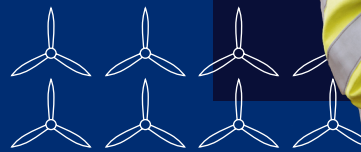
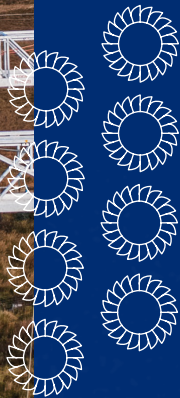


Re-energising the North

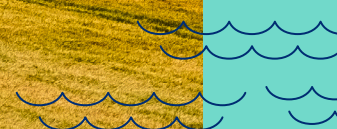
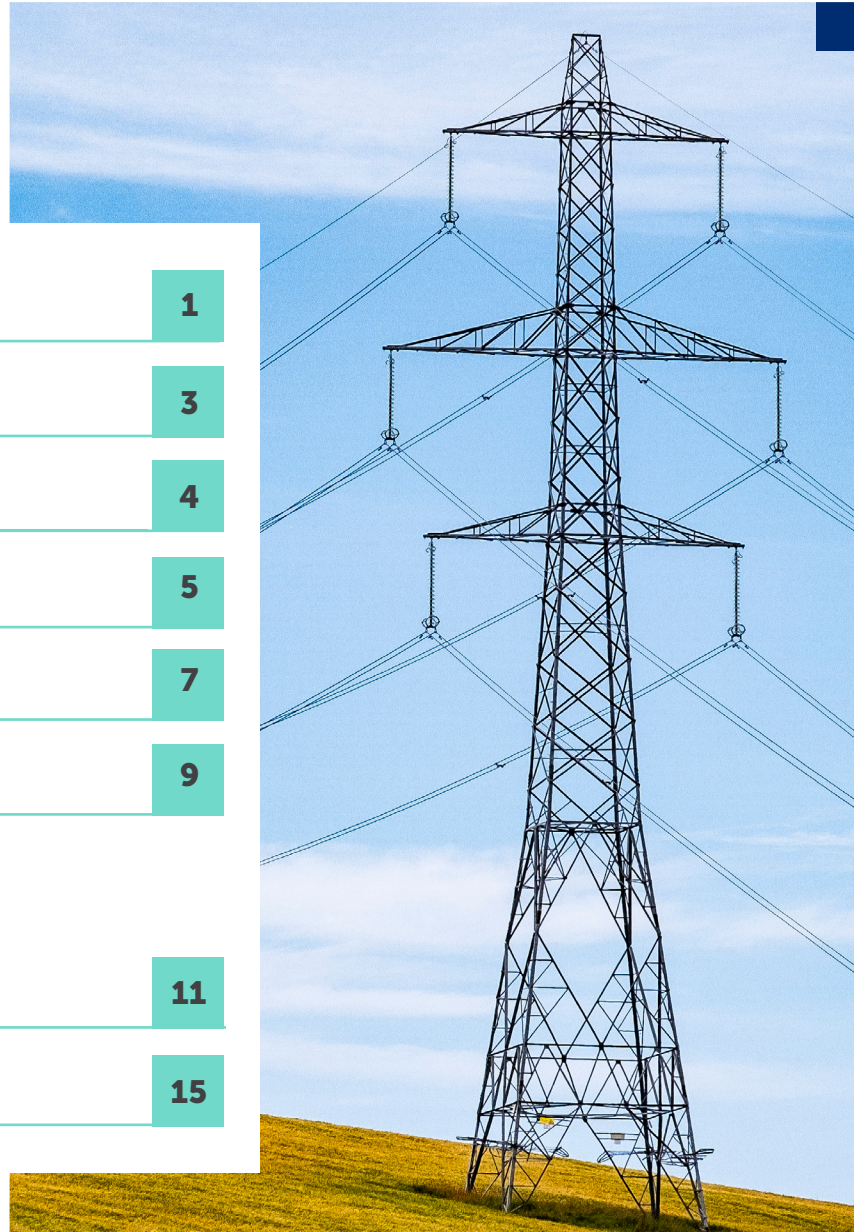
Transforming Scotland

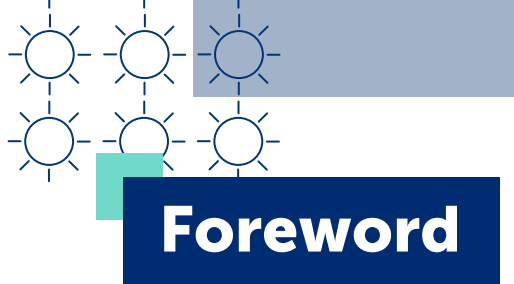
2026 Economic Report



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Scotland stands at a defining moment in its economic and energy history. The decisions taken this decade will shape not only how we power our homes and businesses, but how we deliver long-term prosperity for communities across the country. SSEN Transmission's first economic report, *Re-energising the North: Transforming Scotland*, sets out both the scale of that opportunity and our commitment to turning it into reality.

Over the next five years, we will deliver a transformational programme of grid upgrades across the north of Scotland. This investment will provide the backbone of a clean, secure electricity system, while making a significant contribution to the wider economy. At its peak, our programme will support growth worth billions of pounds each year and play a meaningful role in strengthening the Scottish economy. It represents one of the largest private investments in Scotland since the major grid expansion of the mid-20th century, and we are proud to build on that legacy with a programme focused firmly on long-term value.

For almost a century, SSEN Transmission has played a central role in Scotland's social and economic wellbeing by delivering one of life's essentials: secure electricity. Looking ahead to 2030 and beyond, that role becomes even more important. In a world marked by global uncertainty and volatility in energy markets, the case for secure, homegrown clean power has never been clearer. There can be no successful energy transition without transmission, and no successful transition unless the economic benefits are felt in the communities hosting that infrastructure.

That is why this report matters. It is grounded in robust economic analysis, using the same advanced modelling approaches applied by governments. The findings are clear. Investment in grid and generation infrastructure supports economy-wide growth, increasing productivity and raising real wages over time. While there are short-term pressures associated with investment, these are outweighed by long-term economic gains, cheaper bills in the long-term, and a more efficient, resilient energy system.

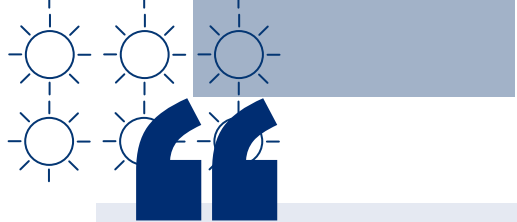
But this is not just a national story told through big numbers. Across Scotland, our programme will support thousands of skilled jobs for people in the north of Scotland and beyond, create a strong pipeline of work for local businesses and bring significant investment into communities. From early enabling works in forestry, aggregates and civils,

through to construction and long-term operational roles, this is a programme that enables local economies to grow and adapt with confidence.

Through our Pathway to 2030 investment, we are not only building the network needed for clean power. We are helping to reshape the economic future of Scotland and the UK, creating a stronger, more productive and more resilient economy with benefits that will be felt for generations to come.

Rob McDonald
Managing Director
SSEN Transmission





This report provides a clear, evidence-based assessment of the economic opportunity associated with our unprecedented investment across the north of Scotland. It shows that transmission infrastructure is essential to delivering a secure, low-carbon energy system, while also creating lasting economic value. Delivering this investment efficiently and collaboratively will be key to supporting sustainable economic growth across the region and beyond.



Gregor Alexander
Chair
SSEN Transmission



Scotland is a global powerhouse in renewable energy, with a strong pipeline of future projects to grow that capacity even further, and strengthen our energy security by decreasing our reliance on imported fossil fuels. Transmission infrastructure is key to unlocking the full benefit of the clean, affordable and secure power that Scotland can generate from its own resources, by efficiently connecting with the people and businesses who rely on it every day both in Scotland and beyond. I greatly welcome this investment from SSEN Transmission, as well as the wider economic benefit to communities across Scotland from the creation of new jobs and supply chain opportunities for businesses. This is exactly the kind of long-term commitment that will help Scotland lead the way to a clean energy future, delivering real benefits for households and businesses while supporting the Scottish Government's ambitions for a just and prosperous transition to net zero.



Stephen Gethins
Energy Minister
Scottish Government



Investment into our electricity grid is creating tens of thousands of good, well-paid jobs in Scotland while growing the economy. We are delivering the biggest upgrade in our electricity network for a generation, benefitting the whole country by connecting more homegrown clean power, so we can build energy independence from fossil fuels and lower bills.



Michael Shanks
Energy Minister
UK Government



The Fraser of Allander Institute has reviewed the methodological approaches used by SSEN Transmission in this report to assess the economic impacts of its planned investments, particularly over the period to 2031. The analysis combines advanced macroeconomic modelling with detailed input-output modelling to estimate the direct, indirect and induced effects of investment across Scotland and the UK.

At a local level, SSEN Transmission has drawn on its extensive knowledge of its supply chain to estimate how spending is likely to flow within local authority areas, across Scotland, and across the UK. By reflecting how supply chains operate in practice, including where spending leaks out of local economies, the analysis provides a more robust basis for understanding how investment may translate into jobs, economic activity and wider local benefit. This data and knowledge about local companies is extremely powerful, often not available for analyses like this, and is likely to lead to much more accurate modelling of the impacts in local areas.

Taken together, the modelling suggests that investment in transmission infrastructure, alongside the wider investment required to support clean power, has the potential to generate significant and long-lasting economic benefits.

Having reviewed the approach and underlying data, I can confirm that the estimates are reasonable and have been produced in line with methods that the Fraser of Allander Institute would adopt. We look forward to continuing to collaborate with SSEN Transmission over the next five years as these investments progress to monitor the positive impacts that occur across Scotland.



