

Lucy Electric

CORPORATE AND SOCIAL RESPONSIBILITY



Corporate and Social Responsibility at Lucy Electric

At Lucy Electric, we believe in powering a better future by combining innovation, expertise, and a deeply held commitment to Corporate Social Responsibility (CSR). As a global leader in secondary power distribution solutions, we deliver cutting-edge technologies and services that enable the safe, reliable, and efficient delivery of electricity to millions of people worldwide.

For over a century, Lucy Electric has combined engineering excellence with an unwavering focus on the people and partners we serve. Today, we operate at the forefront of an ever-evolving energy industry, supporting the transition to more sustainable power networks. By working with utilities, developers, and industrial customers, we play a vital role in building resilient energy infrastructure that meets the demands of tomorrow.

Lucy Electric's unwavering dedication to social, environmental, and economic sustainability forms the very heart of our ethos and over the last decade we have increasingly worked in partnership with local communities to support their needs. Our sustainability framework is rooted in three focus areas: People, Planet, and Progress (3Ps).

Our CSR programme serves our local communities globally by delivering practical, impactful, tangible support in line with these principles. Giving back is fundamental to how we operate and many customers are impressed by the scale of our CSR activities, frequently turning to us for insight when designing their own programmes.





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Governance & Strategy

Introduction

Lucy Electric has placed CSR at the very heart of its whole-business strategy. We have developed a matrix to measure all aspects of CSR performance, based on the principles of ISO 26000 CSR Guidance.

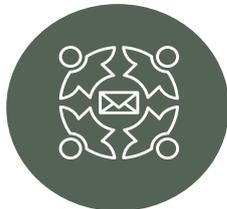
Our strategy is to deliver year-on-year improvement across all aspects of ISO 26000 throughout our global operations, harnessing the care and enthusiasm of local volunteer CSR champions. All activities and improvements to ISO 26000 scores are reported to the CSR Manager in the UK. These activities and improvements are then communicated, both internally and externally, and we are pleased to have seen consistent increases in both engagement and participation.

We have dedicateds team on the ground focused on understanding how we can best support the communities we serve. Our work is practical, purposeful, and rooted in the needs of the communities where we live and work. We strive to improve our local environments, enhance educational opportunities, and support wellbeing, collaborating closely with local organisations that support those in need, ensuring our efforts deliver meaningful impact.

Our CSR activity is aligned with the United Nations Sustainable Development Goals (SDGs), helping us to measure and demonstrate the positive change we create. CSR is a central pillar of our Sustainability Strategy and directly contributes to the social value we deliver as a business. We consistently measure, monitor, and communicate our progress to remain transparent, accountable, and impactful.



Education



Wellbeing in the Community



Environment & Biodiversity in the Community



Measurement

Survey highlighting how we are doing and what our colleagues think of our programme.

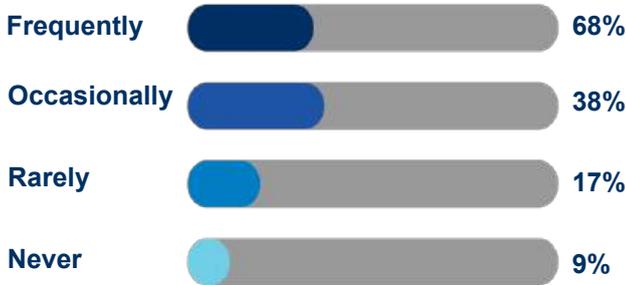
People



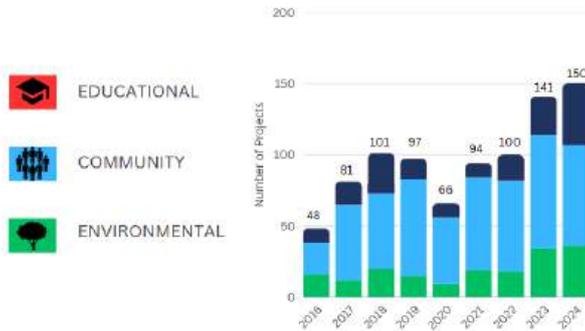
How would you rate Lucy Electric's current efforts in supporting its employees?



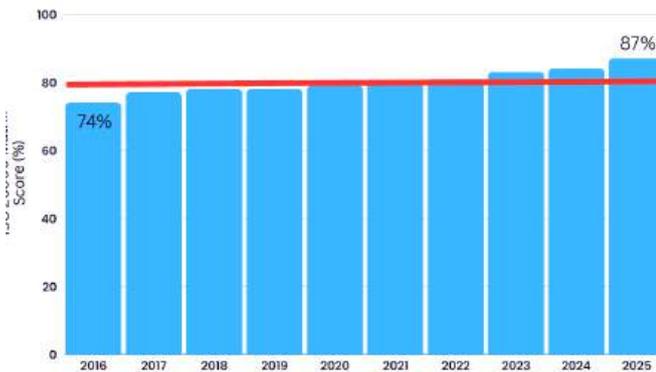
How would you rate Lucy Electric's current efforts in supporting its local communities?



