>2</sub>.

To follow best practice when calculating our footprint, we take responsibility for our share of the usage of the grid network, and therefore a proportion of the emissions that result from the SF<sub>6</sub> leaks. These emissions change slightly every year and are dependent on:

- The amount of SF<sub>6</sub> leakages reported by National Grid
- Our total supply of electricity to our customers - the more that our share of the grid increases, the more SF<sub>6</sub> emissions we are accountable for

Although the leakages are outside of our direct control, we want to be transparent about the relationship between the growth in our operations and our proportional SF<sub>6</sub> emissions. By continuing to monitor and report on this, we are acknowledging the impact that this gas has on our own emissions reduction journey.

We know that SF<sub>6</sub> will continue to make up a large part of our footprint with our interlinked supply chains, but progress has been made. The physical intensity of our SF<sub>6</sub> emissions has reduced by 19% since our baseline year, due to the efforts of National Grid in repairing leaks, looking at and using alternatives to this gas in their network, and setting their own robust targets to reduce SF<sub>6</sub> emissions by 50% by 2030.

# CARBON LITERACY TRAINING

In 2024, we became the first renewable electricity supplier to become a Carbon Literate Organisation - accredited Silver. Since then, we've been continuing to educate our team about the science behind climate change and the importance of climate action through our second cohort of Carbon Literacy training. As of **December 2025**, **112 (73%)** of our team across the business are certified as Carbon Literate, with 39 employees trained in our 2025 cohort. We plan to continue to offer Carbon Literacy training to our team in the coming years, sharing knowledge about the importance of sustainability, and how they can make a difference through their actions.

We know that, just as it is important to help new cohorts to begin the process of becoming Carbon Literate, it is equally important to support those who completed their training in previous years. Even in a company as passionate about sustainability as ours, it has been a challenge to keep engagement and awareness of Carbon Literacy a priority in the minds of our busy teams. With competing business needs, we have recognised that we need to work harder and be

## OUR TEAM SAID:



*The course was very inspiring and a great refresher of what's important and why. In the UK, you grow up learning about the climate a lot, but as years go by, it's easy to forget how important it is, as an adult with a busy schedule. I walked away feeling very passionate about the things we can do to reduce carbon emissions, and excitement knowing that we are moving towards a sustainable energy future.*



creative in how we embed sustainability into our employee's everyday roles. We started doing this in 2025 by celebrating Carbon Literacy Action Day, and tracking progress on people's commitments, and we will continue this in 2026.

## OUR CARBON LITERACY CLIMATE ACTION COMMITMENTS

Carbon Literacy Project



As of December 2025, we know that 21 individuals in our team have achieved their individual climate actions, and 12 have achieved their groups actions. This includes commitments to switch to a renewable electricity supply at home, reducing working from home emissions, using a more sustainable mode of transport for commuting, and reducing data storage.



*The delivery and level of engagement were highly effective. A big thank you for arranging this training and providing such useful knowledge about this topic and the ways in which it impacts everything around us.*



*Receiving Bryt Energy's Carbon Literacy Award for my climate actions was a proud moment for me and a reminder that small, consistent changes really do add up. Cycling my full 14-mile round trip has had a huge impact on my wellbeing, as well as my carbon footprint, and moving into our new office has made this even more achievable. Having secure bike storage, maintenance facilities, and showers has removed barriers and actively supports more sustainable choices. Alongside this, I'm committed to hosting quarterly sustainability sessions to share ideas, from technology breakthroughs to rewilding and environmental legislation, because creating space for conversation is just as important as individual action.*



**Dan Milisic, Sales Support Team Manager at Bryt Energy**



## REFLECTIONS ON OUR PROGRESS



*In 2025, we have continued progressing towards our long-term sustainability goals, from moving towards our SBTi targets, to enhancing our team's knowledge on all things related to climate change and the energy transition, to help drive change and innovation.*

*In our 6th year of our Bryt by Nature report, we can no longer solely focus on the smaller or easier sustainability actions to implement; it's essential that we challenge ourselves and lean into bold decisions to really lay the foundations for a more sustainable future. Even if those actions have a short-term impact in increasing our emissions, we know that they are the right thing to do for our overall goals.*

*So, we must be brave and stay focused on the big picture, working to overcome any challenges together whilst on this journey. As we move towards our 2030 target milestones, we will continue to collaborate with our supply chain in the pursuit of accuracy and reduction, whilst ensuring best practice in transparency and reporting frameworks. In doing so, we will ensure that we remain at the forefront of sustainable, purpose-led businesses, striving for positive impact.*

**Kat Wilton, Head of Marketing & Sustainability at Bryt Energy**



# TRUSTED BY NATURE



## AT A GLANCE



We are part of the Statkraft Group, who has an **A-credit rating**<sup>14</sup>



We have been continually investing in **system upgrades** and improvements, to further advance our customer service and create the foundations for our next generation of energy transition products



We continue to be **EBITDA positive**<sup>15</sup>, enabling us to continue to invest in our growing capabilities as a business



We have continued installing smart meters to help enable a smart grid, and have installed **414** qualifying smart meters in 2025



We launched a new content series, **Bryt Minds**, to break down and explain complex topics about the energy industry to our customers



## SPOTLIGHT ON TRUSTED BY NATURE

2025 has been a year of changes in this evolving energy landscape, as we move ever closer to a sustainable energy future.