Mairi Spowage
Fraser of Allander
Institute



Our Pathway to 2030 economic impact



Investing around **£29bn** in transmission projects across the north of Scotland



Spending up to **£19bn** in the UK, including up to **£8bn** locally across our network area, and **£5bn** across the rest of Scotland



Supporting up to **10,000** jobs in the north of Scotland **24,000** in Scotland, **50,000** in the UK¹



Growing the UK economy by **2%**² more than it would have without our Pathway to 2030 investments



Increasing real wages by more than **2%**²



Growing the Scottish economy by **3%**² more than it would have without Pathway to 2030 investments



Construction sector **5%**² larger in the medium term



Contributing up to **2%** of Scotland's annual economic output



Boosting labour productivity, moving people into better, higher-value jobs



On average **£1.6bn** a year to flow into north of Scotland businesses, creating unprecedented supply chain opportunities



Unlocking over **£100m** of community benefit, with decisions taken locally to benefit local communities



Employing an additional **1,500** people in SSEN Transmission as a result of Pathway to 2030



Up to **1 in 5** construction jobs linked to our investment



Supporting up to **700** jobs in biodiversity net gain and peatland restoration, creating a new sector in rural economies. Investing **£250m** in the forestry sector, equivalent to a quarter of Scotland's annual forestry turnover



Supporting **£3.5bn** in GVA in the north of Scotland¹



Providing a median salary of **£50,000**, over **£10,000** higher than the Scottish average, injecting **£375m** of salaries into Scottish and UK economies.



Contributing to the development of **1,000 homes**, with over **60%** unlocking affordable housing stock to leave a long-term community legacy



Investing in housing to generate up to **£100m** in GVA and support up to **600** jobs, equating to **3%** of the Scottish housebuilding sector

¹ SSEN Transmission expenditure only - includes those employed prior to 2026 to deliver Pathway to 2030

² Analysis includes Pathway to 2030 estimates of other Transmission Owner expenditure plus private generation investment between 2026 - 2030 to meet NESO Holistic Transition scenario.



Who we are

SSEN Transmission, the trading name of Scottish Hydro Electric Transmission, is responsible for the electricity transmission network in the north of Scotland.

Headquartered in Perth, with offices in Aberdeen, Inverness and Glasgow, we own, operate and invest in the high-voltage 132 kilovolt (kV), 220kV, 275kV and 400kV network as well as High Voltage Direct Current (HVDC) assets.

Our network consists of underground and subsea cables, overhead lines on wooden poles or steel towers, and electricity substations and converter stations. It extends over a quarter of the UK's land mass, crossing some of its most challenging terrain.


Our first priority is to provide a safe and reliable supply of electricity to our communities. We do this by taking electricity from existing power stations, onshore and offshore wind, solar and hydro generators and transporting it over long distances through our network for onwards distribution to homes and businesses in villages, towns and cities across Great Britain.


We are also helping to deliver Scotland and the UK's energy security and clean power targets by investing in new and upgraded electricity transmission network infrastructure. This is required to connect and transport more renewable energy to the grid, supporting the transition to a low carbon economy.

SSEN Transmission is owned 75% by SSE plc and 25% by Ontario Teachers' Pension Plan Board (Ontario Teachers').

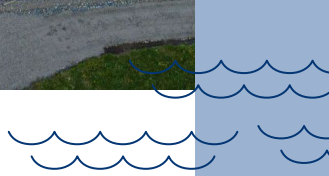


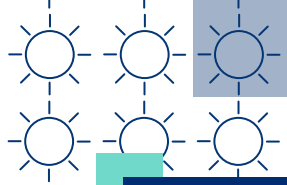

800,000
end consumers


5000+km
of electricity circuits


10.8GW
of renewable energy connected


2900+
employees in 2026





Introducing the report: how grid investment powers economic growth

Welcome to SSEN Transmission's first economic report. This publication sets out the transformative impact our Pathway to 2030 investment programme will have on the Scottish and UK economies.

Pathway to 2030 is a major infrastructure investment programme focused on upgrading the UK's electricity transmission network, particularly to enable the Scottish government 2030 Clean Power and energy security targets. It is the largest infrastructure programme in SSEN Transmission's history, and one of the most significant private investments in Scotland for many generations.

The next five years are critical for the UK's energy transition. SSEN Transmission plays a central role in delivering a secure, homegrown clean power system. This report also demonstrates the important role we will play in **supercharging economic growth, developing a global area of engineering expertise and excellence in the north of Scotland.**

We detail the transformational economic impact of our c.£29bn five-year investment, with a focus on the north of Scotland and the benefits delivered across the 15 local authority areas in which we operate. Using enhanced microeconomic analysis¹ we show how this investment supports a stronger and more resilient economy in the north of Scotland, moving the region onto a higher growth path, one where output grows faster, earlier and for longer. This is about how we turn grid investment into local opportunity, with clear, place-based outcomes including jobs, supply chain activity and sectoral growth. This includes early enabling works in areas such as forestry and aggregates, alongside investment in housing and local infrastructure.

Through advanced macroeconomic modelling², validated by the renowned Fraser of Allander Institute, we assess for the first time how our investment plus that of other transmission operators and renewable generation investors supports growth in GDP, productivity and wages across both the Scottish and UK economies, helping to transform Scotland's economy over the long term, showing that

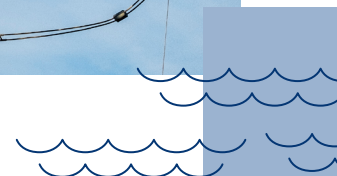
Clean Power delivers economic growth while delivering lower energy costs for households. This includes early enabling works in areas such as forestry and aggregates, alongside investment in housing and local infrastructure.

This report has been shaped by engagement with local stakeholders, who have told us they want to better understand the impacts they will see and experience in their local economies.



¹Input output modelling

²Computable General Equilibrium model (CGE). This model shows how investment ripples across the whole economy. It gives a realistic, economy wide view as it captures constraints, such as labour, and responds to changes in prices, such as electricity, giving a net view



No transition without transmission

Delivering our Pathway to 2030 investment programme ensures the UK's electricity network is ready to convert Scotland's exceptional renewable resource into long-term economic value. It will reduce reliance on imported gas and support the transition to a clean power system based on secure, homegrown energy. Agreed with the regulator, Ofgem as part of the RIIO-T3¹ price control period, our cost-efficient investment of around **£29bn**² in the north of Scotland will deliver transformational economic benefits, both locally and across the wider UK economy. We expect to spend around **£19bn** in the UK, with significant investment in local economies, including up to **£8bn** locally within our transmission area and **£5bn** across the rest of Scotland.

Across Great Britain, more than **£70bn**³ is expected to be invested in the electricity transmission network by 2031. SSEN Transmission will deliver around **£29bn**⁴ of this investment, focused on the north of Scotland, one of the most strategically important energy regions in the UK. We estimate the National Energy System Operator (NESO) Holistic Transition Scenario requires around **£120bn** of private investment in generation over the next 5 years⁵, demonstrating the scale of opportunity that is enabled by the **£70bn** of network investment.

The past decade has been shaped by significant global economic shocks, from the Covid-19 pandemic to international conflicts that have driven volatility in energy markets. These events have contributed to rising costs for households and constrained economic growth. Investing in a modern electricity network is essential to reducing that exposure, strengthening energy security and enabling access to lower-cost renewable power over time, bringing bills down for consumers.

Sustainable economic growth, which enables the ability of future generations to prosper, is a shared priority for the UK and Scottish Governments. When growth is sustainable, it supports higher incomes, greater opportunity and more resilient communities.

Our analysis shows that over the next five years SSEN Transmission's investment alone will support **up to 10,000 jobs** in the north of Scotland, **24,000** across Scotland and **50,000** across the UK⁶. This investment, combined with activity from other transmission operators and generation developers, will **increase GDP by £60bn**⁷, alongside improvements in productivity and real wage growth.

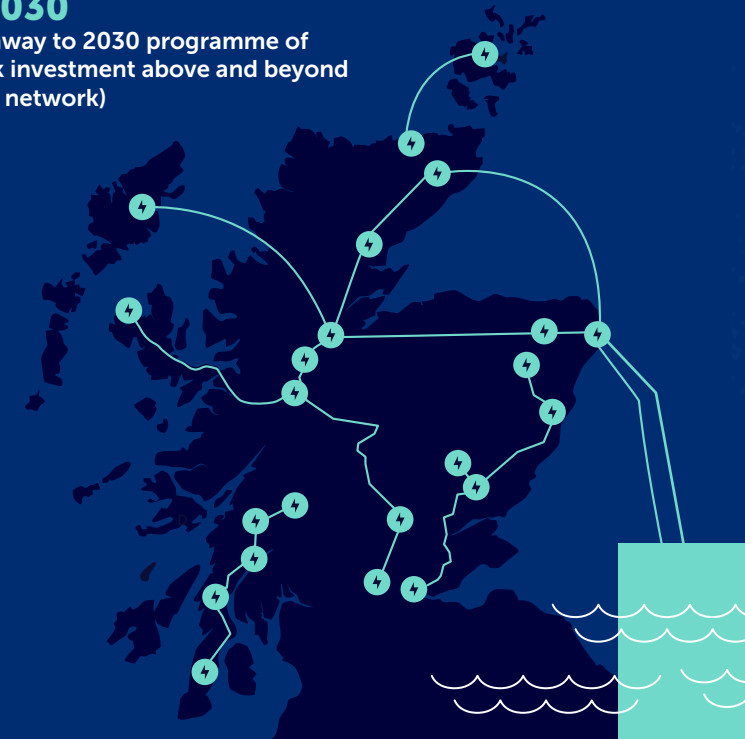
As a transmission owner and operator, SSEN Transmission is a critical force in enabling that progress. Through our investment in the network, we provide the infrastructure needed to connect low-cost renewable generation in the north of Scotland to demand centres across Great Britain. In doing so, we help power the industries, businesses and households that underpin economic growth.