CSR Projects 2016- 2024



ISO 26000 progress from 2016–2024



Total CSR Projects 2025



Educational

45



Community

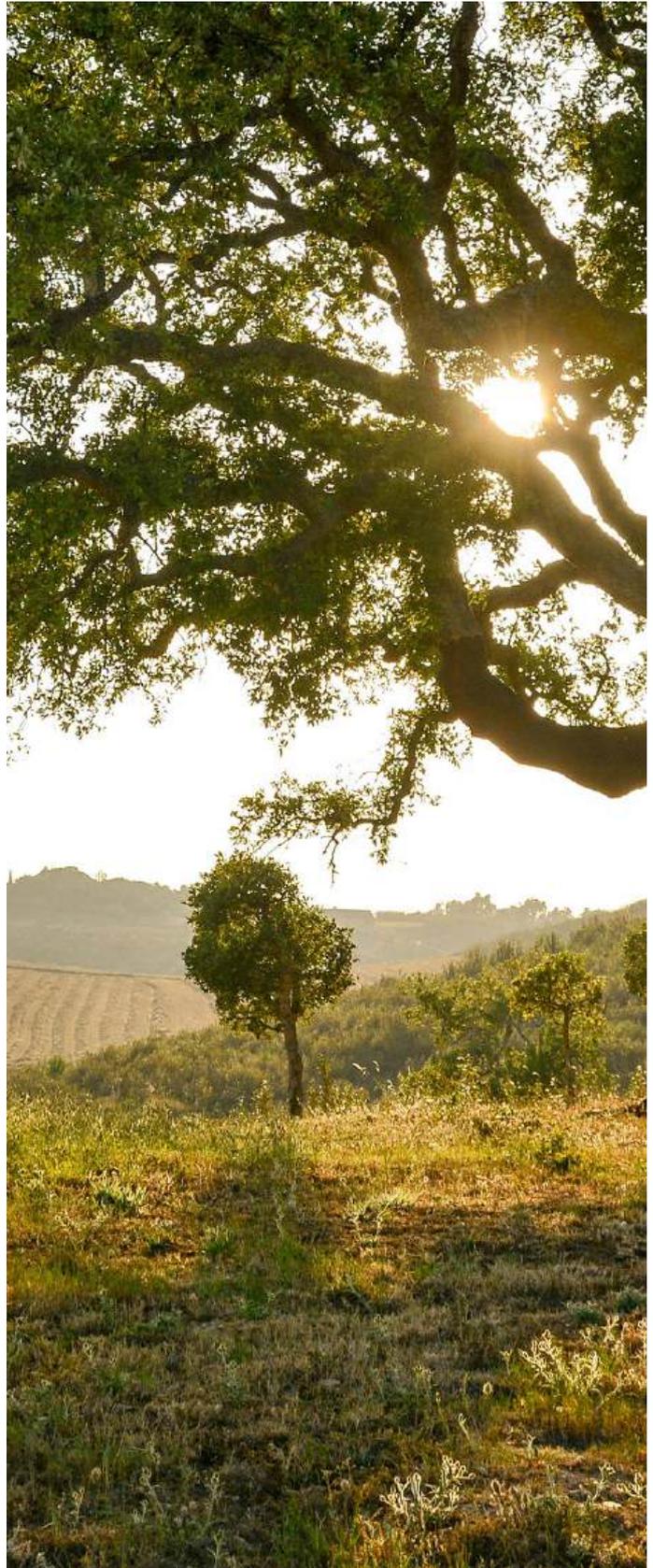
59



Environmental

37

Total 141



Awards and recognition

Thame Town Award 2022

In 2022, Lucy Electric Thame won Local Company of the Year. Presented by Thame Town Council, this accolade is awarded to companies that have excelled in supporting the local community through their CSR initiatives, local sponsorship, commitment to county schools, and ongoing sustainability projects.

Launched in 2009, the Thame Town Awards recognise, thank, and celebrate individuals, neighbours, and support groups who go out of their way to help others in the community. They also celebrate those special companies working hard to make the town a safer, more vibrant, and happier place to live.

Lucy Electric Thame was delighted to receive this award in recognition of its contributions to social value in the town. Since then, our involvement in the local community has continued to go from strength to strength.

Southern Electricity Networks (SSEN) Supplier Sustainability Awards 2024

In 2024, Lucy Electric won the Social Value category at the inaugural Scottish and Southern Electricity Networks (SSEN) Supplier Sustainability Awards.

SSEN created these awards to recognise projects aligned with their Sustainable Supplier Code, celebrating significant contributions to society, the economy, and the environment.

Lucy Electric received the Social Value award for its impactful CSR programme, launched nearly a decade ago, alongside its more recent sustainability framework focused on People, Planet, and Progress. This has empowered its CSR champions to make a global difference.

Being recognised in the Social Value category is an honour that underscores the importance and impact of our CSR programme and how it is integral to our sustainability framework. Our CSR champions have worked tirelessly to support local communities across the globe, and this award is a true reflection of their dedication.

Local Engagement and Culture

Our commitment to CSR is deeply rooted in local engagement. We recognise that we cannot effectively support our communities without the insight and dedication of our colleagues who live and work in these areas. Their first-hand understanding of local needs ensures that our initiatives are meaningful and impactful.

By embracing local cultures and nurturing the passion of our people, we have created a CSR approach that feels authentic and closely connected to the communities we serve. The grassroots nature of Lucy Electric's CSR efforts empowers teams on the ground to take ownership, identify local needs, and deliver initiatives that make a real and lasting difference.



Volunteering is a key priority for us and we provide two volunteering days a year for our employees.

Supporting lasting change

Our goal is to contribute positively to every community in which we operate, today and for the long term. Rather than one-off contributions, we invest in initiatives designed to create lasting value and support a broad range of community needs. Below are just a few of the long-term CSR projects we support globally.

South Africa

Lucy Electric's Longstanding Commitment in South Africa

Lucy Electric has a deep-rooted commitment to supporting vulnerable communities and wildlife conservation in South Africa. Through long-term partnerships with Abraham Kriel Bambanani childcare (AKB) and The Rhino Orphanage, the company has made a meaningful difference to the lives of children and endangered animals.

Abraham Kriel Bambanani (AKB)

Since 2017, Lucy Electric South Africa has been a steadfast supporter of Abraham Kriel Bambanani (AKB), one of South Africa's oldest and most respected childcare organisations. AKB provides a safe haven for abused, abandoned, and orphaned children, offering them care, education, and the support needed to thrive.

