

SSEN Transmission Draft Annual Engagement Plan 2025/26



Draft Annual Engagement Plan



Our Draft Annual Engagement Plan sets out our planned engagement themes and priorities for the year ahead. We have reviewed the feedback we gathered from stakeholders during 2024/25, both through direct engagements and measured stakeholder feedback, to identify the common themes that stakeholders have encouraged us to engage on as well as areas where they want us to implement enhancements to our engagement activities or play a more active role.



Our aims are to ensure the engagement we plan and deliver throughout 2025/26:

- addresses stakeholder, societal and environmental issues
- maintains an informed understanding of stakeholders' needs
- considers stakeholder views in the development and day-to-day operation of our business



Next steps: The consultation period for the Draft Annual Engagement Plan will run from Wednesday 11th June to 11:55pm on Sunday 29th June.

To ensure we have heard you correctly:

- ✓ Review the key themes in this Draft Annual Engagement Plan
- ✓ Let us know your thoughts on our engagement priorities
- ✓ Let us know how we can improve our engagement with you
- ✓ Complete our Draft Annual Engagement Plan survey or email: transmission.stakeholder.engagement@sse.com

How we use stakeholder feedback



In the development of our Draft Annual Engagement Plan we have:

- Collated feedback received from stakeholders at consultations and events, feedback received during bilateral engagement and written feedback
- Considered feedback received through measured stakeholder satisfaction in our Quality of Connections; Infrastructure; and Stakeholder Engagement Surveys
- Researched Government, regulator, industry and other Transmission Operators' priorities



How we use the feedback you provide on our Draft Annual Engagement Plan:

Following the closure of our consultation period on our Draft Annual Engagement Plan, we will conduct a materiality assessment to help analyse and prioritise feedback received. This assessment will include factors such as the expected benefit of the engagement and the impact to our business, the wider sector or society. This assessment will help shape **our final Annual Engagement Plan which will be published on our website.**



Feedback received on our Draft Annual Engagement Plan will not be associated with specific individuals or organisations. As one of our contributing stakeholders, we may publish your feedback in any reports or submissions we subsequently produce, but we will anonymise this.

Thank you in advance for your feedback and participation in this year's Annual Engagement Plan.

Our stakeholder engagement strategy

As our business grows rapidly, and we scale up to meet the UK and Scotland's net zero and energy security targets, we recognise the need for even more effective stakeholder engagement.

In 2024 we undertook internal and external consultation to refresh our Stakeholder Engagement Strategy to ensure we continue to adapt to the rapidly changing external environment in which we operate and ultimately improve the services we offer our stakeholders. This Strategy was published early in 2025.

Our three commitments:

- ✓ Continuously improving our engagement
- ✓ Building trust and understanding
- ✓ Realising societal benefits and advocating for change



Our stakeholders

So that we can tailor and target our engagement in a way that is most relevant to our stakeholders, we have grouped those who often have, or have indicated, similar interests and needs together. This approach aligns with current best practice and ensures that our engagement is relevant, accessible and timely.



Communities



Government
Bodies and
Statutory
Consultees



Special Interest
Groups



Investors



Industry,
Suppliers and
Partners



Traditional and
Digital Media



Customers



Internal
Stakeholders



Landowners and
Occupiers

Stakeholder themes we will engage on

Our engagement priorities for 2025/2026

Priority	Theme	Summary	Example Stakeholder Groups
8	Staying safe	- Promoting safety as a priority in all our work - Pathway to 2030 Safety, Health, and Wellbeing strategy	All stakeholders including Pathway to 2030 Safety Health and Wellbeing steering group, SSE Group partners
9	Pathway to 2030	A portfolio of projects to increase capacity of the transmission network in the north of Scotland to deliver net zero targets and energy security	Communities, landowners/occupiers, decision makers, regulators, supply chain, elected officials, other business sectors, public bodies
11	Leaving a positive lasting legacy	- Community benefits - Housing Strategy - Environmental improvement	Local authorities, local communities, housing associations, community groups/organisations, supply chain, recreational organisations, nature charities
13	Our regulatory business plans	- RIIO T2 commitments - RIIO-T3 business plan - Independent Stakeholder Group	All stakeholders
14	Future of our network	- Our next business plan - Beyond 2030 - System Planning - Legislative frameworks	Ofgem, Mission Control, DESNZ, NESO, local authorities, elected members, UK and Scottish Government, generation developers
16	Customer engagement	- Customer connections - Quality of connections	Connections customers, industry groups, Ofgem, Government departments
17	Digitalisation and innovation	- Digitalisation - Innovation	Employees, Ofgem, innovators, industry partners, website users, connections customers, transmission operators
16	Engaging our people	- Career opportunities - Engaging employees	Education providers, skills development organisations, employees, future workforce