September 2025 saw the beginning of the Market-Wide Half-Hourly Settlement (MHHS) programme, designed to create more accurate forecasts of customers' electricity demand compared to their actual usage, based on Half-Hourly (HH) data. To prepare ourselves and our systems for our wave in the MHHS transition, which is set to start in August 2026, we have been working closely with our service

provider, Energy Software Group (ESG) Global, to ensure a fully MHHS compliant system.

We have been keeping our customers updated about these emerging industry changes, helping them to prepare for the future, and released a dedicated episode on this topic in our **'Bryt Minds'** content series, in the hope of making the transition smoother. You can find out more about how the MHHS may impact you, [here](#).

<sup>14</sup> Based on Standard & Poor's long-term credit rating. You can find out more on Statkraft's credit ratings, here: <https://www.statkraft.com/IR/credit-rating-and-analysis/>  
<sup>15</sup> Earnings Before Interest, Taxes, Depreciation and Amortisation (EBITDA)



## STATKRAFT AND BRYT ENERGY

As part of the Statkraft Group, our sustainability roots run deep.

With **130 years of renewable energy expertise from Statkraft**, these core values of being sustainable and trusted were integral from the inception of our business.

Founded in Norway, Statkraft is a leading international hydropower company and **Europe's largest generator of renewable energy**. Their expertise, as well as their **A-credit rating**<sup>16</sup>, helps make Bryt Energy a **secure, trusted and reliable** electricity company that our customers can rely on, now and in the future.

Since 2006, Statkraft has invested over **£1.8 billion in the UK's renewable energy infrastructure**.

They are a leading provider of long-term power purchase agreements in the UK, and are working on pioneering solutions to support a renewable energy system, such as their Greener Grid Parks, which aim to increase stability on a grid powered by renewables. You can read more about Statkraft's work and progress in the UK, [here](#).

For the tenth consecutive year, Statkraft have released their **Green Transition Scenarios report**, which outlines three possible scenarios for the global journey to net zero. To read our summary of the report's findings, visit [here](#). Or, read more in their latest annual report, [here](#).



\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services  
<sup>16</sup> Based on Standard & Poor's long-term credit rating. You can find out more on Statkraft's credit ratings, here: <https://www.statkraft.com/IR/credit-rating-and-analysis/>

# ENSURING WE'RE A TRUSTED SUPPLIER



## ENHANCING OUR CUSTOMER SERVICE

Our customers are at the heart of everything we do, and we want to make sure that they receive the best experience possible. After signing up in 2024, in 2025 we embarked on our journey to become accredited with the Institute of Customer Service (ICS), an independent professional membership body, to continuously improve our customer experience.

Since commencing the accreditation process we have been using the Institute's tools and insights, and have sent out our first set of surveys to our customers and energy consultant partners. Their feedback will help us to better understand the areas we excel in, those areas where we can improve, and how our customer experience compares to our industry peers.

In February 2026, we'll also be providing new training for all the customer-facing departments across our business, which will focus on enhancing our team's customer service skills.



## SYSTEM UPGRADES AND IMPROVEMENTS

In 2025, we invested in a series of system upgrades and improvements with technology provider Energy Software Group (ESG) Global, in order to grow our capabilities in light of the changing energy landscape. We are the first in the market to launch with ESG's Titanium platform and our partnership places us at the forefront of the energy transition, with Titanium as the data-capable foundation for sustainable growth.

We started this journey to equip us for the MHHS programme and to enable agility for more complex products and services in the future. This will also help to ensure we can provide an enhanced customer service, by seamlessly integrating our end-to-end customer journey.

## BRYT MINDS

Last year, we launched our new content series, Bryt Minds, breaking down key topics around electricity supply and the wider energy industry for our customers. We know the energy industry can be complex and ever changing, so Bryt Minds aims to make these subjects easily digestible, explaining the here and now to prepare businesses for the future.

So far, we've discussed what makes up the cost of electricity, as well as what impacts the price of it. We've also covered upcoming industry changes that have been introduced in the past year, such as the **Market-Wide Half-Hourly Settlement (MHHS) programme** and the **Nuclear Regulated Asset Base (RAB) Levy**. We've updated our customers and energy consultant partners at every step, and we will continue to share any new updates as the industry evolves.

## RESPONSIBLE OPERATIONS

Our Risk Committee, comprised of various members of our Board, is one of the ways that we manage the risk that comes hand-in-hand with innovation and agility. The committee ensures that our business identifies risk where possible, across different areas of the business, such as IT and Security, and puts mitigations in place. By applying a consistent approach to risk management, we are working to make sure that our operations are as responsible as possible.



*We are proud to have delivered a responsive, comprehensive solution for Bryt Energy's operating requirements. The collaborative approach we took in launching ESG's Titanium platform has ensured that Bryt Energy are fully prepared to deliver innovative electricity solutions to their customers throughout the energy transition, allowing customers to be served with speed, accuracy and care.*

**Steve Roche, Managing Director of ESG**



## REFLECTIONS ON OUR PROGRESS



*We're proud of the groundwork that we established last year to support our long-term strategy of creating a platform that allows our next generation of products to be delivered, as the energy market evolves.*

*We have been working to ensure that we will continue to be a reliable electricity supplier that our customers and energy consultant partners can trust, collaborating with technology developers to upgrade our systems and prepare for new industry changes.*

*New insights from our journey with the ICS accreditation programme will also help us to deliver the best experience and service possible. Our customers are at the heart of everything we do, and we look forward to using these insights to reflect this.*

**Ian Brothwell, Managing Director at Bryt Energy**



# PASSIONATE BY NATURE



## AT A GLANCE



80% of our employees said they're proud to work for our company, with 14% neutral



An average of 4.11 training days completed per employee, against our company target of 4 days



23 employees achieved promotions in 2025, compared to 13 promotions in 2024



Board gender divide: 25% female



## SPOTLIGHT ON PASSIONATE BY NATURE

In 2025, we have taken more steps to fully understand our team from an EDI perspective, so that we can better support their needs. This meant working to understand, from a business-wide level, our statistics regarding diversity.