In addition to our ongoing donations, we also support the charity through targeted fundraising initiatives that address specific needs.

One such initiative was the creative *500-mile challenge*, inspired by the song I'm Gonna Be (500 Miles) by The Proclaimers. Colleagues in the UK and South Africa took part by walking, running, cycling, and even paddle-boarding to collectively cover well over 500 miles and raise funds for AKB.

The original 500-mile goal was more than doubled, resulting in an incredible 1,755 miles covered and a total of £1,000 given to refurbish the baby ward.

Spaces for additional cots were created, along with upgraded changing facilities, and improvements to the toddler room's safety and suitability. The transformation had a direct, tangible impact on the lives of the children and caregivers. We are continuing to support AKB's facilities by installing new rubber flooring in the baby ward and supplying essential consumables such as nappies and wet wipes.





Thank you for turning the baby ward into a beautiful baby unit. It is difficult to explain in words how much this means to the Baby Unit staff, our precious babies and toddlers.

- Abraham Kriel Bambanani staff



Wildlife Conservation: Ongoing Support for the Rhino Orphanage

The Rhino Orphanage is the only facility in South Africa dedicated solely to the care of rhino calves whose mothers had been killed by poachers.

Lucy Electric South Africa is passionate about the conservation of this magnificent and highly endangered animal. The team's partnership with The Rhino Orphanage began after learning about their work in 2022. We are now committed to supporting the charity over the long-term in their efforts to save orphaned rhinos.

During one visit to the Orphanage, a particularly inspiring connection to our wider CSR work in the region was discovered: the owner of the farm on which the Orphanage is situated, who leases the land to the sanctuary for just £1 a month, was raised by Abraham Kriel Bambanani. This is full-circle moment underscores how charitable efforts today can create lasting legacies for people and wildlife.

In September 2023, colleagues from Lucy Electric

South Africa, Lucy Electric Kenya, and Lucy Group Oxford participated in another *500-mile challenge* in support of The Rhino Orphanage. The initiative raised £2,000, which was used to provide critical care for orphaned rhinos.

We continued to strengthen our support in 2024 and 2025 through regular financial contributions to the charity. This support ensures that rescued baby rhinos can receive the medical care they need, such as Binti, an 11-month-old rhino found stranded after her mother was poached and underwent life-saving gastric surgery. As well as Houdini, a young white rhino who required multiple surgeries due to severe facial damage as a result of a gunshot wound.

"I feel warmth in my heart for the support from the UK. It made me proud to be part of an organisation trying to make a difference, not just for their own employees, but for those most vulnerable." - Philip Fouché, Lucy Electric South Africa.



India

Transformative Support for Local Primary Schools

We have undertaken significant development projects in support of two local primary schools, Kota Maida and Gopipura School, ensuring better educational facilities for children in these communities.

Kota Maida School: A Model for Sustainable Development

Our support for Kota Maida School began in 2016 in response to its inadequate and deteriorating infrastructure.

Many of the children come from disadvantaged backgrounds, and the school lacked the resources

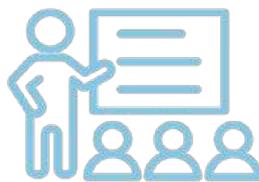
needed to support effective learning. Recognising the urgent need for intervention, we embarked on a comprehensive refurbishment project.

The school was completely rebuilt, featuring new lighting, fans, writing boards, and larger windows for improved ventilation. A new computer room was created with LAN connections and ample power sockets for computers. Additional enhancements included a shaded lunch area and brand-new restroom facilities to improve overall hygiene and comfort.



17

Pupils attended school in 2016



115

Pupils attended school in 2025



We have been delighted to see such strong demand for school places following the refurbishment. In response, we have continued our support by investing in an additional classroom and a midday meal kitchen, helping to enable further student enrolment.

These additions will ensure that every child, regardless of their family's financial situation, receives at least one nutritious meal a day. Furthermore, a garden will be planted in time for the monsoon season, contributing to a greener and more pleasant school environment.

Thanks to our efforts, Kota Maida School has undergone a comprehensive transformation.

Alongside new classroom construction and the modern kitchen, extensive renovations have improved older classrooms and the entire school has been repainted, creating a fresh and welcoming atmosphere.

Safety checks have been conducted to ensure a secure environment for students and staff. The playground has also been upgraded with new equipment, and the school's entry gate has been replaced to enhance both security and aesthetics. Additionally, a new roof has been installed over the lunch area to keep the space cooler during the hot months.



“The school was completely rebuilt, featuring new lighting, fans, writing boards, and larger windows for improved ventilation”





Gopipura School: A New Beginning

Gopipura School, close to a Lucy Electric manufacturing site, had remained untouched since its construction in 1968

The deteriorating classrooms were unfit for purpose and severely impacting students' education. Having successfully refurbished Kota Maida School, we leveraged this expertise to launch another transformational project.

Three brand-new classrooms were built and the old school building was demolished, making way for a playground to be constructed by local authorities. We also created a garden and a midday meal kitchen to support student well-being.

By improving access to quality education and essential resources, we are playing a crucial role in empowering rural communities.

These initiatives not only provide children with better learning conditions but also contribute to their long-term development.



Supporting NAB School

Lucy Electric has been a steadfast supporter of the National Association for the Blind (NAB) School in Maharashtra since 2022, championing the education and well-being of visually impaired and multiple-disability students.

We provide practical support for NAB, supplying them with a new bus to transport students to and from home, as well as constructing a lift to ensure students can access both floors of the school.

We supported the school in the creation of a sensory room to aid students' physical and cognitive development, equipping it with textured play mats, playground tunnels, slides, and trampolines.

We also equipped the school with a biometric system to ensure attendance is accurately tracked. This supports safety for students, as many are unable to speak or advocate for themselves.