Engaging with you

Our engagement with stakeholders is tailored and intentional, using diverse engagement methods to maximise our reach and personalising our engagement to meet the specific needs and interests of our stakeholders.

Traditional engagement methods

- **Maldrops & Physical Literature:** Flyers and brochures for local outreach, keeping stakeholders informed of project activity - covering planning submission consultations to road closures
- **Face-to-Face Community Events:** In-person meetings, consultations, and local forums such as community council meetings
- **Consultations & Surveys:** Collecting feedback through structured surveys.
- **Career Days & Industry Fairs:** Engaging with local communities and businesses on job and delivery contract opportunities
- **Industry Conferences & Workshops:** Building partnerships with our supply chain and national delivery partners
- **Working Groups & Briefings:** Collaborative sessions for focused discussions, facilitating joined-up approaches to regional activities

Other engagement methods

- **Social Media:** Engaging broader audiences with content about projects, training and career pathways, expanding reach via targeted content promotion online
- **Webinars & Q&A Sessions:** Tailored, technical sessions to provide more in-depth information on pressing themes
- **Dedicated Website Pages:** Tailored FAQs and project-specific updates
- **Email Communications & Newsletters:** Regular updates to keep stakeholders informed and share tailored, local news
- **Volunteer Activities:** Strengthening community knowledge through local action such as beach cleans with our project teams and supply chain
- **Strategic Partnerships:** Collaborating with member organisations to support two-way communication around complex or hyper-local messaging

Achieving the AccountAbility AA1000 Stakeholder Engagement Standard

Our AA1000 Stakeholder Engagement Standard score as of May 2025 is 95% with a top-tier rating of "Advanced" in all six pillars of the AccountAbility Stakeholder Engagement Maturity Ladder, demonstrating our commitment to continuously improving our stakeholder engagement.

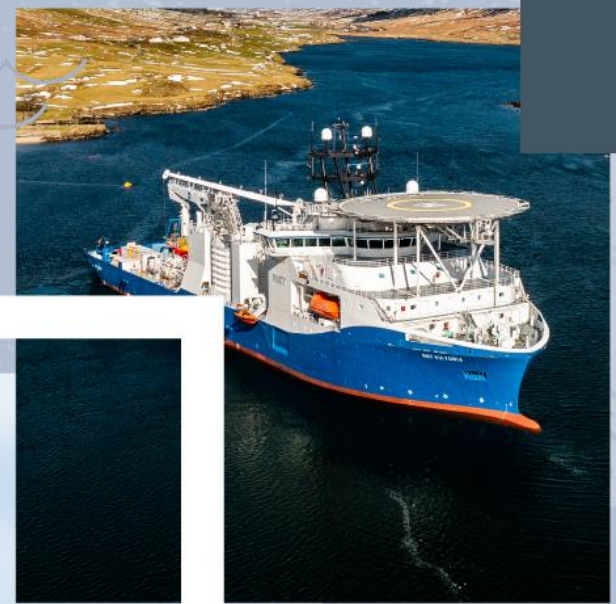


40,000 Followers on LinkedIn

We are thrilled that we have officially reached 40,000 followers on our main LinkedIn channel, more than doubling our follower numbers in just 18 months. This incredible growth showcases the significant opportunities that social media can bring in terms of engagement and outreach.