Whilst this is a very important topic for us to consider, we understand that, for many people, it can also be a sensitive subject. Not everyone will be comfortable in sharing this information with us, and so, for this reason, there will likely be gaps in our research.

Nevertheless, we know that understanding the needs of our team is an important step in ensuring that Bryt Energy is a fair and equitable workplace for all employees.



## PASSIONATE ABOUT OUR PEOPLE

Without our incredible team, we wouldn't be able to deliver our purpose. That's why it's so important that our workplace is a positive, diverse and inclusive place, for our employees to feel supported and thrive.

## EQUALITY, DIVERSITY AND INCLUSION (EDI)

Across the last year, our Equality, Diversity and Inclusion (EDI) Champions have been further developing their EDI strategy. To share their knowledge about the importance of EDI in the workplace, they have also delivered training to our team through our employee platform, YourBryt.

Our EDI Champions have helped us celebrate various awareness days in 2025, with informative resources, fun activities and delicious food from around the world. These were a few of the occasions we celebrated:

- Race Equality Week
- International Women's Day
- Ramadan
- Pride Month
- South Asian Heritage Month
- Black History Month

We also made sure to recognise important causes like Mental Health Awareness Week, Plastic Free July, Second-Hand September, and Macmillan Coffee Morning. Taking the time to celebrate and raise awareness for important days across the year provides opportunities for our team to expand their knowledge and recognise causes that are important to them.



# EMPLOYEE RECOGNITION AND REWARD

We know how important recognition is in ensuring that our team feel acknowledged and appreciated. Over the years, we've taken steps to support our employees in their development, and in 2025, we extended our recognition of our team's hard work, providing all of our employees with two extra days of annual leave.

Our new 'Celebration Day' was announced in 2024 and first implemented in 2025. This day is a recurring addition to our team's annual leave, dedicated towards a significant personal celebration of their choice, such as birthdays or other occasions, helping to support their work-life balance. An additional one-off day of annual leave was announced and implemented in early 2025 - a 'Thank You Day'.

This was provided in recognition of the amazing work from our team in successfully implementing our system improvements, as well as the dedication they displayed throughout.

We also worked to create a structured, consistent and inclusive approach to recognition through the establishment of a new recognition programme, which encourages recognition both on a peer-to-peer level, as well as from the wider business.

## THIS RECOGNITION PROGRAMME INCLUDED:



The establishment of a **YourBryt Representative** for each of our departments, who is responsible for encouraging colleagues to recognise and thank fellow employees for positive contributions on our company intranet, YourBryt. This was part of a wider initiative to encourage our employees to make use of this platform to build communities and recognise and thank colleagues.



**Bryt Stars**, in which exceptional employees recognised across the business are celebrated and meaningfully awarded for their contributions.



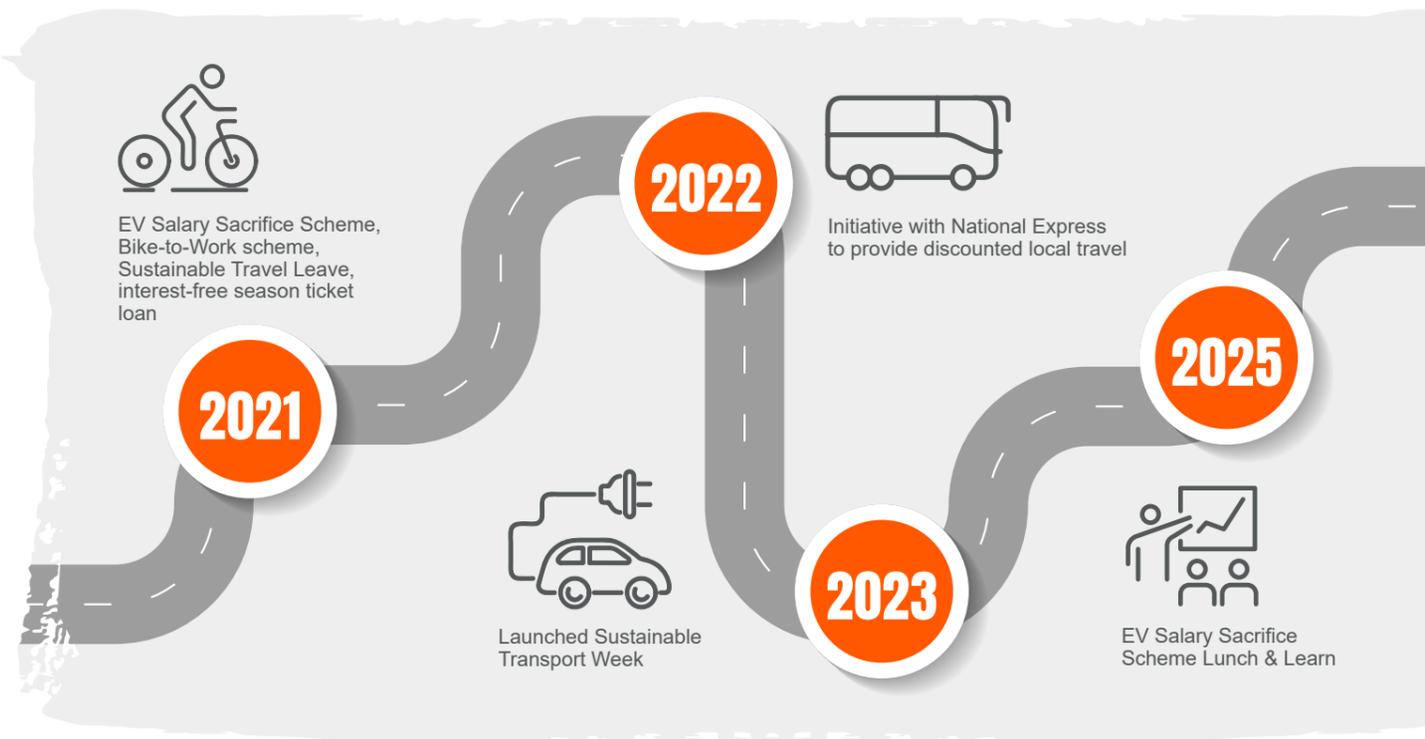
**Peer-to-peer** methods of recognition. These personal, internal approaches to employee recognition encourages our team to acknowledge and thank their fellow colleagues for the work they do together to achieve our purpose.