Safety remains a priority, therefore comprehensive training sessions were provided for NAB School staff on essential safety protocols, electrical safety, and storage best practices. These interactive workshops, led by the Health & Safety team, were so well received that additional training for students was requested.

We donated Paper Plate Dies, to offer tools for hands-on learning, promote STEM education and creativity, and improve mobility and accessibility by enabling exploration of previously inaccessible areas.

The CSR team's monthly birthday celebrations continue to bring joy to students through the provision of a new fridge for the kitchen, cake, gifts, and new attire. During Diwali, our employees raised ₹7,150 through a stall selling handmade diyas and lanterns crafted by NAB students.

We launched a clothing drive for NAB workshop staff, providing essential items to those in need. They have also planted a sensory garden for the school so that the children can enjoy a special experience.



Further impactful CSR activities around the world

Saudi Arabia



Wellbeing in the community

At Lucy Electric Arabia, we regularly visit children in the King Fahd Specialist Hospital. Volunteers meet with paediatric cancer patients to spread joy, bringing presents and toys and offering comfort to the children and their families

We also donate annually to the Ramadan food basket campaign, in partnership with the Seihat Association for Social Services. By distributing essential food supplies to vulnerable families, we aim to alleviate financial burdens and provide support for the community.

Education

We make significant contributions to education in the region through partnerships with a variety of educational institutions. Collaborating with the Inspection Technology and Quality Assurance National Institute (ITQAN), we organised a comprehensive training programme for twenty students at its Dammam facility. This hands-on experience included a company introduction, health and safety induction, a factory tour, and practical training in electrical testing. The programme received excellent feedback from participants and strengthened ties with ITQAN, paving the way for future collaborations.

Additionally, we played a key role in the ChemME Youth Program at the MEPEC 2024 event, students were guided on career development and valuable industry insights were shared. Through these efforts, we have positively influenced future engineers by providing practical experience and career guidance, enhancing their knowledge and professional readiness.

Every year we provide children who have been orphaned backpacks filled with school equipment, so they can start their school year with the tools they need to succeed.





Environment

We carried out a number of initiatives focused on supporting the local environment. Employees participated in a beach cleaning campaign at Half Moon Beach, clearing a 1.5-kilometre stretch of waste and debris.

This effort not only improved the local environment but also raised awareness about social and environmental responsibility.

Furthermore, we collaborated with East Dammam Municipality to plant Neem trees in Al Thanaa square. With twenty-five employees participating, this initiative promoted environmental sustainability, and biodiversity.



Beach

cleaning campaign at
half moon beach



Planting

Trees planted in Al
Thanaa Square

UK

Wellbeing in the community

Over the past nine years, we have supported the local community in Thame in numerous ways, including support for local charities and community events, as well as environmental charities and local schools

We are regular sponsors of the Taste of Thame festival, Thame Carnival, and the town's Christmas Light Switch-On, specifically as sponsors of the Christmas Grotto.

We frequently donate to Thame Food Bank, with employees participating in on-site food donations, drives especially during the Christmas period. We also support Thame Youth Project with an annual donation. Since 2023, employees at our Thame site have held a Halloween Party each year to raise funds for the charity, raising over £900 so far.

National initiatives also form an important part of our annual CSR activity in Thame. Colleagues have supported the Poppy Appeal, as well as raising an incredible £9323 for the Movember appeal and £2626.88 for Macmillan Cancer Support.



£9323

Donated by Colleagues for Movember



£1400

Donated to the local food bank since 2023

In addition, we have supported the Thame Red Kite Family Centre's Lunch Club and Brilliant Babies group, ensuring families have access to nutritious meals and social connections.

These efforts engaged the community, supported essential services, and improved wellbeing for residents across Thame and surrounding areas.



Education

Supporting local schools is another key component of our CSR activity in Thame. Our engineers regularly go into local schools to discuss and encourage careers in STEM and facilitate robot-building projects. We have also sponsored two STEM Summer School places, run by The Engineering Trust.

We recently had the opportunity to donate two laser cutters worth £5,000 each to The Cherwell School's Design and Technology Department. The donation is part of our long-term commitment to nurture the next generation of engineers and technicians in Oxfordshire.

We have contributed to Cherwell School's *World of Work* event, where our team guided students in exploring sustainable energy solutions.

To promote environmental awareness, we donated a Wi-Fi bird box to Barley Hill School, giving students a live-stream view of nesting birds.

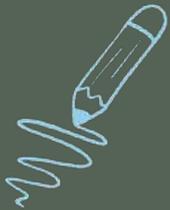
We also supported the Three Primary Schools Fireworks Display with a £500 donation, helping

the display to take place. Ticket sales for the event raised £13,000 for essential school equipment. We also support local under 11 football teams, enabling them to purchase the kit they need to stay active and encouraging participation in children's sports.

We are delighted to regularly host work experience students from the local area. The launch of our apprenticeship scheme has been a great way for those interested in engineering careers to gain hands-on training, further emphasising our commitment to the next generation of engineers.

At Christmas time, we were delighted that students from St. Joseph's School joined us to create Christmas Boxes to be sent to orphanages we support in South Africa. The children wrote special cards to go in each box and helped pack and wrap them. It was a heartwarming and memorable day for all those involved.

Through these efforts we have been privileged to support educational growth, inspire future engineers, and enhance learning experiences for local students.



£5000

The Cherwell School's Design and Technology Department



90

Books for Schools



Environment

At Lucy Electric, we believe environmental initiatives are crucial, in line with our People, Planet, Progress framework. We have a long-standing partnership with 21st Century Thame, supporting their environmental work through both financial donations and employee participation.