Key engagement themes



Staying safe

At SSEN Transmission, **safety remains our top priority**. Our Safety, Health and Wellbeing Team has planned an engagement programme for 2025/26 to ensure safety health and wellbeing (SHW) stays front of mind for all colleagues.

As we continue to maintain, upgrade, and expand our network across the north of Scotland, we remain focused on managing and mitigating SHW risks for both our colleagues and the communities living and working nearby. These challenges are becoming increasingly complex as we develop and deliver multiple major capital projects, including those in marine environments.

Our employees and contract partners will continue to benefit from SSE's state of the art, award-winning **immersive safety training centre** throughout 2025/26, empowering our workforce to work safely and effectively. SSE has invested £2.5 million in the development of the Faskally Safety Leadership Centre, which is engaging, educating, and empowering our workforce to work safely and effectively with thousands of SSE colleagues having already attended.

A key outcome of the ASTI Delivery Charter is the **Pathway to 2030 Safety, Health, and Wellbeing strategy**, co-developed with our contract partners, it sets up working groups to facilitate engagement, promote best practice, drive innovation, and embed leading standards across projects. This collaborative model ensures partners help shape the strategy's direction and impact. A major focus is the critical role of health and wellbeing in project success. A dedicated safety group provides the vehicle to engage and develop a 'gold standard' approach to make wellbeing central to all projects.

SSE has introduced a unified **Safety, Health, and Environmental (SHE) specification** for SSE Group businesses including SSEN Transmission. This streamlined document improves consistency, clarifies expectations, and supports safer, more efficient project delivery. It also raises SHE standards across partners and enables continuous improvement through regular engagement, updates and lessons learned from recent incidents.

In Spring '25, Transmission achieved **ISO 45001 certification** which is the international standard for occupational health and safety management systems and became the UK's first energy company to also **attain ISO 45003**, highlighting our commitment to both physical and psychological safety in the workplace.

We'll continue engaging with industry peers, network operators, and bodies like the Energy Network Association's Public Safety Committee to improve safety, health, and wellbeing standards. Our partnership with the Health and Safety Executive supports early issue identification and risk reduction. Public safety remains a priority as our operations expand, with ongoing efforts to raise awareness and engage stakeholders, especially those near our assets or using heavy machinery.



Pathway to 2030

This year we will be focused on engaging on the development and delivery of our £20bn [Pathway to 2030](#) projects, as we consult and keep stakeholders informed of progress with planning applications, pre-consenting works – such as ground investigations, and how we should engage during the construction of new overhead lines and substations.

The Pathway to 2030 projects are part of a national effort to upgrade Great Britain's ageing electricity networks. We will work hard to build consensus with stakeholders and depoliticise the development of our electricity transmission network to meet energy security and net zero targets and make sure it can continue to safely and reliably serve communities in the north of Scotland and wider GB network for decades to come.