# EMPLOYEE BENEFITS

As well as finding new ways to recognise and reward our team, we have continued to ensure that we are taking care of their physical and mental wellbeing and supporting them in incorporating sustainability in their daily life.

## SUSTAINABILITY INITIATIVES FOR EMPLOYEES INCLUDE:





## PHYSICAL HEALTH

- Automatic enrolment in a **health plan**, once the probation period is complete, which financially supports our employees when accessing various health and medical care
- A **menopause policy** to raise our team's understanding and detail the support available to those experiencing symptoms
- A **Period Dignity Employer** with Grace & Green, to make sure that our employees have access to free sustainable period products in all of our office bathrooms
- Access to an optional **private medical cover**, which is paid through salary sacrifice
- Access to **gym facilities**, including a weights studio and cardio gym
- Access to a **sanctuary space** dedicated to wellbeing and private use

## MENTAL WELLBEING

We know that supporting our team's mental health is equally as important as supporting their physical needs, so we have a dedicated Mental Health First Aiders (MHFA) team, who are trained in how to identify and help someone who may be experiencing a mental health issue.

We are proud to say that over **7% of our team** are **qualified MHFA** and, as our team has grown, **7 more employees** have been trained in 2025.

In 2025, our MHFA team hosted a series of internal podcasts for our employees. These podcasts were created in collaboration with Strategic Wellbeing, a training and consultancy provider for mental health in business, and discussed various topics related to mental health, physical health, and managing work-life balance. Strategic Wellbeing also hosted Corporate Wellbeing days with our team, dedicating time towards focusing on mental health. We hope that our team find their insights valuable in helping them look after their mental wellbeing, and we look forward to hearing more advice from our MHFA team in the future.



*Since 2018, Strategic Wellbeing has had the privilege of partnering with Bryt Energy on their journey to becoming a truly people-centred and forward-thinking organisation. What began as a small team of around 30 employees has evolved into a thriving workforce of more than 150, and throughout that growth, Bryt Energy has consistently demonstrated a genuine commitment to mental health, psychological safety and employee development at work.*

*Our collaboration has included delivering mental health training to every employee, developing leaders through programmes on psychological safety and difficult conversations, and supporting the organisation with coaching, employee development, policy creation and their wider wellbeing strategy. At each stage, Bryt Energy has gone far beyond compliance; they have role-modelled what it looks like when mental health and wellbeing are woven into the culture, not treated as an add-on.*

*What stands out most about Bryt Energy is their professionalism, compassion and integrity. Their leadership team consistently champions wellbeing as core to performance and culture, and their people demonstrate a level of openness and engagement that is rare to find. Working with Bryt Energy has been a genuine pleasure, a true example of best practice in action, and a partnership built on shared values and a commitment to creating meaningful, positive change. We are proud to continue supporting Bryt Energy and to celebrate the impact they have made by putting their people at the heart of their success.*

**Mark Hashimi, Director of Strategic Wellbeing**



*Businesses that take care of their teams' mental wellbeing intrinsically create a more positive culture where their employees feel valued, respected and safe. This benefits both staff and businesses alike, by fostering open communication, stronger team dynamics, as well as leading to higher overall job satisfaction. Being given the freedom and opportunity to engage with staff and hear their concerns has been the biggest privilege of my time with Bryt Energy, and has inspired me to become a volunteer for a national charity outside of work too.*



**Darren Everton, Mental Health First Aider at Bryt Energy**



## EMPLOYEE VOLUNTEERING DAYS

We offer our employees **one day of paid leave per year to dedicate towards volunteering** for a cause that means something to them. In this way, our team are encouraged to give their time back to their communities and make a positive impact. In the last year, some of our employees volunteered at a Sanctuary Care home. **Take a look at how they spent their day below:**



## REFLECTIONS ON OUR PROGRESS



*Every employee in our team is essential in helping to deliver our purpose and work towards our vision, and we prioritise ensuring that they have everything they need to be healthy and happy in their work environment. In the future, we will continue to explore new ways to provide consistent and meaningful recognition and reward to thank our team for all they do. We will also support our EDI Champions in furthering our EDI strategy, to make sure that our workplace is positive, diverse and inclusive.*