We regularly plant trees in the local area, and in 2025 we had the opportunity to volunteer for Her Land, a charity dedicated to providing women and girls with supportive, safe spaces to help them heal from trauma, whilst restoring and repairing a derelict, heritage-rich farm in Oxfordshire.

Colleagues from Thame also volunteered at Tiggywinkles Wildlife Hospital, with two teams building hedgehog house boxes to provide safe habitats for this declining species, contributing to the charity's invaluable conservation work.

Educating children in the importance of looking after our planet has long been a key focus for us. Over the years we have been thrilled to provide local schools with bird boxes, bee homes, bug hotels, and hedgehog houses. In addition, we recently sponsored a 'books for schools project' through which primary schools received books about the environment and wildlife. We have also been active in volunteering at local primary schools, helping them to maintain their gardens and Forest School spaces.



10

Projects in 2025 supporting local environmental projects and biodiversity education



£5650

to support Wildlife and biodiversity in Thame



Brazil

Wellbeing in the community

Lucy Electric Brazil is highly active in its support of the local community, with a focus on taking special care of the most vulnerable.

We regularly make practical contributions to those most in need in informal settlements such as the Rio Negro Community in Curitiba. Each year, winter clothes are donated to low-income families, and colleagues put together regular food packages for the local community. In 2025, we also supported two centres providing essentials for those undergoing cancer treatment.

Our fundraising activities also encompass support for the wider community in the region, ensuring we are able to provide aid in the event of a regional or national disaster. In 2024, intense rains hit the state of Rio Grande do Sul, leaving a trail of destruction



in their path. We were quick to direct all our efforts and donations to provide support to those affected. In 2025, we also sprang into action to support the relief fund for residents of Rio Bonito do Iguaçu after a tornado struck, destroying 90% of the town and displacing thousands.



R\$42360

Community Support



Provided

Essentials for cancer patients



Education

We believe that supporting education is one of the most effective and important ways to uplift communities.

Since 2018, we have provided support for educational charities in the region in a number of ways, from providing school kits to donating specialist IT equipment.

In 2024 we delivered 50 school kits to children in Rio Negro, helping them start their education with confidence. We invested R\$4,000 in this initiative, supporting local needs and promoting access to learning.

Our colleagues also volunteered to install equipment we donated for a new computer lab at the

Schnorr Institute, improving access to technology for over 260 children.

We ran a slipper donation campaign to help children without access to proper footwear for school. Lucy Electric staff chose slippers for each child, adding a personal touch by also preparing cakes and refreshments to make the day special.

In 2025 we donated 14 laptops to the Lar Batista Institute, as well as educational toys and books for vulnerable children.



14

Laptops



50

School Kits

Environment

Lucy Electric Brazil promoted sustainability through the an Adopt a Seedling and Help Save Our Planet campaign, encouraging reforestation and environmental responsibility.

As part of the campaign, colleagues planted tree seedlings and learned about the importance of reforestation for air quality, biodiversity, and climate action.

Colleagues also joined a year-long Plastic Lid Collection campaign, reducing plastic waste and supporting the São Vicente de Paula Nursing Home, with plastic lids exchanged for essential supplies to support care for residents and raise environmental awareness.

Lucy Electric Brazil takes a particular interest in the conservation of local wildlife and endangered species. The team supports the Lontra Project, whose efforts are dedicated to the conservation of the Brazilian Otter, known as the Lontra.

In addition, we donated a diagnostic machine for a local wildlife centre, enabling them to deliver vital treatment and maintain the health of the animals under their protection.



Thailand

Wellbeing in the Community

In Thailand, we aim to support as wide a variety of causes as possible, and have been active in the community for many years.

We are a longstanding supporter of the Camillian Social Centre, a charity dedicated to providing comprehensive care and support to people living with HIV and AIDS, with a particular focus on care for women and orphans. We were delighted to be able to donate a range of essential supplies to this vital organisation, helping to cover a significant proportion of their costs.

In 2025, we also provided support to Athithan Kindergarten and Children's Home, installing fans and replacing the facility's sink, as well as commencing a project to extend the roof, which will be completed in 2026.

Colleagues visited the Karunyawet Home for the Disabled, enabling us to understand how we can best support the organisation moving forward. We donated a significant quantity of essentials to the organisation, and look forward to supporting them further in 2026 and beyond.

Colleagues in Thailand visited and raised funds for a local dog sanctuary, and learned more about the work being done to get stray dogs off the streets and into loving homes.



Education

Our goal is to ensure that our support for education is as practical as possible. In 2024, 38 volunteers from Lucy Electric Thailand visited Rayong Panyanukul School, which supports students with disabilities. They provided essential supplies, including toiletries and a number of wall fans, whilst bringing joy and encouragement to students.

We contributed to the *Recycle for Kids* project by donating clothing, books, toys and school supplies to the Baan-Nokkamin Foundation. These donations helped fund education for children in need and promoted sustainability through reuse

In 2025, colleagues at Lucy Electric Thailand, together with their families, volunteered to repaint the cafeteria at Nong Kho School. This area serves as both the student dining hall and a central space for school activities.

We also supported Bon Vipassana Early Childhood Centre, providing new lighting and fans.

 **74**
Hours of volunteering



Environment

We reinforced our commitment to marine conservation through two major initiatives in 2024 and 2025. In March 2025, 60 volunteers spent over 120 hours planting 100 sea grass shoots and 50 mangrove trees at Nam Daeng Beach, Rayong, whilst also collecting 55 kilograms of waste.

We organised regular beach clean-ups in 2024, with 50 volunteers removing plastic waste and fishing nets along 2.5 kilometres of coastline, helping to cultivate a cleaner and safer marine environment.

In 2025, the team planted 200 trees at the Khao Huai Mahad headwater forest and carried out important maintenance on a check dam, removing sediment to improve soil and water conservation.