The following sections in this report provides an overview of our analysis and key findings across:

- 1. UK macroeconomic impact (Pages 7 - 8)** - increased economic output (up to 2% GDP uplift) and real wage growth (over 2%) as a result of our investments at a UK level, driven by shorter term investment stimulus and longer term through lower energy costs.
- 2. Scotland impact, Transforming Scotland Economy (Pages 9 - 10)** - Growing the Scottish Economy by 3% more than it would have been without our investments, contribution of up to 2% of Scottish annual economic output annually to 2030 and growing employment in the construction sector by 5%.
- 3. North of Scotland impact, Turning grid investment into local opportunity in the north of Scotland (Pages 11 - 14)** - local jobs, economic growth (GVA), community wealth & benefit, housebuilding, supply chain opportunities, local & regional funds, training.
- 4. Local Authority spotlights (Pages 15 - 30)** - appendices providing an overview of how our investments can support local priorities across individual council areas.

Delivering for 2030

SSEN Transmission's Pathway to 2030 programme of investment (new network investment above and beyond our existing transmission network)



¹RIIO-T3 is the regulatory framework set by Ofgem to ensure transmission companies deliver value for consumers.

²SSEN Transmission's investment figure of around £29bn capex is in nominal prices for five years to FY30, on a 100% SSENT ownership basis, in line with stock market guidance Nov 2025 (£22bn 75% SSE share). It is also in line with the certain view portion of our RIIO-T3 £33bn investment plan for the five year period to FY31.

³Taken from RIIO-T3 business plan submissions

⁴Around £29bn from a £33bn plan

⁵Based on NESO generation scenarios by technology and UK Government unit capex rates for generation technologies

⁶Figures derived using input output modelling based on T3 capex profile, jobs include direct, indirect and induced per annum over the next 5 years.

⁷Figures derived using CGE modelling accounting for changes in electricity prices



UK macroeconomic impact

Cheaper power, secure supply, a stronger economy: why the grid matters to everyone

Pathway to 2030 sets out the route to decarbonise the UK Energy system. SSEN Transmission, alongside the other transmission owners and generation developers, is responding with unprecedented levels of investment to deliver this ambition. To put this into perspective, total planned investment in the electricity network across Great Britain exceeds £70 billion, with generation investment required between now and 2026 -30 to meet the Holistic Transition scenario estimated to exceed £120bn. Together, this represents at least a quarter of all UK infrastructure investment over the next decade¹.

From investment to impact: jobs now, growth for the future

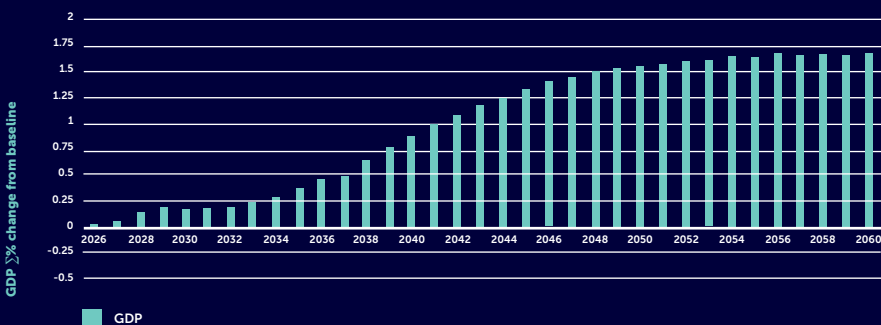
Short Term

Pathway to 2030 investment in the grid and renewable generation will act as a strong economic stimulus, with SSEN Transmission investment alone supporting **up to 50,000 jobs**². Over the next five years, this investment will boost economic activity, with a net positive effect on the economy as more clean energy connects to the UK grid and existing constraints are removed, allowing bills to fall.

Long Term

Using our CGE model we forecast that over the longer term, investment in the UK transmission network and new renewable generation will have a substantial impact on UK economic growth. This is driven by a combination of immediate economic benefit from capital investment and lower system costs and bills. These reductions in costs are enabled by increased renewable power on the system. Our modelling forecasts an uplift of up to **2%** in GDP, which is equivalent to around **two years' of additional GDP growth, or approximately £60bn**.³

UK: Net GDP growth



Highlights



Growing the UK economy by up to **2%** more than it would have without our Pathway to 2030 investments



Increasing real wages by more than **2%**

Lower costs, faster connections, stronger growth

The UK Industrial Strategy, published in 2025, sets out the UK Government's ten-year plan to grow the economy. It identifies eight priority sectors that are critical to delivering that growth, with network investment recognised as a key enabler and driver of economic activity. The strategy clearly highlights the challenges facing households and businesses: high electricity costs, long waits for grid connections, and a lack of long-term certainty for investors are all constraining growth. High energy costs reduce disposable income for families, undermine business competitiveness and weaken the UK's attractiveness for investment. Addressing these barriers is a national priority, with clean energy identified as one of the eight key sectors that will drive economic change. We will enable the objectives of the UK Industrial Strategy by:



Acting as a catalyst for economic growth during construction, supporting thousands of jobs and preparing a skilled workforce for the future.



Enabling clean power to reduce household and business energy bills, while upgrading the grid where it is needed to support onshore and offshore renewable generation.



Enabling the flow of low-cost, clean power to support net zero technologies such as EVs and heat pumps, while creating the conditions for emerging sectors like hydrogen to grow.

Our investment in the grid will not only enable other industries, it will drive economic growth in its own right. Between now and 2030, we will invest on average **£6bn** a year to expand and modernise the electricity network at scale. This investment will unlock access to low-cost renewable power and give the supply chain the confidence to invest in the UK. Anchored by our investment, Sumitomo Electric's new manufacturing facility is a clear example of how a credible, long-term grid pipeline can unlock private investment and high-value jobs.

¹ <https://www.gov.uk/government/publications/national-infrastructure-and-construction-pipeline-2023/analysis-of-the-national-infrastructure-and-construction-pipeline-2023-html>

² Calculated using capex profiles and input-output modelling, includes direct, indirect and induced jobs.

³ Calculated using CGE modelling including all TO and Holistic Transition capex investment, net of bill impacts - does not include distribution investment from ED3 to deliver Pathway to 2030 which would increase GDP further

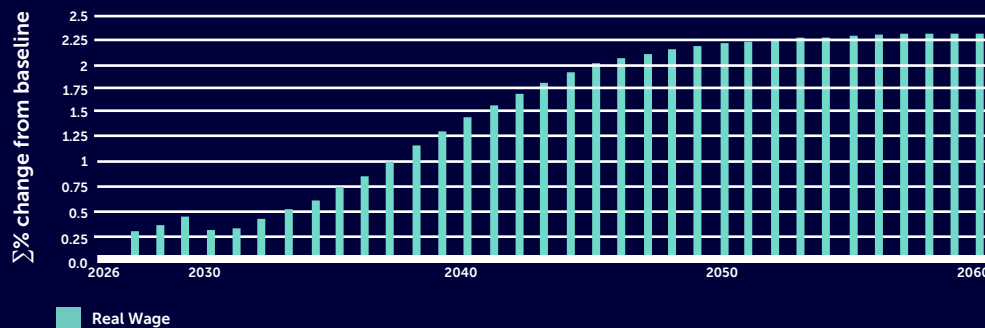


Higher wages, lower inflation, more resilient households

Our macroeconomic analysis shows that investment in the UK transmission network and new renewable generation will **increase real wages immediately and by over 2%¹** in the long term, ultimately providing more disposable income for households and businesses. This is driven by a combination of strong investment across the economy, supporting higher-value, more productive jobs, alongside falling energy costs that help lower the cost of electricity for households.

Recent years have been shaped by a series of global shocks, which have driven up energy prices and contributed to rising inflation, placing pressure on household finances. By reducing reliance on global energy markets, these investments will help protect the UK from future volatility and create a more stable, resilient economic environment.

Real wage Growth (All TO plus Holistic Transition investment impact)



What our indicators mean



Gross Domestic Product (GDP) is an indicator of the overall size and growth rate of the economy



Consumer Price Index (CPI) measures changes in the prices people pay for goods and services, and is the main indicator of inflation



Real wage growth measures changes in wages after adjusting for inflation, reflecting the true purchasing power of earnings over time.

How grid investment lowers electricity costs

The UK electricity market operates on a marginal pricing system. Electricity generators bid to supply power, starting with the lowest-cost sources, typically renewables. The National Energy System Operator accepts these bids until demand is met, with the price set by the last, most expensive source of generation required.

In practice, this means that even when large volumes of low-cost renewable energy are available, electricity prices are often set by more expensive gas generation, which determines the price.

The way to change this dynamic is to invest in the transmission network needed to move greater volumes of low-cost renewable power across Great Britain. By increasing the amount of renewable energy that can reach demand centres, reliance on gas can be reduced, allowing cheaper electricity to set the price and lowering costs for households and businesses.

Putting economic growth at the heart of regulation

The UK Government's review of Ofgem has elevated economic growth from a secondary to primary duty, alongside consumer protection and net zero.

While the strategic scope is still being developed, the direction is clear. SSEN Transmission is committed to demonstrating the positive contribution our investment continues to make to support economic growth in the north of Scotland and across the UK, as evidenced throughout this report.