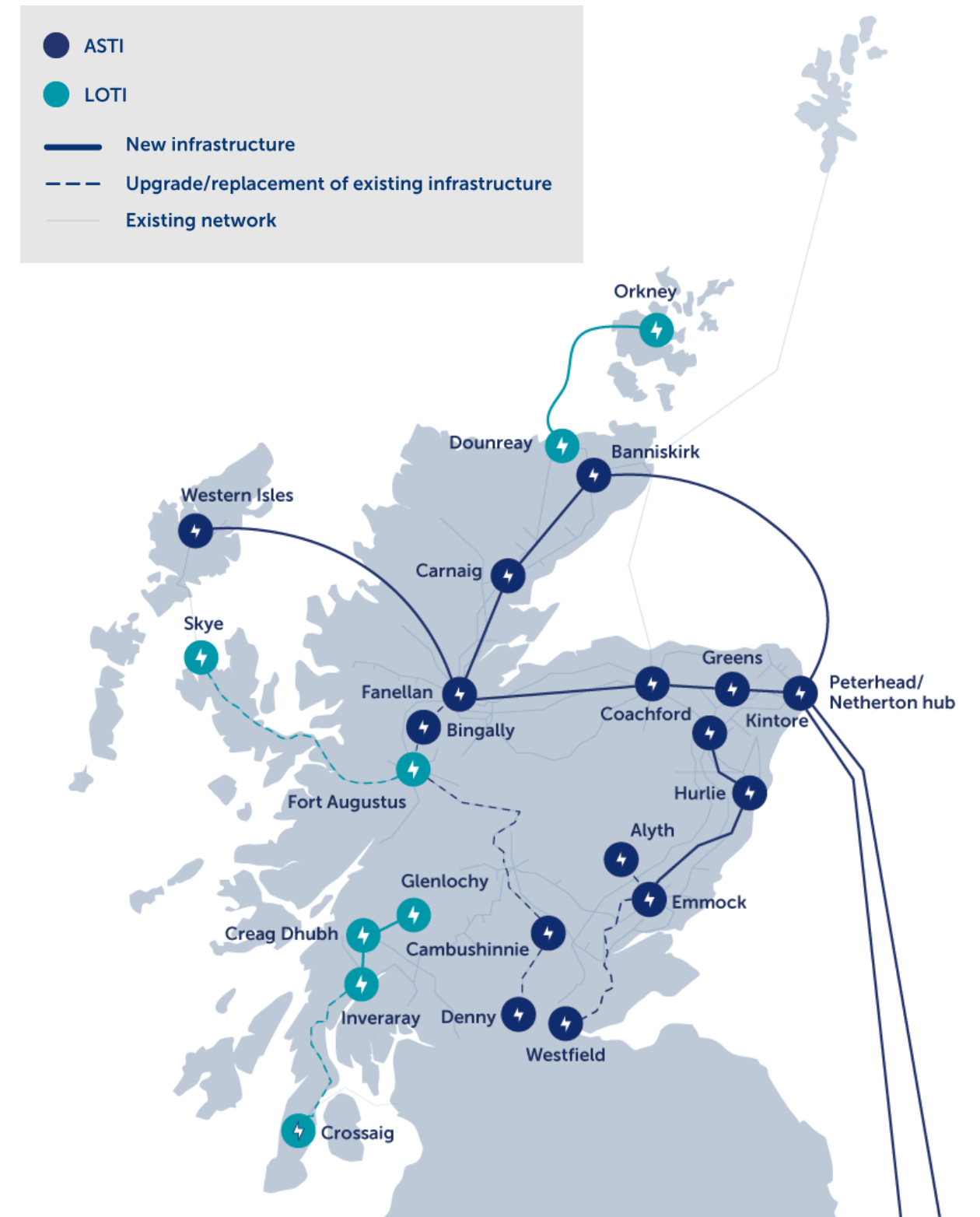
These projects bring extensive benefits including long-term jobs and investment to some of Scotland's more rural and remote areas, so we will also be engaging collaboratively with stakeholders on the opportunities to maximise socio-economic benefits for local regions and the communities within them.

A holistic view of engagement

To deliver these large projects across the breadth of our licence area, we will continue to engage with all stakeholders including communities and community representative groups, landowners, statutory bodies and local authorities. As we move into pre-consenting works, such as upgrading local road surfaces, and potential delivery activities, we will work closely with our supply chain partners and impacted communities to ensure a coordinated approach is communicated in a timely and concise way and any impacts are minimised.

Our team of Community Liaison Managers (CLM's) will continue to engage proactively with local stakeholders, via activities such as mailouts; door-knocking; attending community council meetings and community-based events, as our projects move through project development, construction and during their operational lifespans. Stakeholders can also expect to see CLM's commence community engagement on Beyond 2030 Projects, contracted renewable connection projects, as well as delivery of engagement on outstanding Large Onshore Transmission Investments (LOTI) and Medium Sized Investment Projects (MSIP).

To support the delivery of these projects' extensive early engagement with our contractors will take place as we refine the scope of the works. Key meetings with suppliers will be vital to secure the supply chain in a competitive market and maximise opportunities at a local level.