We also launched the Hero-Cycle Project in 2025, an internal initiative aimed at increasing recycling efforts and promoting effective plastic waste segregation at the source. The program encourages employees to separate plastic bottles correctly through an incentive-based points system, awarding 100 points for every kilogram of plastic bottles contributed. All plastic bottles collected are sent to the WeCYCLE program for upcycling. Through this process, the materials are transformed into useful products such as school bags, pillowcases, and blankets. These items are then donated to students and healthcare facilities across Rayong Province. Employees have collected 54.25 kilograms of plastic bottles so far, enabling the upcycling of approximately 197 school bags, a truly fantastic result!



54KG

Plastic bottles
recycled



200

Trees Planted



Malaysia

Wellbeing in the community

Lucy Asia Pacific is a small team, but one just as committed and effective in their support for the company's CSR programme.

The team helped spread some festive cheer at the Rumah Ozanam Orphanage with a Christmas event held at Pages Book Café. Children received gifts including notebooks, tote bags, and water bottles to support their studies. A warm lunch and festive treats ensured a joyful celebration.

We further contributed to community welfare by supporting the Kechara Soup Kitchen Society (KSK). Employees distributed meals to the unhoused and those in need, assisting KSK in providing essential food and educational programs for marginalised communities.

Education

In 2024, a special day for children from the Pusat Jagaan Anneiyin Karunai Illam orphanage was held. The children visited the Chocolate Museum in Kota Damansara for an educational tour and hands-on workshop.

In 2025 we donated RM 9,000 to NASOM Gombak to enable the purchase of vital supplies. The centre invited Lucy Asia Pacific colleagues to join a celebration for Autism Awareness Day, where they joined students and teachers in a cake decorating activity. The experience offered valuable insight into the realities faced by

individuals with autism and left a profound impression on the team.

Environment

2025 has been a busy year for initiatives supporting the environment. Our colleagues took part in planting workshops at the Free Tree Society Nursery in Bangsar, where they learned practical skills such as soil mixing, propagation, transplanting, and watering.

We participated in a community recycling drive for a charity called CRC Box. Employees contributed a variety of items from their homes, including baby clothes, old laptops, electronic devices, baby bottle steamers, as well as plastic and glass containers. CRC Box, collects donated recyclables, sorts them, and sells the materials to raise funds for charitable homes and school projects.

Members of the team also volunteered at The Lost Food Project, a Malaysian charity dedicated to reducing food waste and supporting those in need. Colleagues assisted in sorting vegetables and other food items, preventing them going to landfill and helping redirect the food to communities facing food insecurity.



South Africa

Wellbeing in the community

Lucy Electric South Africa aims to support those most in need in its local communities in Johannesburg and Capetown, both through long-term charity partnerships and additional projects.

We support Deovolante, a charity developing a specialist residential care and learning facility for those with severe mental disabilities. We are delighted that our support has helped the organisation to raise more than R1million.

In 2025, we supported the Save a Pet Foundation, a rescue organisation for abandoned animals. Our contributions enabled the charity to upgrade its quarantine area, improving safety for the animals in its care..

We also distributed 100 Christmas boxes to children in need across the country, and installed new rubber tiles on the floor of the Baby Ward at Abraham Kriel Bambanani Children’s Home, as well as ongoing provision of nappies and other essentials.

In Cape Town, we support to Maria’s Kitchen, a local soup kitchen providing 40-50 people with meals each day. We also support a night shelter, donating essential supplies so they can continue their vital work.

To honour Mandela Day, the team distributed essential supplies for the homeless. Their act of service reflected Mandela’s legacy and reinforced our commitment to supporting local communities.



8

Projects supporting education

Education

In 2025, Lucy Electric South Africa took part in eight different projects in support of educational centres.

We provided new bathroom facilities for Zandspruit free nursery and a special pump for the washrooms. At Ntseshe School, we contributed to a new roof for the library, a water tank, and improved sports facilities.

We have continued our financial support of Deovolante centre for the disabled as well as two projects with Isiluleko Disability Centre, providing food and an outside kitchen.