¹Modelled using CGE including all TO investment plus Holistic Transition FES scenario capex estimates



Transforming Scotland's economy

Accelerating growth through investment in clean energy infrastructure

In Scotland, the transformative effects of grid and generation investment will be felt more quickly. Up to **£13bn¹** will be invested in Scotland by SSEN Transmission alone. When combined with wider transmission and generation investment, annual spend to deliver Pathway to 2030 will account for up to half of annual private sector investment in Scotland, bringing transformative change to the economy.²

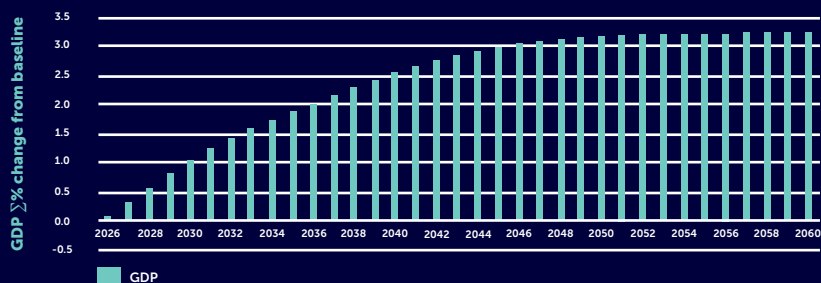
Short term impacts

As in the wider UK, these investments will provide an immediate economic stimulus, with SSEN Transmission investment supporting **over 24,000³ jobs in Scotland**. Investment in transmission infrastructure and renewable generation is expected to grow the economy faster than it would without this investment. This increased activity will offset short-term impacts on bills with GDP and real wages growing

Long term impacts⁴

In the longer term, the Scottish economy could be up to **3% larger** than it would be without investment in grid and renewable generation. This is driven by a sustained shift towards higher-value sectors. In the short term, GDP is expected to be around **1%** higher than it would otherwise have been, equivalent to approximately **£2bn**. In the long term, this could rise to up to **3% (around £6bn)**, equivalent to as much as three additional years of economic growth.

Scotland: Net GDP growth



Published in 2022, the Scottish Government's National Strategy for Economic Transformation sets out a ten-year plan to build a wealthier, fairer and greener economy.

Wealthier

The scale of private investment unlocked through grid upgrades will flow directly into wages, putting money into people's pockets and circulating throughout the wider economy. Renewable generation investment will sustain this impact over the long term as the network is built out.

Fairer

We are investing in areas where this scale of infrastructure investment has not been seen since the transformational days of hydro in the 40s and 50s. This investment creates opportunities to retain population by providing well-paid jobs, developing skills and delivering high-quality infrastructure.

Greener

This investment will help position Scotland as the green powerhouse of the UK economy, with the North of Scotland transporting enough power to meet 20% of UK demand and driving down bills for all. An economy based on green industry will provide the jobs needed for the just transition to become a reality.

Highlights



Contributing up to **2%** of Scottish annual economic output annually to 2030



Growing the Scottish economy by up to **3%⁴** more than it would have been without Pathway to 2030 investments



Construction sector **5%⁴** larger in the medium term



Boosting labour productivity, moving people into better, higher-value jobs

Enabled by transmission investment, renewable energy represents one of the defining economic opportunities of this generation. Scotland is home to a quarter of Europe's offshore wind potential, alongside strong onshore wind, hydro and emerging technologies such as hydrogen.

Without investment in the transmission network, this potential cannot be realised. The 30GW of ScotWind⁵ offshore wind highlights the scale of investment required to meet climate targets, while driving job creation and enabling new industries.

Investment at this scale is comparable to major national infrastructure programmes. It is equivalent to **decommissioning around 75% of the UK North Sea oil and gas assets⁶** and **building around 21⁸ Queensferry Crossings⁷**.

This investment acts as a catalyst for wider economic activity, supporting long-term growth, addressing regional challenges and creating high-quality jobs across Scotland.

¹£13bn is the estimated Scotland spend from the £29bn investment programme by SSEN Transmission

²Figures taken from annual gross fixed capital formation in national accounts

³Calculated using annual capex profile and input output modelling

⁴All long term impacts calculated using CGE model based on all TO investment plus Holistic Transition capex estimates

⁵ Scotwind expected to connect by 2035

⁶ Published final cost figures approximately £1.3bn

⁷ <https://www.nstauthority.co.uk/media/zvjbfauj/decommissioning-cost-and-performance-update-2025.pdf>

⁸ <https://www.gov.scot/news/queensferry-crossing-officially-opens/>

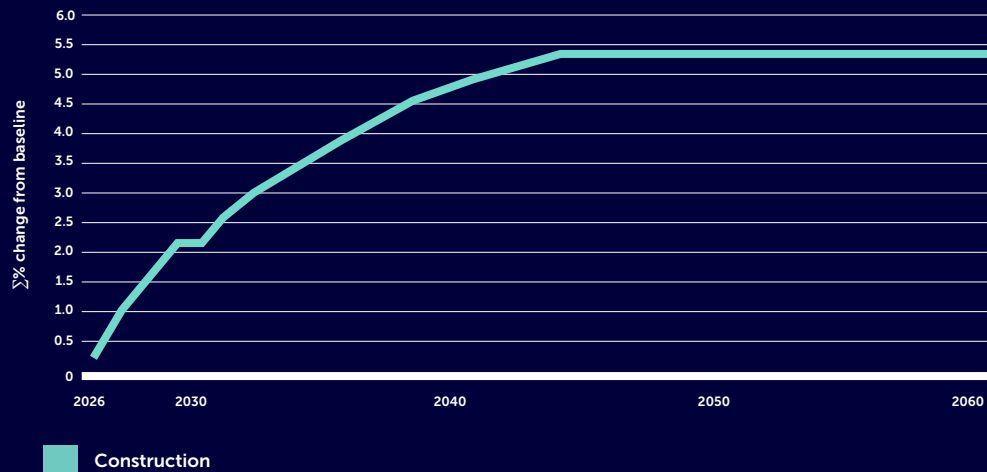


Building a more productive economy ready for clean power

Our modelling shows that this investment will **increase labour productivity across the economy**, as more people move into better, higher-value jobs. For example, employment in key sectors such as construction is expected to grow permanently. This shift in productivity and sectoral growth will help position Scotland to deliver the ambitions in the Clean Power 2030 Action Plan.

The UK Government is developing its Strategic Spatial Energy Plan (SSEP), which will strategically guide the future locations of renewable energy across Great Britain. A significant share of offshore wind is expected to be located in Scottish waters. With up to a quarter of Europe's offshore wind potential, alongside deep-water ports and decades of offshore energy expertise, Scotland is well placed to deliver this at scale. The investment being made in grid will further gear the economy up to deliver on renewables by allowing the required sectors, such as construction to become permanently bigger and better equipped to deliver on the opportunity.

Scotland: Employment growth in key sector (Scottish TO plus Holistic Transition Capex estimates)



While much of our supply chain activity is concentrated on our network area in the north of Scotland, we've already seen significant growth across the central belt, with supply chain partners Hitachi, Linxon, BAM, Burns & McDonnell and Murphy opening offices in Glasgow, Kilsyth, Lanarkshire and Rutherglen.

Building the workforce for long-term sector growth

Our macroeconomic analysis highlights the long-term impact of investment in grid and generation on the construction sector. As a result, **employment in the construction sector is expected to grow by 5% permanently** due to our investment. This is equivalent to an additional **10,000 permanent jobs¹**, supported by the increased productivity Pathway to 2030 investment enables.

Investing in the Scottish Supply Chain

Had-Fab is one of the UK's leading structural engineering and metal fabrication companies. The **£100m** contract will support more than 250 jobs across Had-Fab's business operations. The company plans to galvanise the towers using supply chain companies in the UK, including Glasgow-based Scottish Galvanizers Ltd. Our analysis indicates that this contract will support **up to 400 jobs** and generate around **£67m in GVA**, when accounting for wider indirect and induced effects in the economy.



Driving investment in Scotland

In 2023, Sumitomo Electric Industries announced a c.£350m investment to build a new High Voltage Direct Current (HVDC) subsea cable factory close to the Port of Nigg yard in Easter Ross. This facility is underpinned by our proposed second HVDC link between Shetland and the mainland.

The manufacturing facility will support **around 330 jobs** in Scotland over the next ten years, **265** of which will be in the Highlands and Islands including **156** manufacturing jobs on site.



Turning grid investment into local opportunity in the north of Scotland

What makes this programme transformational?



Scale you can plan around

A sustained pipeline of work gives businesses confidence to invest and grow.



Benefits that land locally

Investment flows through local supply chains, supporting jobs and regional economies.



Demand for skills that last

Opportunities are created across construction, engineering and long-term operations.



A lasting legacy

Investment is aligned with local priorities, supporting long-term economic resilience.

To maximise the potential of our around £29bn Pathway to 2030 investment programme, SSEN Transmission is embedding a Community Wealth Building approach in how we deliver our projects.

A clear example of this is the Highland Social Value Charter (HSVC), which sets out clear expectations for how developers create local benefit when investing in renewable energy in the region. In 2025, SSEN Transmission became the first company to sign the HSVC, demonstrating our commitment to ensuring that communities hosting this critical infrastructure share in the lasting economic benefits.



Our impact in the north of Scotland

Supporting **up to 10,000 jobs**¹ in the north of Scotland, preventing skills leakage and supporting the just transition



Demographic sustainability

Up to £3.5bn GVA² in north of Scotland, with our investment increasing local growth by up to **2%**



Inclusive economic growth, fair work and tackling poverty

Our network will have the capability to meet **20% of the UK demand for clean power**, playing a key role in securing energy resilience



Net zero and climate resilience

Up to **1 in 5 construction jobs**³ in the north of Scotland linked to our investment



Strong local supply chains

Supporting the development of **1,000 homes**, generating up to **£100m in GVA** and supporting up to **600 jobs**, equating to **3% of the Scottish housebuilding sector**⁴



Community wealth building and social value

¹Calculated using Capex spend, local content % and input-output modelling

²GVA = Output - intermediate consumption

³Calculated using Scottish annual business statistics and local content %.