*Heidi Wilbor, Customer Operations & HR Director at Bryt Energy*

# PIONEERING BY NATURE



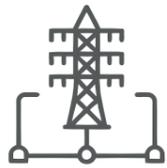
## AT A GLANCE



We developed products that support emerging on-site technologies in accessing new revenue streams, with **Pure Flex Access** giving access to the day-ahead market



We established a new **Optimisation desk team**, to expand our ability to offer products and services that enable our customers to actively participate in and benefit from supporting the grid



We continued our work to enable and reward consumers for offering flexibility to the grid, through developments in the Capacity Market (CM) and joining each of the **Distribution System Operator (DSO) schemes**



We hosted our **first event** for our energy consultant partners, 'Our Collective Role in Powering a Sustainable Energy Future', sharing our expertise and helping facilitate discussion to drive action around the future of our industry

## SUPPORTING A SUSTAINABLE ENERGY FUTURE

Our purpose is core to our products and service and we know that, to support a grid that is powered by more intermittent renewable energy sources, we need to help our customers to be smarter with their usage. That's why we champion the concept of 'good grid citizenship' - shifting our mindset to think about the grid as something that is shared and will create value for everyone that uses it. By adjusting electricity consumption in line with the grid's needs, or by using on-site technologies, such as BESS or heat pumps with thermal storage, to offer flexibility to the grid, we can all help to support a grid that is powered by renewables and reap the financial benefits of being more responsible with our electricity usage.

That's why in 2025 we worked to create a wider range of products that enable our customers to be good grid citizens.

### PURE FLEX ACCESS

With our new product, Pure Flex Access, customers can take advantage of the day-ahead market to buy and sell volumes of electricity for each hour of the day before they use it, creating value from their flexibility. This flexibility can be unlocked by optimising their on-site technologies, including BESS, solar, heat pumps, CHP (combined heat and power) and electric vehicle fleets.

Such technologies are a critical part of a sustainable energy future, and we're keen to support our customers in fully utilising any assets they already have, and to help them understand the potential value of these. Through our new product, we can help our customers use their assets to financially benefit from flexibility services such as the Distribution System Operator (DSO) schemes and the Capacity Market (CM), whilst helping to balance the grid.



## SPOTLIGHT ON PIONEERING BY NATURE

The energy industry is at a pivotal point and, as it evolves, so must our role within it, as we continue to support our customers and achieve our purpose.

To foster a culture of innovation in our workplace and to consider all possible directions for the future of the energy industry, we ran several 'Explore Group' workshops, sharing knowledge between the groups regarding changes in the energy industry and enabling 'blue-sky' thinking.

Comprised of almost 25% of our team, from all levels and departments across the business, these four groups explored cutting-edge, forward-thinking ideas on how to drive our purpose forward and continue to help our customers navigate and take advantage of the energy transition.



## OPTIMISATION SERVICES

In the past year, we've also expanded our team and established a new Optimisation desk team, who have brought their expertise to enhance our in-house capability and enable customers to offer greater flexibility beyond the wholesale electricity market.

With this expertise we have been working with like-minded, pioneering organisations to unlock flexibility in their operations. For example, we provided optimisation services for two Battery Energy Storage Systems at a university's research centre site, in addition to the zero carbon, 100% renewable electricity\* we already supplied. We have been generating non-commodity savings and trading in the wholesale markets on behalf of the BESS at this site to help our customer to support the grid, whilst maximising value and efficiency.

In 2025, we continued to enter our customers' assets into the **Capacity Market (CM)**, introduced by the UK Government to support the grid and ensure a long-term back-up supply of energy for times of shortage. Through participating in the CM, we are helping our customers to earn revenue by ensuring that their energy is available to the grid when needed.

We look forward to extending our optimisation services further in the future, as we continuously look for more ways to provide value for our customers.



## DISTRIBUTION SYSTEM OPERATOR (DSO)

We have also widened our capabilities to participate in each of the Distribution System Operator (DSO) schemes. These schemes operate products that procure flexibility from businesses, asking them to turn down or turn up their electricity usage at required times to support system needs. The DSOs are currently evolving from a traditional model of network management to better manage more complex energy flows, from technologies such as solar PV, BESS and EVs. This development will help broaden the ways that flexibility can be provided to the grid through the DSO schemes, helping to support a smarter, more complex grid.

By participating in this pioneering service, we can assist our customers in providing flexibility to the grid by optimising their electricity usage and their assets, enabling them to display good grid citizenship and benefit financially from their efforts.

You can find out more about DSO markets, [here](#).



*Our entry into the DSO Flexibility Market marks an important step on our journey to deliver maximum value from behind-the-meter assets. This market rewards participants for the flexibility they already have, which means additional revenue streams for our customers and improved return on investment for their assets, all while contributing to a more efficient and resilient electricity grid. 2026 will see us expand our optimisation and flexibility market access, further enhancing our ability to deliver value for behind-the-meter assets. Watch this space!*

**Stuart Taylor,**  
**Head of Energy Transition at**  
**Bryt Energy**



## EDUCATING THE INDUSTRY

### OUR COLLECTIVE ROLE IN POWERING A SUSTAINABLE ENERGY FUTURE

As a supplier, we play a key role in the energy industry and want to use our influence to help businesses use electricity more intelligently and sustainably, as we know that the UK can't achieve a sustainable energy system if we all work in silos. It is important that we facilitate important conversations in the energy industry, which will help empower businesses to make informed choices about their own sustainable energy journeys and create value through their electricity supply.