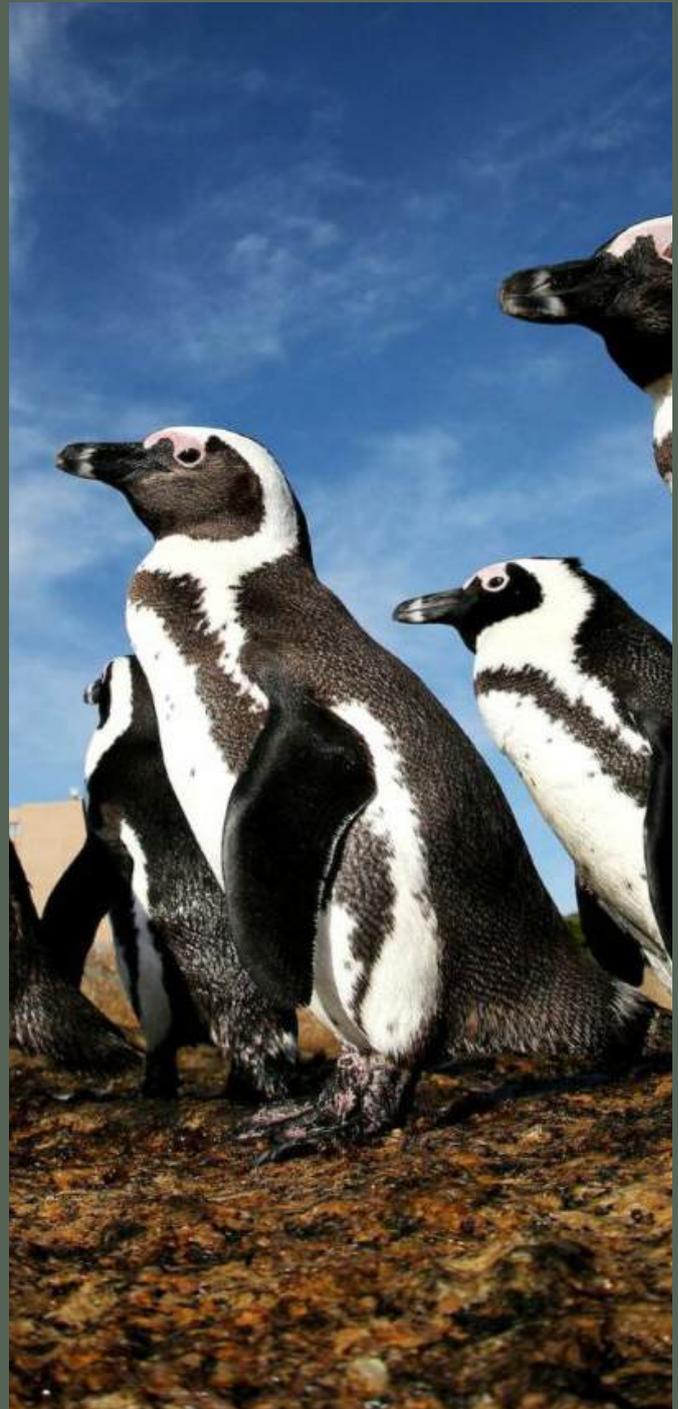
Environment

Lucy Electric South Africa operates in a country renowned for its rich biodiversity. However, many native wildlife species face increasing environmental pressures. Our environmental strategy therefore places a strong focus on supporting animal conservation initiatives.

Our efforts have included donations totalling R72,000 to The Rhino Orphanage. Employees and their families visited the sanctuary, where children had the chance to interact with baby rhinos, witnessing firsthand the beautiful animals this organisation is so dedicated to protecting.

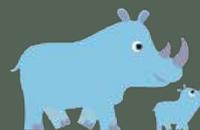
This experience helped foster a deeper understanding of the importance of wildlife conservation among the next generation. Our support will also contribute to a pioneering knee replacement procedure for a rhino, representing a significant advancement in veterinary conservation efforts.

In addition, we contributed R20,000 to SANCCOB, a non-profit dedicated to rescuing and rehabilitating



R15k

Donated to SANCCOB



R20k

Donated to the
rhino orphanage

Dubai

Wellbeing in the Community

In Dubai, we maintain longstanding partnerships with charities such as Dubai Cares, Beat Diabetes, and the 1 Billion Meals Project. In 2025, we have also stepped-up our support for local projects, with increased employee engagement.

Colleagues brought the spirit of giving to life by packing and distributing 1600 Ramadan meals to workers at Jebel Ali labour camp. Each meal box included a hot dish, dessert, and drinks, providing essential nourishment. The Lucy Electric team not only packed the boxes but also delivered them with care, creating genuine moments of connection and compassion.

As part of their ongoing commitment to those who keep the city running, Lucy Middle East and Lucy Switchgear FZE distributed 1,000 meal packages at Al Quoz Labour Accommodation Centre. This initiative recognised the hard work of labourers and ensured they received nutritious meals after long shifts in the summer heat.

Throughout October, Lucy Electric Dubai turned Fridays pink to raise awareness about breast cancer. Employees proudly wore pink, sparking conversations about the importance of early detection and diagnosis and demonstrating solidarity with those affected.

We also embraced wellness through the Dubai 30x30 challenge. From gym workouts to open-water swims and bike rides, the team proved that small daily efforts can make a big impact to overall wellbeing, promoting health and inspiring community spirit.



2600

Food packages distributed



40

Backpacks with school supplies donated.

Education

In 2025, we partnered with the Al Noor Rehabilitation and Welfare Association, providing support to this important organisation that empowers individuals with disabilities through education and vocational training.

The Lucy Electric team visited the centre to explore collaboration opportunities, and supported its work by purchasing handcrafted mugs for all employees. This initial engagement led to a deeper partnership, with Lucy Electric adopting the Determined Dodgers class and providing support to 10 boys with diverse learning needs.

The inauguration ceremony was filled with warmth, poems, and handmade gifts, marking the start of a meaningful journey to nurture confidence and life skills.

In collaboration with Companies 4 Good, Lucy Electric UAE prepared 40 backpacks filled with school supplies for children from underprivileged families. Students joined the effort, adding personal touches such as drawings and encouraging messages, turning each backpack into a bundle of hope and care.



Environment

As part of our Mangrove Planting initiative, the team planted eight mangrove trees. With a lifespan of up to 100 years, these trees play a critical role in protecting coastlines, supporting biodiversity, and contributing to the UAE's national objective of planting 100 million mangroves by 2030.

Though small in scale, this initiative carries a profound impact, helping nature to thrive and strengthening our environment for generations to come. This project is a powerful example of how collective action can create lasting change, and the team would like to say a special thanks to Rajveer Singh for his unwavering support in making this possible.

Lucy Electric UAE ended 2025 on a meaningful note, taking part in a Desert Clean-Up at Burr Al Ruwayyah. This initiative was chance to come together, give back to nature, and leave a positive mark on our environment. By removing waste from fragile desert ecosystems, the team helped protect wildlife and preserve the natural beauty of the UAE. The team felt it was a fitting close to the year, showing that every action, big or small, contributes to a cleaner, healthier planet.



India

Lucy Electric India

Wellbeing in the Community

Lucy Electric India actively supports its local community through initiatives that promote well-being, inclusion, and care. We launched a clothing donation drive to support those in need, encouraging employees to contribute lightly used clothes for NAB School's workshop staff, reinforcing the importance of reuse and dignity.