Pathway to 2030

Engaging at each step of project development and delivery

To maintain and improve awareness and reach, throughout 2025/26 we will use a variety of engagements with our Pathway to 2030 stakeholders and communities via physical and electronic means. Examples include:

- A summer programme of face-to-face engagement that includes attendance at various Agricultural Shows and Highland Games
- Working with our delivery teams and contractors to clearly explain what communities can expect to see on the ground during permitted development and early enabling works using mediums such as narrated videos and podcasts to bring abstract scenarios to life
- Our Community Liaison Managers will continue to be an active presence in communities close to our infrastructure and ensure local stakeholders are able to feed in local considerations via Community Liaison groups and other methods
- Building on our Delivery Charter with our supply chain, we will facilitate conversations at project and regional levels through working groups to maximise benefits and minimise impacts or disruption
- We will share knowledge, collaboration and partnership opportunities with key stakeholder groups such as the National Farmers Union of Scotland
- We will take part in relevant regional forums and member organisations such as Highland Renewables as well as sponsoring targeted initiatives such as STEM outreach at the Aberdeen Science Centre



National campaigns that broaden reach and understanding

After months of planning, the three Transmission Operators, coordinated by the Energy Networks Association (ENA), have kicked off the "Moving the Grid Forward" campaign to drive public awareness of the importance of redeveloping the energy network in GB. In the year ahead, the campaign will aim to reach a large audience through content on key platforms such as Facebook, TikTok and LinkedIn. This engagement will target different stakeholder groups, with different tactics used in each case. The overall aim of this engagement is to increase understanding and shift the perceptions of stakeholders.

Looking forward, SSEN Transmission is developing further television and radio adverts, advertorials and a, first-of-its-kind in the Transmission space, social media campaign using channels like Facebook, TikTok, and LinkedIn. A key aim of these campaigns is to engage with the neutral public to move sentiment towards a more positive view and build advocacy among communities. In order to achieve this, we will focus our campaigns on both the overarching and local benefits from our Pathway to 2030 projects. Key information has been collected to ensure that our adverts and other media activity have a wide reach in the areas of the north of Scotland, where our new transmission projects are proposed.

Leaving a positive lasting legacy

Our planned investment in the electricity transmission network in the north of Scotland is critical to powering change and meeting Scotland and the UK's renewable energy targets. The work we have planned is significant and has the potential to deliver wide ranging benefits in communities, the north of Scotland, and beyond. Critically we want our projects to leave a positive legacy to ensure that we are delivering not only for our business and customers but also our communities across the region.