⁴Calculated using capex projections, local content % and input-output modelling for North of Scotland jobs and GVA supported



Our impact in the North of Scotland

Shetland

GVA: £78m | Jobs: 286

Highland

GVA: £1.3bn | Jobs: 2,940

Orkney

GVA: £3.8m | Jobs: 14

Eilean Siar

GVA: £60m | Jobs: 210

Argyll and Bute

GVA: £125m | Jobs: 500

Moray

GVA: £143m | Jobs: 520

Aberdeenshire

GVA: £1bn | Jobs: 2,700

Aberdeen City

GVA: £18m | Jobs: 100

Angus

GVA: £140m | Jobs: 500

Perth & Kinross

GVA: £600m | Jobs: 1,500

Dundee City

GVA: £16m | Jobs: 60

Stirling

GVA: £0.4m | Jobs: 3



SSEN Transmission as an employer

SSEN Transmission is one of the north of Scotland's key employers, headquartered in Perth with major offices in Highland and Aberdeen. Backed by our circa **£29bn** Pathway to 2030 investment, our total workforce has grown from around **400** employees in 2019 to around **2,900** today, with **2,000** of those roles based in the north of Scotland. We expect our workforce to grow by an additional **600** roles by 2030, many of which will be based in our transmission network area.

Our median employee salary of around **£50,000** is over **£10,000** above the Scottish average, reflecting the high value nature of the roles our programme is supporting and their contribution to the regional economy. As part of Skills Development Scotland's Workforce North Mission, we have made a landmark commitment to **600** earn as you learn roles, pledging to maintain at least **5%** of our workforce in apprenticeships, traineeships, graduate roles and summer placements at any given time, supporting a skilled workforce pipeline linked to the growth of the renewables sector.

Housing

Our investment in the Highland grid creates a generational opportunity for the north of Scotland, but we fully acknowledge the challenges it brings, including how we accommodate our workers. We have responded with an industry leading housing strategy built on the principle of leaving communities with more and better quality housing stock than before.

Working with local authorities, housing associations and private developers, we are contributing to the development of **1,000** homes across the north of Scotland, initially housing our workers before being made available for rent or sale. Our goal is for an above industry average of more than two thirds of these homes to be affordable. Further detail is available in our [Housing Strategy](#).

Housing Economic Impact¹

Our modelling indicates our investment in housing will generate **over £100m in GVA** and support more than **600 local jobs**. In our highest delivery areas, including Highland and Aberdeenshire, these impacts could account for **10 to 20% of local housebuilding activity**. Current sites span Highland, Aberdeenshire, Moray, Angus and the Western Isles (Eilean Siar), ensuring benefits are distributed across multiple communities.

¹Calculated using capex projections, local content % and input-output modelling for North of Scotland jobs and GVA supported

Sector opportunities and supply chain impact

Across our programme, there is a significant opportunity for local businesses in the north of Scotland to secure transformational contracts that support long-term growth. This section highlights some examples of the scale and nature of that opportunity, drawing on a combination of potential contract pipelines, contracts already awarded, and the growing investment being made in the region by our primary contractors.



Materials

Analysis indicates significant opportunities for local spend in the primary materials sector, with large quantities of aggregates, sand and ready-mix concrete required beneath towers and substations, creating sustained supply chain demand. This presents opportunities for existing quarries to increase output over the life of the projects, while the use of borrow pits¹ creates further opportunities for local contractors.



Forestry

The forestry sector is a key anchor for rural communities across the north of Scotland. While a small number of large contractors operate nationally, much of the work is delivered by smaller, local businesses. Our investment will drive two main areas of activity. First, the felling of timber will support harvesting, haulage and processing across the region. Second, replanting activity will create sustained demand over the longer term. In total, SSEN Transmission will spend over **£250m on forestry activities** as part of our onshore Pathway to 2030 programme, equivalent to around a **quarter of the sector's annual turnover²** in Scotland.



Peatland Restoration

As part of our Pathway to 2030 investment, SSEN Transmission will fund a large-scale Peatland restoration and biodiversity net gain programme. These projects will take place in some of the most remote parts of our region, supporting employment and helping to retain population in areas where economic opportunities are limited. Our peatland restoration programme includes up to **20 projects covering around 12,000 hectares**, alongside up to **150 biodiversity net gain projects**. Many of these will be smaller in scale and delivered by third sector organisations, enabling communities to play an active role while creating new and sustainable local income streams.

The tables below set out quantities required for our onshore Pathway to 2030 projects and their estimated economic contribution to the north of Scotland.

Materials			
Aggregates	17m tonnes	£170m GVA	304 jobs
Ready mix concrete	382,000 m ³	£28m GVA	49 jobs

Forestry			
Felling	4000 hectares	£121m GVA	200 jobs
Replanting	4000 hectares	£30m GVA	50 jobs

Peatland Restoration			
Peatland Restoration	Up to 20 projects/12,000ha	£50m GVA	Up to 400 jobs
Biodiversity Net Gain	Up to 150 projects	£122m GVA	Up to 300 jobs

Supply chain investment in action



As part of the Spittal to Peterhead HVDC connection project, **£130m worth of contracts** have been awarded to locally based companies, including to Nicol of Skene and John Gunn and Sons. This is expected to result in up to **£90m in GVA** and **300 jobs** supported.



Across our supply chain, primary contractors are expanding into the north of Scotland. In the past year, **700 new jobs** have been created, including **200 in the north of Scotland**, with further growth expected as activity increases.



Highland-founded and Dingwall-based primary contractor RJ McLeod has expanded its office in Dingwall, increasing its workforce by **60 people** in the past year to **140 employees locally**. This is expected to grow by a further **60**, with work over the next five years supporting up to **400 additional jobs** across the supply chain.



In Highland, Murphy has opened a new office in Thurso and expanded its existing presence, while in Aberdeenshire and the Western Isles, Balfour Beatty has established multiple new offices, reflecting growing investment and long-term commitment to the region and island communities.

¹ temporary quarry

² www.forestry.gov.scot/sites/default/files/pub-documents/PDF_Accounts_and_Spend_Annual_Report_and_Accounts_2024_2025_26092025_V1.0.pdf



Supporting regional growth and local priorities

While supporting the clean power transition, capitalising on the region’s world-class reputation for renewable energy generation, SSEN Transmission will deliver a great number of additional benefits which will directly impact residents of the region, supporting key Regional Economic Partnership priorities.

Highlands and Islands

- Offset outward migration of the working age population
- High earning, remote and flexible working opportunities
- Increase availability and affordability of good quality housing

North East

- Enable local supply chain growth in related sectors
- Reskilling workers to sustain high-value jobs and protect communities
- Enhancing the environment through biodiversity net gain

Tay

- Developing the workforce for future skills demands given declining oil and gas sector
- Increase in availability of high-earning jobs and earn as you learn roles
- Growth opportunities for local businesses and an overall (net) productivity (GVA) increase.

Local decisions, lasting impact – our community benefit funds

SSEN Transmission’s Community Benefit Funds are designed to ensure that communities hosting new electricity transmission infrastructure benefit directly from that investment. New substations, overhead lines and related works are essential to delivering clean, secure energy across Great Britain. Over the coming years, the value of these funds is expected to exceed £100m.

The funds are community-led, and the priorities of each fund reflect local circumstances and ambitions. Decisions on funding are made by independent panels, rather than by SSEN Transmission itself. Panel members are typically drawn from the local area and bring a strong understanding of community needs and priorities. SSEN Transmission supports the process but does not control decisions. Local authorities and elected members can help promote the funds and support applications, but they do not make funding decisions. This approach ensures fairness, transparency and local ownership. SSEN Transmission delivers two types of community benefit fund:



Local Fund

The Local Community Benefit Funds support communities located close to new transmission infrastructure. These funds are shaped through engagement with local people and reflect local priorities. Each fund is bespoke and may cover one or more connected projects in the same area. Typical projects may include improvements to community facilities, support for local skills and training, or initiatives addressing challenges such as transport or social issues, depending on local need.



Regional Fund

The Regional Community Benefit Fund is a strategic fund supporting projects across the SSEN Transmission network in the north of Scotland. It focuses on larger, transformational projects that go beyond a single community and deliver long-term regional impact.

Training up to 2,500 people and supporting 1,000 into jobs. Building the workforce for clean power

SSEN Transmission’s Regional Community Benefit Fund awarded **£150,000** to North East Scotland College to support new equipment at Aberdeen’s Energy Transition Skills Hub. The hub, which opened in 2025, is Scotland’s largest dedicated facility for energy transition training, building skills and capacity across north-east Scotland to support the future workforce.

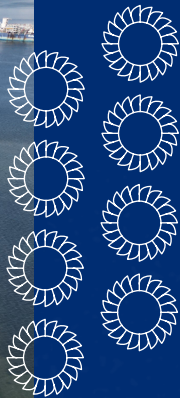
It provides pathways for people in the region to train, upskill or reskill for roles in the renewables sector, supporting both individuals and local industry. The facility is expected to enrol up to **2,500 people** over its first four years, supporting around **1,000 individuals** into related jobs.



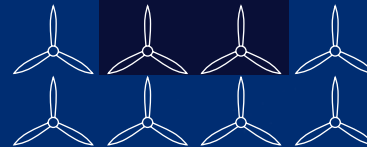


Local Authority Spotlights

The following spotlight appendices summarise how SSEN Transmission’s planned investments over the Pathway to 2030 Programme can support local priorities across individual council areas. Each spotlight outlines the scale of investment and the potential local benefits across five cross-cutting themes. Together, they show how grid investment can be translated into local opportunity by supporting jobs, strengthening supply chains, supporting communities and delivering a lasting legacy across Scotland.



This section attributes spend to businesses within the local authority to projects that are happening in the local authority plus SSEN Transmission staff. There will be a high level of intra north of Scotland trade that is not captured here. Also, a proportion of non north of Scotland businesses have a significant presence in our network area, with a permanent workforce bringing significant income to the region.



Highland Council

As a global gateway for renewable energy, and home to almost a third of Scotland's land mass, Highland stands at the forefront of the nation's clean power future - uniquely placed to help shape, and benefit from, a just transition that delivers lasting value for its communities. This is an opportunity to secure inclusive growth and lasting benefits for all Highland communities.