We also strengthened our support for health-focused initiatives by organising three major blood donation drives in collaboration with Arpan Blood Centre and The Thalassemia Society, collectively engaging over 130 donors and raising awareness about thalassemia, a condition requiring lifelong transfusions.

Beyond physical health, we promoted mental and emotional well-being through yoga sessions as part of International Yoga Day. These took place at our site, as well as at Sukhdev School and NAB School.



130

Blood donors



3

Yoga sessions in three locations



Education

At Lucy Electric India, we are committed to making education more inclusive and impactful for children in our community. As part of this effort, we partnered with the National Association for the Blind (NAB) Maharashtra to install an elevator, ensuring students with disabilities can safely and easily access classrooms, as well as braille and audio libraries, and activity areas.

We further enhanced the learning experience by donating a smart TV to NAB's Multiple Disability Centre, supporting digital education and therapeutic activities. In addition, we supported Sukhdev School's Handwriting Club by providing 225 notebooks, helping students strengthen their writing skills.

Beyond academics, we organised traffic safety sessions for students at both NAB and Sukhdev schools, teaching road safety through interactive methods adapted for all abilities.

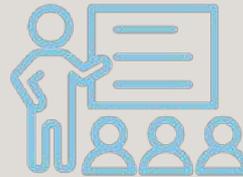
Our efforts also focused on cultural and social engagement, including a Diwali fundraising stall showcasing handmade products created by NAB students, which raised ₹7,150. We also supported monthly birthday celebrations by providing dresses, gifts, and food sponsorships, helping to make each occasion special.

These initiatives reflect our commitment to education, inclusion, and holistic development, empowering children with the tools, skills, and experiences they need for a bright future.



225

School books donated



TV

Smart TV donated



Environment

Lucy Electric India has long placed a key focus on environmental initiatives in its CSR activities. 2025 represented a particularly significant year, with a huge amount of work done to support the local environment.

During the Ganesh Festival, we promoted environmentally responsible practices by creating an eco-pit for biodegradable offerings, helping to reduce river pollution and convert waste into compost. We also distributed Tulsi saplings to participants as a symbol of sustainable and eco-conscious living.

On World Environment Day colleagues joined a plogging session - jogging whilst picking up litter - collecting over 25kg of litter. We also planted more than 10 mango saplings on our premises to increase green cover, supported by a pledge to adopt sustainable habits.

We extended our efforts to schools in the region by conducting Earth Day sessions on plastic pollution at Sukhdev Primary Aashram School. These sessions were followed by two litter-picking drives, during which students collectively gathered 75 kg of waste. We also marked World Soil Day with a hands-on planting activity and a soil health awareness programme.

Additionally, we marked World Sparrow Day by installing water-filled mud pots in our garden to provide safe drinking spaces for birds, reinforcing our commitment to biodiversity and conservation. These initiatives reflect our holistic approach to environmental stewardship, combining education, action, and community engagement to create lasting impact.



75KG

Litter collected



10

Mango Trees planted



Lucy Electric Manufacturing Technologies

Wellbeing in the Community

Lucy Electric Manufacturing Technologies actively engages in community events that promote teamwork, camaraderie, and an active lifestyle.

Colleagues participated in the Urja Cup Cricket Tournament, organised by Gujarat Energy Transmission Corporation Limited (GETCO), highlighting our commitment to sportsmanship and collaboration within the energy sector.

This tournament provided employees with a platform to strengthen professional relationships beyond the workplace, and encouraged a healthy work-life balance. It was a great opportunity to showcase team spirit, build connections and celebrate the value of coming together through sport.



Sport

participation in the Urja
Cup Cricket Tournament



123

employees took part
in the marathon



Additionally, 123 Lucy Electric employees took part in the Vadodara Marathon, joining over 125,000 participants.

The event, started by Gujarat's Chief Minister, Bhupendra Patel, encouraged fitness and community spirit. By participating in this prestigious marathon, we reinforced our commitment to promoting health, well-being, and social engagement.

Education

In addition to our the long-standing work with Gopipura and Kota Maida schools, we continue to support educational initiatives, particularly for underprivileged children.

In collaboration with the Mahavir Foundation Trust's Asha Deep Initiative, we contributed to the Street to School programme,, which provides education to children living in slums, under flyovers and on footpaths in Vadodara.

The Lucy Electric team organised a donation drive in aid of this important cause, encouraging employees to donate stationery, books, toys, and sports equipment. Collection boxes were placed in our offices, and we were delighted with the overwhelmingly successful response.

The latest improvements to Kota Maida and Gopipura Schools have now been completed, with the construction of a new play area and midday meal kitchen at Gopipura School. The finishing touches are now underway, and the children have been thrilled with the safer, more engaging play equipment.

Meanwhile, at Kota Maida School, two new classrooms and a midday meal kitchen have been successfully constructed. With rising admission rates, we are delighted to continue our support for the school by building a further classroom to accommodate the ever-growing number of students.

Environment

As part of Lucy Electric India's environmentally-focused CSR initiatives, colleagues took part in Stop Food Waste Day.

Employees engaged in informative activities, with posters and discussions emphasising the importance of responsible consumption. The initiative successfully prevented around 10 kilograms of food waste on the day

On 5th June 2025, colleagues observed World Environment Day through a large-scale tree planting initiative. A total of 100 trees were planted on-site, comprising: 25 Margosa (Neem) trees, 25 Royal Poinciana (Gulmohar) trees, 50 Saraca Asoca (Ashoka) trees. These species were selected for their ecological benefits, including air purification, shade provision, and biodiversity support.

A further tree-planting activity took place later in the year, bringing colleagues together once again. These newly planted trees will contribute to cleaner air, increased shade, and improved habitat for local wildlife, reinforcing our ongoing commitment to environmental stewardship and long-term sustainability.



100
Trees planted



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