That's why we hosted an event in June 2025 for our energy consultant partners - 'Our Collective Role in Powering a Sustainable Energy Future'. Hosted at The Exchange in Birmingham, this event brought together key energy experts to discuss the changing energy landscape and what this means for businesses in the future. Our nine key speakers discussed topics around the current energy landscape, including changes within the market, infrastructure, and policy. They also looked towards the future of renewable energy within the evolving energy landscape, the impacts and opportunities the energy transition can offer UK businesses, and how we can collaborate to support businesses.

It was an inspiring and engaging day, encouraging positive change by exploring how far the UK has advanced in the energy transition, whilst explaining what more needs to be done and the opportunities for businesses that will arise. To read more, find our event summary report, [here](#).





## COLLABORATION WITH THE WIDER ENERGY INDUSTRY

We want to help shape and drive important conversations in our industry so, in 2025, our team shared their expertise at various industry events and engaged with key industry groups leading the energy transition.

At emex London in November, the Energy Management and Smart Buildings show, our Head of Energy Transition, Stuart Taylor, discussed how businesses can get started with demand flexibility, whilst our Optimisation Desk Manager, Joe Bradshaw, joined NESO's panel on emerging demand services, exploring the revenue streams available to organisations providing flexibility to the grid.

In 2025, we were also selected to form part of the Department for Energy Security and Net Zero's (DESNZ's) 'Non-Domestic Customer-Led Flexibility Intelligence Forum', consisting of selected industry bodies, ranging from consumers, to suppliers, to industry bodies and aggregators. The group met at the start of December to discuss progress being made against NESO's 'Route to Market Review', which aims to remove barriers for demand-side flexibility providers.



After joining in 2024, we also continue to be active members of Energy UK. Over the past six months, Energy UK have reached out to us to gain more understanding about developments in the optimisation and flexibility space, and we welcome the opportunity to share our knowledge about the future of the energy transition.

We are eager to continue to collaborate with industry associations, as we know how instrumental they can be in focusing discussion around the future of the energy industry. and exploring solutions for our customers' developing needs.



## PIONEERING CONTENT

In the last year, we've continued to share our knowledge with our customers through content on our various channels, directing our focus towards explaining how consumers can support the evolving grid whilst taking advantage of the financial opportunities of the energy transition. You can find our pioneering content in our Knowledge Hub, [here](#).



## REFLECTIONS ON OUR PROGRESS



*The energy industry is rapidly evolving, and we look to stay ahead of these changes to be able to facilitate the needs of our customers, helping them to take advantage of the opportunities of the energy transition whilst supporting a grid powered by renewables.*

*Through collaboration, pioneering content, and innovative products and services, we will continue to look ahead and explore new developments in the energy industry, ensuring that we have the capabilities to help our customers to navigate the changing energy landscape.*

*David Taylor, Sales and Marketing Director at Bryt Energy*





# KEY LEARNINGS



Throughout our progress in the year, we continued to advance along our sustainability journey. We're sharing some of our key insights along the way, in case other businesses may find them helpful for their own sustainability journeys.

## SETTING THE FOUNDATIONS FOR THE FUTURE

To ensure a sustainable future, we need to look towards our long-term goals and outline how each decision we make can help us achieve them. As such, our approach to sustainability has matured in 2025, from focusing on incremental actions, to prioritising more longer-term progress.

In 2025, we've been investing in making real and meaningful change. We've set the foundations for the future of our business through the move to our new office, which will help us achieve our sustainability targets in the coming years. We've also undertaken significant upgrades to our systems, which will help improve our customer experience in the long term and create a platform ready to support the energy transition. We know that each of our actions have an impact, and that trade-offs are sometimes necessary for long-term progress. However, by remaining focused on the end goal, we can ensure that all our actions and decisions are carefully considered steps towards delivering our vision for our business and our industry.

## THE NEED FOR CHANGE FOR THE FUTURE

The energy industry is evolving rapidly, and those of us working within it must be able to respond at pace. Whilst 2025 has been about laying the groundwork for the future, it's also highlighted to us the necessity of evolution and change.

From moving to a new office to widening our capabilities, we've needed to make changes for the development of our business and the benefit of our customers. However, whilst change is essential for the growth of any business, it can also be challenging for processes and teams. Throughout such significant change in our business last year, we've learned how essential it is to align our operations, communicating across the business in order to make the process as seamless as possible. Last year has taught us that we need to become more comfortable with the uncomfortable, taking calculated risks to implement the change we need to expand our capabilities and deliver our purpose.

## COLLABORATION REMAINS CRUCIAL

We know that we can't reach a sustainable energy future alone. In a world that is increasingly interconnected on a global scale, our actions as businesses have far-reaching implications. That's why it's so important to communicate: communicate our sustainability progress and our carbon footprint data, which we know impacts our supply chain; communicate our learnings to help others have a smoother path; and communicate what's changing in the industry, to help businesses to navigate the energy landscape.

We need to leverage the connections and relationships we have to seize opportunities to collaborate, whether this be through industry events or through collaboration with supply chains and suppliers to improve operations. It's also important that electricity suppliers and others in the energy industry constantly pay attention to key developments and trends, so that we can use these discussions to drive forwards change in our sector.





# GLOSSARY

## CLEAR DEFINITIONS, CLEAR EXPLANATIONS

Here's a selection of useful terms we've used throughout our report, designed to provide clarity and insight.