Turning grid investment into local opportunity:

- Investing **£12.8bn** in transmission projects across Highland (**44% of T3**)
- Spending up to **£2bn¹** to **Highland-based businesses**
- Supporting **2,940 jobs locally¹** through investments

SSEN Transmission in Highland

- Since 2023 as a result of our T3 plans, our office in Inverness has grown from 204 to 349 staff and, given our Pathway to 2030 investments, is expected to reach 539 by 2030. Across Highland, in 2026, we expect to offer in Earn as you learn roles:
 - 1 graduate role and 1 apprenticeship;
 - 4 summer placements; and
 - 6 trainee roles (including 3 trainee engineers).



£2bn injection to Highland's economy



5% of SSEN Transmission employees in earn as you learn roles

Highland



335 new jobs at SSEN Transmission by 2030



£1.3bn of GVA generated in Highland

Highland Social Value Charter (HSVC)

SSEN Transmission was the first company to sign up to the HSVC. In doing so, we have made a number of commitments which align with the HSVC 9-point-plan, to ensure the retention and effective distribution of socio-economic benefits from investment to communities – targeting Highland's greatest challenges:

Point 1: Community Fund	Supporting community wealth building with the community benefit fund (for those close to our projects)
Point 2: Strategic Fund	Unlocking strategic investment in Highland with the regional community fund (for impactful investment)
Point 3: Housing	Supporting Highland's Housing Challenge by enabling £100m of investment in new, quality, accessible homes
Point 4: Highland Investment Plan	Delivery of significant transport infrastructure improvements, benefitting rural communities facing connectivity issues
Point 6: Skills & Training	Developing a workforce for the future by delivering training opportunities, including apprenticeship and graduate roles
Point 9: Socio-economic Prosperity	Maximising socio-economic benefits, including productivity and jobs, particularly in relation to biodiversity and green skills .

Our investments will deliver benefits which directly support key priorities of the Council and have a transformational impact in Highland. These benefits fall under the 5 cross-cutting themes.

1) Demographic sustainability



Supporting up to **2,940 jobs** in Highland



335 new employment opportunities at SSEN Transmission in Highland by 2030



Unlocking over 500 New Homes (over 300 affordable)

Delivering equivalent to 14% of Highland's annual affordable housing target (Highland Strategic Housing Investment Plan)

Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

¹ this includes SSEN staff as a result of T3



Highland Council

Spotlight: Benefits from Housing

Significant investment in housing can be expected to generate further GVA and employment opportunities in Highland.

2) Inclusive economic growth, fair work and tackling poverty



£1.3bn GVA generated

boosting local productivity by equivalent to 6.1% of Highland's annual GVA



12 new earn as you learn (EAYL) roles at SSEN Transmission in Highland in 2026



£55,000 median salary for SSEN Transmission staff in Highland

38% more than Highland median salary

Generating local growth and delivering training and well-paid employment opportunities to Highland's workforce.

3) Net Zero and climate resilience



10% increase in biodiversity



Supporting skilled, well-paid employment in nature restoration

Protecting and enhancing Highland's natural heritage, generating green sector employment opportunities and enabling low-emissions travel

Spotlight: Workforce North Mission

SSEN Transmission will offer 600 'earn as you learn' roles in the North of Scotland between now and 2030, marking a significant investment into the next generation of talent.

Spotlight: Nature Delivery Strategy

Investment in nature protection and enhancement, to deliver biodiversity net gain, and forestry and peat restoration, will support skilled, well-paid jobs and generate growth (GVA) in local nature restoration supply chains.

4) Strong local supply chains



Spending >£2bn worth of contracts with highland based businesses



Supporting 1,725 jobs in construction

23% of the sector's total employment in Highland



£240m annual spend in local Construction sector

20% of average annual spending in Highland's Construction Sector

Securing reliable work opportunities within Highland's supply chain, facilitating growth and strengthening industry.

5) Community wealth building and social value



£62m in community benefit fund, split between regional and local funds to support community priorities



£200m investment in Highland's transport infrastructure

Ensuring benefits are retained and distributed in Highland, with funding supporting community priorities.



Comhairle nan Eilean Siar

The Western Isles stand at the forefront of a bold energy future, harnessing its natural resources and community ambition to drive transformative investment that powers resilience, prosperity, and sustainable growth for generations to come. This is an opportunity to secure inclusive growth and lasting benefits for island communities.

Turning grid investment into local opportunity:

- **Investing £1.7bn** in transmission projects across the Western Isles (**6% of T3**)
- **Awarding £98m** worth of contracts to **Western Isles-based businesses**
- **Supporting over 210 jobs locally** through investment in projects on the Western Isles

Delivering on council priorities (Outer Hebrides Economic Strategy 2025-35):

- Maximising supply chain and workforce impact in the delivery of renewable energy developments.
- Embedding community wealth building principles to retain economic value within local communities.
- Delivering training to meet workforce needs, with a focus on Green jobs, particularly targeted at younger people.
- Delivering affordable, quality housing.



£98m
injection into
Western Isles'
supply chains

Western Isles



Delivering new,
permanent
and affordable
housing in
Western Isles



£60m GVA
generated in
Western Isles

Our investments will deliver benefits which directly support key priorities of the Council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 161 jobs in construction
23% of the sector's total employment in the Western Isles

Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

2) Inclusive economic growth and fair work



1 new summer placement at SSEN Transmission in 2026

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£17m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period, facilitating growth and strengthening industry.

5) Community wealth building and social value



Unlocking community benefit funding for local projects

Ensuring benefits are retained and distributed in the Western Isles, with funding supporting community priorities.



Perth & Kinross Council


£840m
injection into
Perth & Kinross'
economy

Perth and Kinross is uniquely positioned to play a leading role in the transition from oil and gas, boasting significant natural resources to support renewable energy generation, and an advantageous position in transmission, distribution, and storage.

Headquartered in Perth and Kinross, our presence in the region supports high-quality opportunities across engineering, construction, project delivery and support services, alongside new career pathways across the region.

Turning grid investment into local opportunity:

- **Spending £1.1bn** in the Perth & Kinross economy (equivalent to 4% of T3)
- **Spending £840m*** with Perth & Kinross-based businesses
- **Supporting up to 1,500 jobs** through Perth and Kinross-based projects and SSEN Transmission's presence in the area

SSEN Transmission in Perth & Kinross

Since 2023, our office in Perth has grown from 485 to 688 staff and, given our Pathway to 2030 investments, is expected to reach 1074 by 2030.

Across Perth & Kinross, in 2026, we expect to offer **10 new graduate roles.**

Perth & Kinross




589 new
jobs at SSEN
Transmission
by 2030


£600m of GVA
generated in
Perth & Kinross

Perth & Kinross' Economic Action Plan 2025-2030

Perth and Kinross' Economic Action Plan outlines the four 'Grand Challenges' faced by the council area, as well as focus areas for remedying them in the years to 2030. As outlined below, the benefits which will accompany SSEN Transmission's investments across Perth & Kinross may form part of the solution to address these challenges.

Challenge 1: Economic Growth	Generating a significant boost in productivity (GVA), providing local firms with reliable business and creating an environment for growth. Providing highly skilled and well-paid employment in Perth City Centre.
Challenge 2: Technological Change	Supporting jobs which are less susceptible to technological change. Offering roles with training, retaining and upskilling to offset impacts of technological automation, and to build a workforce prepared for the future.
Challenge 3: Just Transition	Offering many earn as you learn roles within Perth and Kinross. Supporting employment opportunities in the green sector within Perth and Kinross, through investment in biodiversity, forestry and peat restoration.
Challenge 4: Tackling Inequalities	Investment in projects developed by Perth & Kinross' communities. Boosting economic activity and supporting well-paid jobs, offsetting the declining working-age population.

Spotlight: Perth Training School

Through its training school, SSE is investing in people as much as in infrastructure, offering training to upskill SSEN Transmission employees, as well as subcontracted labour and third-party employees. This approach provides the workforce with the skills, confidence, and expertise needed to lead the journey to a clean energy future.

Spotlight: Nature Delivery Strategy

Investment in nature protection and enhancement, to deliver biodiversity net gain, and forestry and peat restoration, will support skilled, well-paid jobs and generate growth (GVA) in local nature restoration supply chains.



* this includes SSEN staff as a result of T3



Perth & Kinross Council

Our investments will deliver benefits which directly support key priorities of the council and have a transformational impact in Perth and Kinross. These benefits fall under the five cross-cutting themes.

1) Demographic sustainability



Supporting up to 1,500 jobs in Perth & Kinross



600 new employment opportunities at SSEN Transmission in Perth & Kinross by 2030

Supporting well-paid employment and training opportunities to support retention of the working-age population.

2) Inclusive economic growth, fair work and tackling poverty



£600m GVA generated locally through investments

boosting local productivity (GVA) by 3.7%



10 new graduate positions coming to SSEN Transmission in 2026

Generating local growth and delivering training and well-paid employment opportunities to Perth & Kinross.

3) Net Zero and climate resilience



10% increase in biodiversity



Supporting skilled, well-paid employment in nature restoration

Protecting and enhancing Perth & Kinross' natural heritage, generating green sector employment opportunities and enabling low-emissions travel

4) Strong local supply chains



Supporting on average, £120m in local annual GVA



Supporting 42 jobs in construction

1% of the construction sector's total employment in P&K



£24.8m annual spend in local construction sector

3.5% of average annual spending in Perth & Kinross' Construction Sector

Securing reliable opportunities for local supply chains, driving growth and strengthening industry.

5) Community wealth building and social value



£250,000 in community benefit fund, split between regional and local funds to support community priorities



Investment in Health and Wellbeing projects

including £3,871 to Perth and Kinross Society for the Blind (Vision PK)



Unlocking funding for Impactful Investment

targeting people, place and fuel poverty

Ensuring benefits are retained and distributed in Perth & Kinross, with funding supporting community priorities.



