

nationalgrid

A clean, fair and affordable energy future

Responsible Business
Investor Event 2022/23



CLIMATE
WEEK
NYC

BY THE CLIMATE GROUP



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Panellists

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John Pettigrew
Chief Executive



Rhian Kelly
Chief Sustainability
Officer

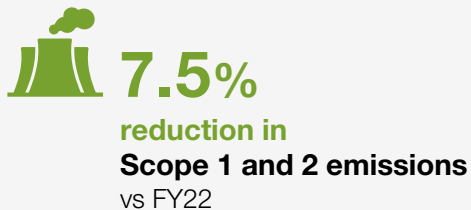
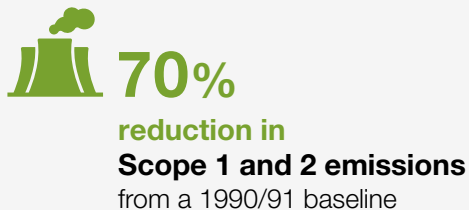


Rudy Wynter
President,
New York

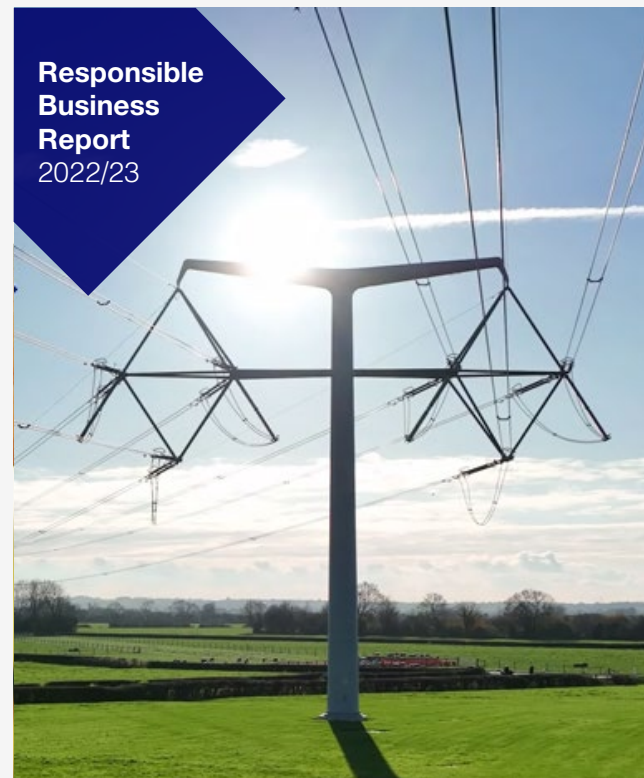


Our Progress

Enabling a fair and affordable transition to a clean energy economy and reducing our own emissions



- Strong ESG performance continues to be recognised externally
 - CDP Climate Change ‘A list’ rating for 7th consecutive year
- Our Climate Transition Plan received a 98% vote of approval from shareholders at our 2022 AGM
 - Sets out our plan for ‘real zero’ by 2050, without using offsets



Our Progress

Making sure our economic and social role has the greatest impact on the communities we serve

- £65m energy support fund established during Winter 2022
 - Helping those most vulnerable during the energy crisis
- Early return of £300m of interconnector income to customers



>60,000

Community volunteering hours delivered



>6,000

Young people assisted
via skills development programmes



Our Progress

Ensuring the principles of responsibility guide us in everything we do

- Full integration of our commitments within performance management frameworks
- Updated executive remuneration policy increases focus on ESG



15%

of Directors' 2023/24 Annual Performance Plan related to our Customers, Colleagues and DEI¹



20%

of Directors' 2023 Long Term Performance Plan related to net zero transition measures²

1. 5% relates to Customers; 5% relates to Colleagues and 5% relates to Diversity, Equity and Inclusion (DEI). DEI metric relates to the gender and ethnic diversity of new joiners and colleagues at or above senior management level.

2. 10% weighting for reduction in Scope 1 emissions and a 10% weighting for the enablement of net zero through strategic initiatives and Scope 2 and Scope 3 emissions reductions.



Our Progress

Significant capital investment is enabling the decarbonisation of our energy networks

Capital investment

FY23 **£7.7bn**

75% Green

aligned to EU
Taxonomy principles

We are **one of the FTSE's biggest investors**
in the **delivery of net zero**



Updated Responsible Business Charter

- Update reflects external environment and our portfolio repositioning
- Informed by extensive stakeholder engagement
- Simplified approach which focuses on 3 core pillars
 - **Our Environment**
 - to deliver a clean energy future
 - **Our Customers and Communities**
 - to support a fair and affordable transition
 - **Our People**
 - to build the net zero workforce
- Underpinned by: **Responsible Business fundamentals**

A simplified approach

Our
Environment

Our
Customers &
Communities

Our
People

Our Environment

- Revised near-term emissions targets



- Aligning the Group to a 1.5°C degrees pathway, verified by SBTi¹

Supply chain ambitions

US 50% by **2025**

UK 80% by **2025**

of our top ranked suppliers will commit to setting a Science Based Target / decarbonisation roadmap

1. Science Based Targets initiative (SBTi) verification applies to our near-term emissions targets.



Our Customers and Communities

- We will continue to mobilise support initiatives and improve our community and customer reporting

Increased reporting to:

- Track and highlight benefits of community support
 - Include customer satisfaction scores across all key businesses
- We remain committed to skills development and giving back to our communities



45,000 by 2030

Individuals to have been upskilled



500,000 by 2030

Volunteering hours to be delivered



Our People

- Building a diverse, equitable and inclusive workforce is key to our success



35% by 2025

Gender diversity across our management population



20% by 2025

Ethnic diversity across our management population

Promoting diversity in new hires



50% by 2025

Gender diversity in new talent population¹



40% by 2025

Ethnic diversity in new talent population¹

- Aim to be industry leading on wellbeing
- Remain committed to ensuring pay is equitable for all colleagues

1. New talent population refers to colleagues who have joined one of National Grid's new talent programmes, and includes graduates, apprentices and interns.



Responsible Business fundamentals



Underpins our 3 core pillars,
reflecting our approach to:

- Safety and reliability
- Living our values
- Working with our supply chain and partners



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New York



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Q&A



By text only

click the arrow at the bottom of the webcast player to submit questions