- **Carbon intensity** - this is the measure of how much carbon is created in relation to an activity, e.g. electricity supply.
- **CEDA** is a database providing average carbon data for industries, activities and categories. We calculated our Scope 3, Category 1 and 2 emissions based on our financial spend and using the CEDA database.
- **Sustainable Travel Leave** - Sustainable Travel Leave is an employee benefits scheme that provides paid travel time to employees who elect to travel on holiday via land or sea rather than via air, encouraging staff to travel abroad sustainably by compensating the time difference. To find out more about the scheme, visit Sustainable Travel Leave's website, [here](#).
- **CO<sub>2</sub>e** - Carbon dioxide equivalent. This is the universal unit of measurement used to indicate the global warming potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. For example, we take the global warming potential of SF<sub>6</sub> and convert it to the carbon dioxide equivalent so that we can compare each source of our emissions. When we talk about carbon emissions, we are referring to all greenhouse gases.
- **GHG Protocol** - Greenhouse Gas Protocol. The GHG Protocol establishes comprehensive global standardised frameworks to measure and manage greenhouse gas emissions from private and public sector operations, value chains, and mitigation actions. In 2025, the GHG Protocol and the International Organisation for Standardisation (ISO) announced that they will co-develop new standards, enabling users to rely on one coherent framework.
- **GWP** - Global warming potential. Greenhouse gases warm the Earth by absorbing energy from the Sun and decreasing the rate at which this energy (heat) escapes into the atmosphere. There are six greenhouse gases, with each one having a different global warming potential (their ability to prevent heat from leaving the atmosphere). GWP is used to convert all greenhouse gases to a carbon dioxide equivalent (see above).
- **Net zero emissions** - The IPCC states net zero emissions are achieved when human-caused GHG emissions are balanced by removing the same quantity of emissions from the atmosphere over a specified period of time<sup>17</sup>.
- **Renewable Energy Guarantees of Origin (REGOs)** - REGOs are certificates issued to renewable generators per megawatt hour of renewable electricity generated. These are purchased by suppliers and demonstrate to the consumer (and Ofgem) that the equivalent of their supplied electricity in a given year came from renewable generation. Without sufficient certificates, suppliers cannot claim to be providing a renewable supply.
- **SBTi** - The Science Based Targets initiative is a partnership of global organisations including CDP, the United Nations Global Compact, World Resources Institute, We Mean Business Coalition, and the World Wide Fund for Nature. The SBTi helps businesses by defining and promoting best practice in science-based target setting. For us, this has meant going through a robust process of being independently assessed by a team of experts to validate our near-term targets and ensuring they align with the latest climate science.
- **SBTi's Corporate Net Zero Standard** - The SBTi's Corporate Net Zero Standard outlines how much and how quickly companies need to reduce GHG emissions in order to achieve net zero no later than 2050. For most companies, net zero means reducing GHG emissions by at least 90% and neutralising any residual GHG emissions on an ongoing basis.
- **Scope 1** is a category within carbon footprinting, and covers direct carbon emissions from sources under our control, e.g. our gas usage.
- **Scope 2** covers indirect carbon emissions from the generation of purchased electricity. There are two methods for reporting these emissions:
  - **Scope 2 market-based method** - This reflects emissions from electricity that companies have purposefully chosen to procure and report on. Customers purchasing renewable electricity can report zero carbon emissions under the Greenhouse Gas Protocol Scope 2 market-based method.
  - **Scope 2 location-based method** - This reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data).
- **Scope 3** covers emissions over which we do not have direct control, but that we can indirectly influence, for instance through our supply chain or the stakeholders we work with.
- **SDG** - Sustainable Development Goals. Adopted by all United Nations Members States in 2015, the Sustainable Development Goals are a set of 17 goals that calls for urgent action to improve health and education, reduce inequality, and spur economic growth while tackling climate change and preserving nature.
- **SF<sub>6</sub>** - Sulphur Hexafluoride is a gas with a global warming potential (GWP) 23,500 times greater than CO<sub>2</sub> and therefore one of the most potent greenhouse gases.
- **Sustainability** - Sustainability was defined by the United Nations Brundtland Commission in 1987 as "meeting the needs of the present without compromising the ability of future generations to meet their own needs"<sup>17</sup>. At Bryt Energy, we see sustainability as more than just our environmental impact, we look at the long-term wellbeing of our employees, our contribution to society, as well as the financial stability and longevity of the business.
- **Value chain** - We use the term value chain in relation to Scope 3 emissions. It covers a company's upstream impact (e.g. supply chain) as well as its downstream impact (e.g. product use phase).

<sup>17</sup> <https://www.ipcc.ch/sr15/chapter/glossary/x-3/>



We're proud of all the work we've done in 2025 to establish the groundwork we need for the long-term growth of our business. From ensuring that our move to our new office was done as sustainably as possible, to making significant improvements to our systems, our team worked hard throughout the last year, with our purpose at the forefront of our minds.

*The energy landscape has never been so in flux and open to the changes that the energy transition will bring. This fast-moving transition is impacting the energy landscape in many ways, from electricity procurement to carbon reporting frameworks. Although these changes can be complex, it's also exciting, presenting many opportunities for consumers to get involved and, through our growing range of products, benefit from the energy transition.*

*The energy sector and electricity suppliers have an essential role within this space. Here at Bryt Energy, we want to play a part in shaping this future, working collectively with our customers, partners and our wider sphere of influence as they navigate these changes. We know how important it is to think ahead of the present, to facilitate our customers' changing needs and lay the foundations for our own future goals. That's why we've been establishing the groundwork now, to take us closer towards a sustainable energy future.*

*Thanks to the actions we've taken over the year, we're ready to lead this transition, and we're excited to bring our customers with us on this journey.*