Argyll & Bute Council

Argyll and Bute stands at the heart of Scotland's renewable energy future - its rich and growing mix of hydro, wind, wave, tidal, and biomass resources are driving a powerful surge of investment, alongside transformative grid upgrades that will unlock opportunity, resilience, and long-term economic prosperity. These opportunities position Argyll & Bute as one of the most active areas for energy transition in Scotland and, given the scale of these investments, offers a generational opportunity to secure inclusive growth and lasting benefits for communities.

Turning grid investment into local opportunity:

- **Investing £1.3bn** in transmission projects across Argyll & Bute (**4% of T3**)
- **Awarding £216m** worth of contracts to **Argyll & Bute-based businesses**
- **Supporting 500 jobs** through investment in Argyll & Bute-based projects

Delivering on council priorities (Economic Strategy Refresh: 2024-34):

- Offsetting the decline in Argyll & Bute's economically active population.
- Improving workforce skills and supporting higher-wage employment opportunities in emerging industries.
- Improving biodiversity, including woodland and peat and restoration.
- Supporting the sustainable growth of renewable energy production and empowering communities through community wealth building



£216m injection into Argyll & Bute's supply chains



2 new roles for trainee engineers with SSEN Transmission in 2026



Skilled peat restoration and biodiversity jobs



£125m GVA generated in Argyll & Bute

Argyll & Bute

Our investments will deliver benefits which directly support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 279 jobs in construction
14.7% of the sector's total employment in Argyll & Bute

Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

2) Inclusive economic growth and fair work



18% boost to Construction Sector GVA in Argyll & Bute

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£28.6m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Unlocking more than £3m in funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Argyll & Bute, with funding targeting projects designed by the communities who will benefit.

Aberdeenshire Council

Aberdeenshire's identity is rooted in its rich agricultural and coastal heritage, with farming, fishing, and forestry shaping local communities for generations. Over the past half century the region has been central to Scotland's oil and gas economy. Today, building on that proud energy legacy, Aberdeenshire is once again at a moment of transformation, positioned at the forefront of Scotland's just transition, where its skills, infrastructure, and innovation are driving the shift to a more diverse, low carbon energy future. Our investment in Aberdeenshire unlocks huge opportunities and benefits for the people and economy of the region. As we invest in a modern grid to achieve energy security and clean power, we're committed to building a lasting legacy, delivering high-quality jobs, unlocking local supply chain opportunities, contributing towards the development of new homes and delivering meaningful community benefit.

Turning grid investment into local opportunity:

- **Investing up to £8.4bn** in transmission projects in Aberdeenshire (**29% of T3**)
- **Spending up to £1.6bn¹** with **Aberdeenshire based businesses**
- **Supporting 2,700 jobs locally¹** through Aberdeenshire-based projects

SSEN Transmission in Aberdeenshire

In 2025, 183 new staff were recruited by SSEN Transmission in Aberdeenshire, including 38 earn as you learn roles, with another 150 to be recruited by 2030.

Across Aberdeenshire, in 2026, we expect to offer:

- 12 graduate roles and 1 apprenticeship;
- 8 summer placements; and
- 1 trainee engineer role.



Spending up to £1.6bn in the region



300+ new legacy homes across Aberdeenshire




255 new local jobs at SSEN Transmission by 2030



£1bn of GVA generated by 2030

Community Wealth Building and maximising socio-economic benefit in Aberdeenshire

To maximise socio-economic benefits from infrastructure investments, Aberdeenshire Council has identified Collaboration Principles for developers, outlining the areas where strategic investments and dialogue can be directed. The principles of Aberdeenshire Council's Energy Developments Community Wealth Building Charter, outlined below, can be directly addressed by SSEN Transmission's investments and commitments:

Principle 1: Skills Development	Maximise local job and training opportunities to retain talent , support the energy transition and maintain Aberdeenshire's demographic balance.
Principle 2: Community	Forming strategic partnerships with local organisations and unlocking funding for community-led projects .
Principle 3: Fuel Poverty	Supporting the communities most impacted by our infrastructure to develop long-term solutions to fuel poverty.
Principle 4: Supply Chain	Developing opportunities for local companies to supply goods and services during construction and operation.
Principle 5: Inward Investment	Consider promoting and negotiating with supply chains to promote their inward investment into Aberdeenshire.

Our investments will deliver benefits which support key priorities of the council and have a transformational impact in Aberdeenshire. These benefits fall under the five cross-cutting themes.

1) Demographic sustainability

-  **Supporting up to 2,700 jobs** in Aberdeenshire
 -  **255 new employment opportunities** at SSEN Transmission in Aberdeenshire by 2030
 -  **Unlocking up to 300 new, permanent homes**, including affordable housing
- Supporting employment opportunities and expanding the affordable housing stock to support retention of the working-age population.

¹ this includes SSEN staff as a result of T3



Aberdeenshire Council

Spotlight: Benefits from housing

Significant investment in housing can be expected to generate further GVA and employment opportunities in Aberdeenshire.

2) Inclusive economic growth, fair work and tackling poverty



£1bn of GVA generated

boosting local productivity by equivalent to 2.6% of Aberdeenshire's annual GVA



22 new earn as you learn roles at SSEN Transmission in Aberdeenshire in 2026



£56,000 median salary for SSEN Transmission Aberdeenshire staff

85% higher than Aberdeenshire's median salary

Generating local growth, delivering training and well-paid employment opportunities for Aberdeenshire.

3) Net Zero and climate resilience



10% increase in biodiversity net gain commitment across all projects



Supporting skilled, well-paid employment in nature restoration



No net loss of woodland

Protecting and enhancing Aberdeenshire's natural heritage, generating green sector employment opportunities and enabling low-emissions travel.

Spotlight: Nature Delivery Strategy

Investment in nature protection and enhancement, to deliver biodiversity net gain, and forestry and peat restoration, will support skilled, well-paid jobs and generate growth (GVA) in local nature restoration supply chains.

4) Strong local supply chains



Spending up to £1.6bn within Aberdeenshire



Supporting 1,570 jobs in construction

22% of the local construction sector's total employment



£175m annual spend in local construction sector

12.2% boost to annual spending in Aberdeenshire's Construction Sector

Securing reliable work opportunities within local supply chains, facilitating growth and strengthening industry.

5) Community wealth building and social value



£32m in community benefit fund, split between regional and local funds to support community priorities

available to communities situated close to our infrastructure



£500m investment in enabling works, including roads infrastructure

Ensuring benefits are retained and distributed in Aberdeenshire, with funding supporting community priorities.





Aberdeen City Council

Long renowned as a global energy hub, the Aberdeen City Council area is considered critical to UK energy security and the transition to clean power. Given its existing energy supply chains and skilled workforce (legacy effects of the oil and gas sector), Aberdeen stands to capture substantial benefits through investment in renewables and associated grid infrastructure in the coming years. SSEN Transmission is working in partnership with stakeholders, aligning delivery with local strategies, and taking progressive action to ensure that inclusive growth and lasting benefits are secured by local communities.

Turning grid investment into local opportunity:

- **Investing £180m** in transmission projects in the council area (**1% of T3**)
- **Awarding £37.4m** worth of contracts to **Aberdeen-based businesses**
- **Supporting 100 jobs** through investment in Aberdeen-based projects

Delivering on local priorities (Regional Economic Strategy 2024):

- Generating GVA and increasing employment in growth sectors, including renewables.
- Sustaining the working age population by delivering opportunities for economic participation.
- Providing employment and supporting those transitioning from Oil & Gas.
- Protecting and enhancing the council area's natural capital.



£37m
injection into
Aberdeen's
supply chains



£18m GVA
generated in
Aberdeen

Our investments will deliver benefits which directly support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Partnering with Aberdeen Science Centre to deliver skills workshops

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work



Supporting up to 100 jobs within the council area

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience supporting the energy transition.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£0.8m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Aberdeen, with funding targeting projects designed by the communities who will benefit.



Angus Council

Angus plays a vital role at the heart of Scotland's energy future. This strategic position places the area at the forefront of strengthening the national electricity network - supporting the secure, efficient flow of clean energy across the country. As investment in grid infrastructure accelerates, Angus is emerging as a critical enabler of energy resilience, helping to underpin national energy security while unlocking new opportunities for sustainable growth and community benefit.

Turning grid investment into local opportunity:

- Investing **£1.4bn** in transmission projects across Angus council area (**5% of T3**)
- Up to **£200m** worth of contracts to **Angus-based businesses**
- Supporting up to **500 jobs** through investment in Angus-based projects

Delivering on council priorities (Angus Community Plan 2022-2030):

- Delivering inclusive and sustainable economic growth through opportunities in renewable energy.
- Offering Fair Work opportunities.
- Spending in local supply chains to support local employment and keep wealth within Angus.
- Protecting and enhancing the natural environment.



£200m injection into Angus' supply chains

Angus



20% boost to construction sector GVA, annually



£140m GVA generated in Angus

Our investments will deliver benefits which directly support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 422 jobs in construction
20% of the sectors' total employment in Angus

Supporting employment and training opportunities to help retain the working-age population and develop a workforce to meet future labour demand.

2) Inclusive economic growth and fair work



Up to 20% boost to Construction Sector GVA in Angus

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



Up to £35m annual spend in local construction sector (14.1% of the sector's local average turnover)

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Angus, with funding targeting projects designed by the communities who will benefit.



Dundee City Council

Dundee sits at the heart of one of the world's most productive offshore wind regions and is emerging as a key hub for the UK's energy transition. This is due to a strategic coastal location, world-class port infrastructure, and a workforce with expertise in offshore wind and sustainable technologies. Currently, the existing grid infrastructure does not have the capacity required to carry all the power generated by this offshore wind to demand centres.