Sustainability Strategy

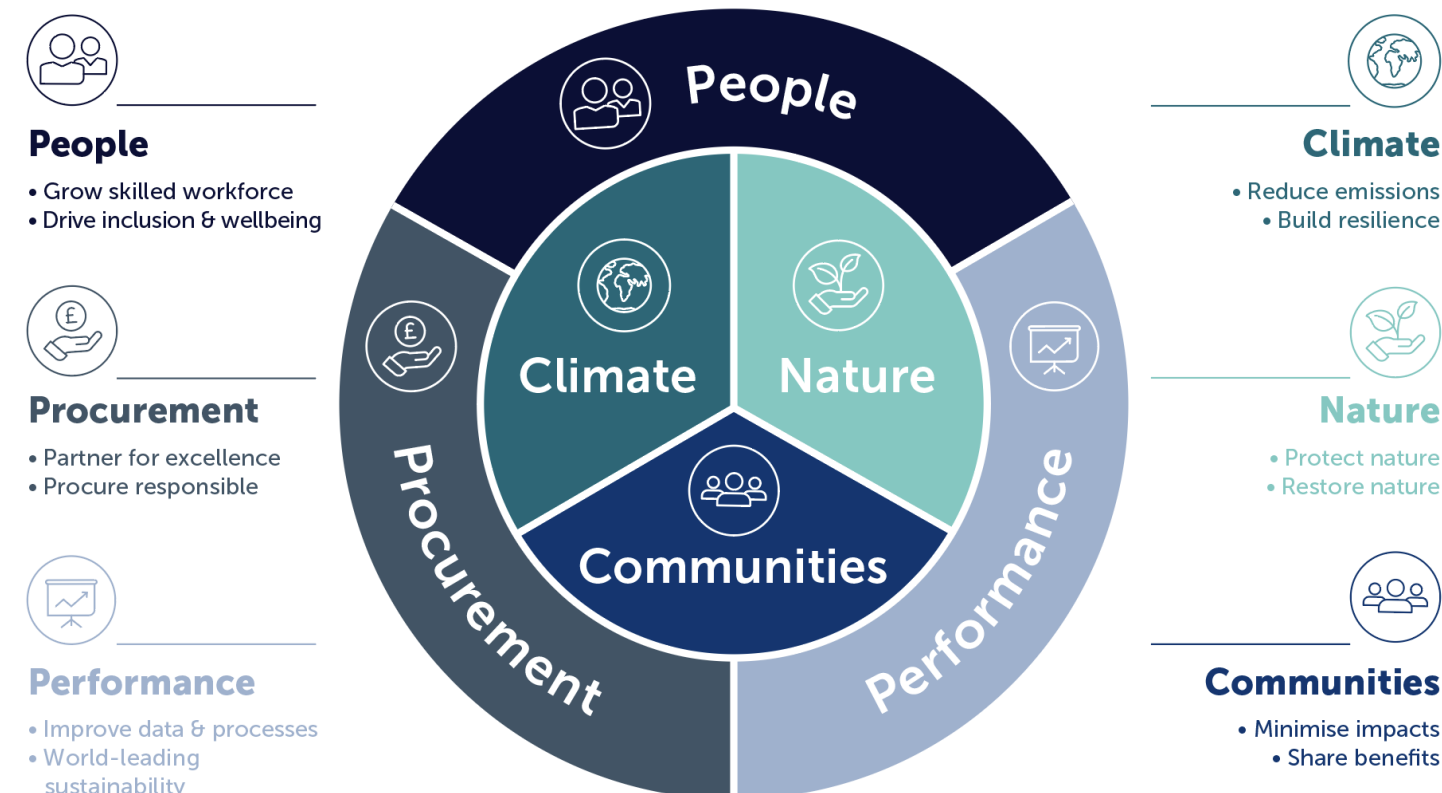
Our [Sustainability Strategy](#) sets out how we will invest to grow the network, while working with our stakeholders to ensure the transition is fair and sustainable. Developed through an inclusive and evidence-based engagement process, this Strategy informs our decision making and action up to and including 2030.

In 2025/26 we will work with stakeholders to build a coalition of support as we deliver our Sustainability Strategy and Action Plan. We will engage and collaborate with environmental and sustainability expert organisations, public bodies, consultants, regulators and think tanks.

We will also engage with Ofgem on the delivery of our Sustainability Strategy and Action Plan, as we prepare for the RII0-T3 price control period, starting in April 2026. Our sustainability and procurement teams will work closely to engage with suppliers on the delivery of our sustainability goals.

As part of our ongoing efforts to make a difference and have a positive impact on local communities, we are proud to build our outreach and engagement via practical [volunteering days](#) with local groups and charities, particularly in the areas where our proposed projects are located. We will continue to engage with community groups and encourage them to reach out to us directly on how our colleagues can support them.

Sustainability



Leaving a positive lasting legacy



Housing Strategy

Following the launch of our Housing Strategy in 2024, the focus of our future engagement will be with the housing supply chain. Working with Local Authority Housing and Planning teams the pipeline of delivery options will be refined and progressed to delivery. Regular engagement will continue with local delivery partners to ensure that all new homes created meet the future needs of the local community. Ongoing consultation with community organisations, elected members and government agencies will ensure that the long-term strategy for these homes will have maximum positive impact. Over 80% of these new homes will provide new affordable housing in local communities at the end of the delivery of our projects.



Delivering social value with our supply chain

We are engaging and working with our Principal Contractors within our supply chain to develop extensive social value plans that will bring added benefits to the local communities where we are building new infrastructure. Our suppliers have made commitments to deliver a positive legacy as a result of our £22bn investment in projects the north of Scotland.