**Ian Brothwell, Managing Director at Bryt Energy**

# APPENDIX WITH DATA

Type of emissions	Activity	Emissions 2020 (tCO <sub>2</sub> e)	Emissions 2021 (tCO <sub>2</sub> e)	Emissions 2022 (tCO <sub>2</sub> e)	Emissions 2023 (tCO <sub>2</sub> e)	Emissions 2024 (tCO <sub>2</sub> e)
Direct (Scope 1)	Fuels	7.35	9.37	8.3	6.24	5.75
	Refrigerants	0.00	0.00	0.4	0	10.43
	<b>Scope 1</b>	<b>7.35</b>	<b>9.37</b>	<b>8.7</b>	<b>6.24</b>	<b>16.18</b>
Indirect (Scope 2) Location-Based	Electricity	8.85	7.99	8.92	10.53	10.13
	<b>Scope 2 Location-Based</b>	<b>8.85</b>	<b>7.99</b>	<b>8.92</b>	<b>10.53</b>	<b>10.13</b>
Indirect (Scope 2) Market-Based	Electricity	0.00	0.00	0.00	0.00	0.00
	<b>Scope 2 Market-Based</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Other Indirect (Scope 3)	Category 1 - Purchased Goods and Services	502.91	565.11	381.55	384.76	444.7
	Category 2 - Capital Goods	3.50	32.10	54.36	57.16	166.2
	Category 3 - WTT Gas	0.96	1.60	1.41	1.03	0.95
	Category 3 - WTT & T&D Electricity (Location based)	2.09	2.97	3.14	3.45	3.33
		Location-based reporting (retrospective for 2020-21)				
	Category 3 - SF <sub>6</sub> emissions	1748.98	2193.89	2261.55	2420.98	2,498.55
		SF <sub>6</sub> emissions from the National Grid				
	<b>Total Category 3 - Fuel and Energy-Related Emissions</b>	<b>1752.02</b>	<b>2198.46</b>	<b>2266.1</b>	<b>2425.46</b>	<b>2502.83</b>
	Category 4 - Upstream Transportation & Distribution	Not applicable - emissions associated with meters are now within Category 1				
	Category 5 - Waste and Water	0.24	0.11	0.15	0.19	0.22
	Category 6 - Business Travel	3.08	1.50	5.37	7.85	10.22
	Category 6 - Hotel Stays (optional)	0.20	0.35	0.69	0.9	0.94
	<b>Total Category 6 - Business Travel &amp; Hotel Stays</b>	<b>3.28</b>	<b>1.85</b>	<b>6.06</b>	<b>8.75</b>	<b>11.16</b>
	Category 7 - Employee Commuting	19.35	18.14	36.68	30.55	47.7
	Category 7 - WFH (optional)	22.06	40.51	34.18	39.15	62.99
<b>Total Category 7 - Employee Commuting &amp; WFH</b>	<b>41.41</b>	<b>58.65</b>	<b>70.86</b>	<b>69.7</b>	<b>110.68</b>	
Category 8 - Upstream Leased Assets	Not applicable**					
Category 9 - Downstream Transportation & Distribution	Not applicable**					
Category 10 - Processing of Sold Products	Not applicable**					
Category 11 - Use of Sold Products	0.00	0.00	0.00	0.00	0.00	
	Assessed as zero as Bryt Energy's sold product is 100% renewable electricity*					
Category 12 - End-of-Life Treatment of Sold Products	Not applicable**					
Category 13 - Downstream Leased Assets	Not applicable**					
Category 14 - Franchises	Not applicable**					
Category 15 - Investments	Not applicable**					
<b>Scope 3 Subtotal</b>	<b>2303.36</b>	<b>2856.28</b>	<b>2779.08</b>	<b>2946.01</b>	<b>3235.8</b>	
<b>BRYT ENERGY GROSS EMISSIONS (Location-Based)</b>	<b>2319.56</b>	<b>2873.64</b>	<b>2796.7</b>	<b>2962.78</b>	<b>3262.11</b>	
<b>BRYT ENERGY GROSS EMISSIONS (Market-Based)</b>	<b>2310.71</b>	<b>2865.65</b>	<b>2787.78</b>	<b>2952.25</b>	<b>3251.98</b>	
<b>Scope 3 emissions by physical intensity (kgCO<sub>2</sub>e per MWh)</b>	<b>1.16</b>	<b>1.07</b>	<b>0.88</b>	<b>0.88</b>	<b>0.93</b>	

\*Please visit <https://www.brytenergy.co.uk/100-renewable-electricity/> for more information on our products and services

\*\*In 6 of the 15 Scope 3 categories, carbon emissions were identified and calculated. The remaining 9 were assessed and found to be either zero or not applicable to our operations - for example we do not have any leased assets, and nor do we have any franchises.

We calculated the majority of our Scope 3, Category 1 and 2 emissions based on our financial spend and using the CEDA database. This database provides average carbon data for industries, activities and categories.



## 2024's energy, water, waste & refrigerants:

Electricity consumed (MWh)	Water consumed (M <sup>3</sup> )	Gas consumed (MWh)	Refrigerant top up (kg)	Waste (tonnes) Calculated based upon percentage of building waste
50.84	370.86	32.27	0	Recycled 0.85 Incinerated 1.43 Landfill 0





**Bryt**  
By nature

# JOIN OUR JOURNEY

If you have any questions or would like further information about our organisation, our friendly team of experts will be happy to talk to you. You can contact them, [here](#).

In addition, if you too are passionate about sustainability and are interested in joining our team, finding out more about a Bryt Energy electricity supply contract, or a potential partnership, visit our website, [here](#).