SSEN Transmission's investments up to 2030 will expand the grid, unlocking clean power. This is an opportunity to secure inclusive growth and lasting benefits for communities in Dundee City.

Turning grid investment into local opportunity:

- Investing **£230m** in transmission projects across Dundee council area (**1% of T3**)
- Awarding **£25.7m** worth of contracts to **Dundee-based businesses**
- Supporting **60 jobs** through investment in Dundee-based projects

Delivering on local priorities (Tay Cities Region Economic Strategy 2019-2039):

- Enabling further local investment in renewables, supporting growth.
- Delivering employment opportunities, helping to retain and attract talent.
- Developing the supply chain for renewables, supporting a sector which offers significant potential for growth.
- Improving workforce skills, re-skilling and up-skilling workers.




£26m
 injection into
 Dundee's
 supply chains


£16m GVA
 generated in
 Dundee

Our investments will deliver benefits which directly meet key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability

 **Supporting up to 40 jobs in construction**
 1.3% of the sector's total employment in Dundee

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work

 **New apprenticeship roles at SSEN Transmission in 2026**

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience

 **Biodiversity Net Gain (BNG) embedded in all major projects**

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains

 **£4.1m annual spend in local construction sector**

Securing a reliable stream of revenue within local supply chains throughout the T3 period, facilitating growth and strengthening industry.

5) Community wealth building and social value

 **Unlocking funding for community-led projects**

Ensuring benefits from the Just Transition are retained and distributed in Dundee, with funding targeting projects designed by the communities who will benefit.



Moray Council

With a proud heritage forged through decades of oil and gas excellence in the North Sea, Moray stands as a cornerstone of Scotland's energy industry. Today that legacy is evolving, with Moray at the forefront of transformative offshore wind developments powering the transition to a cleaner, more sustainable future. Harnessing its skilled workforce, coastal advantages, and growing renewable portfolio, the region is uniquely positioned to attract investment, drive innovation, and deliver long term economic growth, shaping a Just Transition that secures lasting prosperity for its communities.

To enable these benefits, grid constraints must be addressed. SSEN Transmission is making a significant investment to reinforce and expand our electricity transmission infrastructure in the north of Scotland; removing bottlenecks and creating capacity for more clean power.

Turning grid investment into local opportunity:

- **Investing £1.1bn** in transmission projects across Moray (**4% of T3**)
- **Awarding £246m** worth of contracts to **Moray-based businesses**
- **Supporting 500 jobs locally** through investment in Moray-based projects

Delivering on council priorities (Moray Economic Strategy 2022):

- Delivering employment opportunities to support the retention of talent and rebalance the population.
- Offering training, helping to align workforce skills with the changing economy.
- Embedding Community Wealth Building, ensuring benefits are distributed locally.
- Generating Gross Value Added, supporting local productivity and business growth.



£246m
injection
into Moray's
supply chains

Moray



£143m GVA
generated
in Moray by
2030

Our investments will deliver benefits which support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 352 jobs in construction
17% of the sector's total employment in Moray

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work



14.5% boost to construction sector GVA in Moray

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£40m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Moray, with funding targeting projects designed by the communities who will benefit.

Orkney Islands Council

From welcoming the UK's first grid-connected wind turbine in 1951, to hosting the world's leading marine energy test centre, EMEC, Orkney has long been a pioneer in the energy sector. Currently, Orkney generates well over 100% of the islands' electricity needs from renewables. Today, severe grid constraints prevent this clean power from reaching Scotland's mainland, thus blocking further investment and potential opportunities to secure inclusive growth and community benefits in Orkney through the Just Transition. SSEN Transmission is working to expand our electricity transmission infrastructure, alleviate these grid constraints, and unlock local benefits. To-date, SSEN Transmission has:

- spent £33 million across 27 local businesses
- supported more than 100 local jobs.

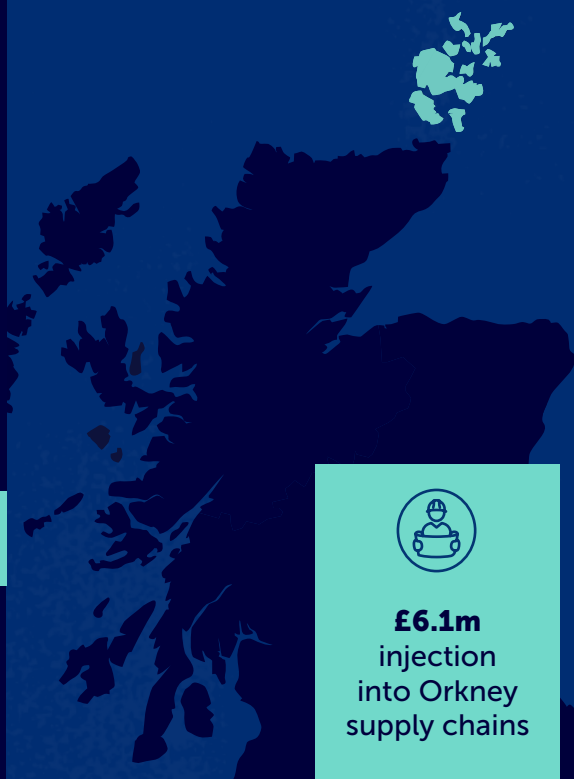
Turning grid investment into local opportunity:

- **Investing £230m** in transmission projects in Orkney Council area (**1% of T3**)
- **Awarding £6.1m** worth of contracts to **Orkney-based businesses**
- **Supporting 14 jobs** through investment in Orkney-based projects

Delivering on council priorities (Orkney Community Plan, 2025-2030):

- Boosting the number of employment opportunities, offsetting job insecurity.
- Providing well-paid local employment.
- Embedding Community Wealth Building.
- Protecting Orkney's natural heritage while also combating climate change.

Orkney



£6.1m
injection
into Orkney
supply chains



3 New EAYL
roles at SSEN
Transmission in
2026



£3.8m GVA
generated in
Orkney by
2030

Our investments will deliver benefits which support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 9 jobs in construction
1.3% of the sector's total employment in Orkney

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work



2 new graduate roles at SSEN Transmission in 2026

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£0.94m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period, facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Orkney, with funding targeting projects designed by the communities who will benefit.

Shetland Islands Council

Shetland has long been a pioneer in the UK's energy journey - one of the first regions to embrace onshore wind and innovative energy solutions. This early leadership has helped cultivate a highly skilled local workforce, with deep expertise across engineering, construction, marine operations, and maintenance. Today, energy is woven into the fabric of island life, and Shetland stands ready to build on this legacy - harnessing its natural resources, island ingenuity, and strategic location to lead the next wave of low-carbon innovation and deliver lasting economic and community benefit.

Turning grid investment into local opportunity:

- **Investing £700m** in transmission projects in Shetland council area (**2% of T3**)
- **Awarding £121m** worth of contracts to **Shetland-based businesses**
- **Supporting 286 jobs** through investment in Shetland-based projects

Delivering our projects in alignment with Shetland Islands Council's strategic priorities and the goals of EmPowering Shetland

- Retention of the working-age population by increasing employment opportunities.
- Development of a workforce with the skills needed to deliver a just transition.
- Protection and enhancement of the natural environment and biodiversity.
- Utilisation of the local supply chain and embedding Community Wealth Building.

Shetland



£121m
injection into
Shetland's
supply chains



A new local
summer placement
opportunity with
SSEN Transmission
in 2026



£78m GVA
generated in
Shetland by
2030

Our investments will deliver benefits which support key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Delivering up to 218 jobs in construction

27% of the sector's total employment in Shetland

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work



23% boost to construction sector GVA in Shetland

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£22.3m annual spend in local construction sector

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Shetland, with funding targeting projects designed by the communities who will benefit.



Stirling Council

Alongside Stirling's long-standing heritage in renewable energy generation, through hydroelectric power and onshore wind, the council area sits at a critical intersection in Scotland's electricity transmission network; hosting a strategically important corridor of clean power between production facilities in the north and demand centres further south.

As the renewable energy sector expands, SSEN Transmission is carrying out a significant programme of work to reinforce and expand the grid to unlock Clean Power 2030, presenting an opportunity for Stirling to capture economic and community benefits.

Turning grid investment into local opportunity:

- **Investing £9.3m** in transmission projects in Stirling council area (**0.03% of T3**)
- **Awarding up to £0.93m** worth of contracts to **Stirling-based businesses**
- **Supporting 3 jobs locally** through investment in Stirling-based projects

Delivering on council priorities (Stirling Council's Economic Strategy 2022):

- Embedding Community Wealth Building, driving local benefits including supply chain opportunities and fair employment.
- Generating growth in the local green economy and supporting a Just Transition.
- Supporting well-paid employment and training opportunities.
- Developing infrastructure to attract and encourage further investment in the region.



£0.4m GVA generated in Stirling by 2030

Our investments will deliver benefits which directly meet key priorities of the council. These benefits fall under the five cross-cutting themes:

1) Demographic sustainability



Supporting up to 3 jobs within the council area

Supporting employment and training opportunities to support retention of the working-age population and develop a workforce to meet future labour demands.

2) Inclusive economic growth and fair work



Developing infrastructure to support future green jobs

Supporting a sustained increase in the availability of skilled, well-paid employment and training opportunities, boosting local economic resilience.

3) Net Zero and climate resilience



Biodiversity Net Gain (BNG) embedded in all major projects

Protecting natural heritage, including peat and forestry, and generating employment opportunities in the green sector through restoration activities.

4) Strong local supply chains



£0.9m injection into Stirling's supply chains

Securing a reliable stream of revenue within local supply chains throughout the T3 period (2026-2031), facilitating growth and strengthening industry.

5) Community wealth building and social value



Providing funding for community-led projects

Ensuring benefits from the Just Transition are retained and distributed in Stirling, with funding targeting projects designed by the communities who will benefit.





Disclaimer

This report has been prepared by SSEN Transmission and published on 23 June 2026.

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