Environmental Legacy

We are committed to achieving at least 10% biodiversity net gain (BNG) from our projects. This ensures that we don't just restore our natural habitats but actively improve them for the benefit of local communities and wildlife. Throughout 2025/26 we will work in partnership with environmental experts to find nature positive solutions and maximise value for nature. For example, we are the first energy company to partner with nature charity SCOTLAND: The Big Picture to help power nature restoration efforts in the north of Scotland. Through our partnership we are supporting the charity's Northwoods Rewilding Network, a Scotland-wide chain of landholdings which are all committed to nature recovery. Read more [here](#). Continued engagement with Scottish Environment Link, who represent over 50 environmental NGOs, NatureScot, SEPA, public bodies and regulators will aim to build a coalition of support for our RII0-T3 plans in this area.

You can read more about our commitments to delivering legacy through Pathway to 2030 Projects [here](#).

Leaving a positive lasting legacy

Community Benefit Fund



SSEN Transmission's Community Benefit Fund is a key initiative designed to ensure communities in the north of Scotland, especially those near new transmission infrastructure, gain lasting benefits from major energy investments. Central to this fund is strong community engagement and consultation and SSEN Transmission actively works with local residents and stakeholders to shape funding priorities, ensuring that the support that projects funded will provide reflects genuine community needs and aspirations.



The fund is split into Regional and Local Funds and complies with UK Government Guidance published in March 2025. The Regional Fund backs large, strategic projects that can deliver broad societal impact, focusing on the priority areas previously consulted on of skills development, fuel poverty, and cultural initiatives with 10 projects across our network region awarded £2m in February 2025 in our first funding round. Local Funds will be tailored to communities close to infrastructure projects, SSEN Transmission will engage directly with individuals and organisations to co-design these fund's focus and criteria.



Consultation lies at the heart of the process, with independent decision-making panels ensuring fairness and transparency. Through this open and participatory approach, SSEN Transmission ensures that its investment programme—expected to yield over £100 million in community benefits from its Pathway to 2030 projects—delivers meaningful, community-driven outcomes alongside its broader clean energy goals. During 2025/26 SSEN Transmission will hold a second round of funding for the Regional Fund as well as engaging on and then launching a number of other Local Funds.

You can read more about our community benefit funds [here](#).

Our regulatory business plans

RIIO-T2 Business Plan Commitments

We will continue to engage with Ofgem to provide a clear view of our RIIO-T2 business plan delivery, performance, and any potential adjustments required. This plan covers the period from April 2021 to March 2026. We will also engage in regard to closing off our remaining RIIO-T2 commitments, specifically around assessment, timescales, scope, and methodology. We will work with Ofgem to deliver legacy licence conditions as we transition to the new RIIO-T3 framework. In 2025/26 we will regularly engage with Ofgem on Uncertainty Mechanisms, in particular Large Onshore Transmission Investments (LOTI) including Orkney, Gremista, Argyll and Skye as well as a number of Medium Sized Infrastructure Projects (MSIP) submitted in January 2025. We will also engage on specific issues for example with Ofgem, National Grid and Scottish Power Transmission to develop a new common methodology plan for replacement of non-load assets called the Common Network Asset Indices Methodology.

RIIO-T3 Business Plan

This summer, Ofgem will publish its RIIO-T3 Draft Determinations which will set out their position on the regulatory framework and financial parameters that underpin delivery of our business plan driving our priorities from 2026-31. There will be a consultation period where stakeholders can provide their opinion on the detail of this Draft Determination. This will be one of the largest investment programmes ever undertaken in the north of Scotland, supporting ambitions to achieve net zero, maintain energy security and foster economic growth whilst also unlocking huge benefits for communities.

We will continue to engage with stakeholders during the determination process to ensure Ofgem's decision making meets their expectations of what we need to deliver across our network in 2026-31. This includes stakeholders who will be directly impacted by our business plan and those who responded to Ofgem's Call for Evidence. This will strengthen our relationship with these stakeholders and their understanding of our business plan so they can reflect their views to Ofgem during the determination process.

Independent Stakeholder Group (ISG)

Our Independent Stakeholder Group (ISG), which provides SSEN Transmission with expert challenge and feedback, has been engaged throughout the development of our RIIO-T3 Business Plan. The ISG will continue to provide formal challenge and scrutiny on the content of our RIIO-T3 plan through the determination process as well as the implementation of the plan thereafter.

Future of our network

Beyond 2030

To deliver energy security and net zero, further additional investment in new low carbon electricity generation and the electricity transmission network infrastructure is required across Great Britain, including the north of Scotland. In March 2024, the independent National Energy System Operator's (NESO) published its 'Beyond 2030' report, which confirmed the need for several new, replacement and upgraded transmission infrastructure projects in the north of Scotland. In December 2024, Ofgem approved the next phase of regulatory funding to take these projects through the development phase. Early engagement on some of these projects has already commenced and we are committed to working closely with stakeholders including communities, landowners, local authorities, statutory bodies and elected members to ensure their feedback is considered in the projects' development. Using the lessons learned from the delivery of our Pathway to 2030, where engagement has played a fundamental role in shaping project development, we will continue to follow the Scottish Government's Best Practice Guidance for consultation with stakeholders who may be affected by our proposals. Additional regional investments are also likely to be required to deliver the UK Government's Clean Power 2030 ambition and further engagement with stakeholders will be vital in the shaping these projects.

Network planning

The drive to deliver a net zero carbon energy system requires a strategic approach to network development. One of our priorities for this year is to develop a network plan for 2035 setting out our vision for future network development. This requires us to work closely with NESO, developers, local authorities and Scottish Government to help inform our 2035 network plan and engage on future use scenarios – particularly around future flexibility and optionality. Providing clarity around the future of the electricity network is vital to attract investment, and ensure our energy system remains clean, reliable and affordable for all. Stakeholders tell us they want a holistic view of our ongoing and developing plans across the north of Scotland, which provide a clear outline of what they can expect, our Network Plan for 2035 aims to do that.

Policy and legislative framework

The policy landscape continues to evolve, and a key focus this year will be the UK Government's Planning and Infrastructure Bill. As drafted, the legislation will enable a more streamlined and efficient consenting process that delivers for all stakeholders, whilst also supporting an attractive investment climate to deliver net zero and energy security. As the bill creates powers for secondary legislation, engagement continues with UK and Scottish Governments as well as giving written and verbal evidence to the bill committee and ongoing dialogue with relevant elected representatives on key advocacy aims.

We will work with elected members and policy officials around timely consents to ensure we can deliver projects on time to contribute to government targets. The Scottish Government recently pledged to take action to increase capacity in the planning system and reduce obstacles to delivery. Our constructive engagement continues with the aim of positively influencing the legislative programmes with the priorities of our business and stakeholders in mind.

Customer engagement

Customer connections

Ofgem's approval of NESO's Connections Reform proposals in April 2025 marks a significant change in the connections process for customers to support the delivery of the UK Government's Clean Power 20230 Plan.

The new process has been developed in response to the continued growth in connection applications, with the current connections queue standing at over 750GW, far in excess of what is required for the energy system in 2030, or even 2050.

Our priority for the year ahead will include ensuring that our customers have the all the necessary information, guidance and support in relation to the changes being implemented over the coming year. We will continue to engage through established working groups, customer facing events, newsletters for customers, website updates and webinars. Our aim will be to provide ongoing updates on the new approach and projected timeline, so that customers are kept fully informed and are able to plan accordingly.

We will continue to advocate in the interests of customers with NESO, Ofgem and relevant Government departments and the Energy Networks Association to ensure they are fully considered in this changing connections landscape.

Customer experience

The Customer Experience team plays a pivotal role in ensuring a seamless and transparent experience for Customers throughout the project lifecycle. Acting as both the face of the business to the customer and the voice of the customer within the business, the teams provide tailored support from pre-application through to post-connection. During 2025/26 our Customer Relationship Managers (CRM's) will oversee a portfolio of projects, offering continuity, proactive structured engagement, and a single point of contact to navigate complex processes and evolving requirements. This will include contract updates, project delivery changes, and advocating for customer needs.

Quality of connections

The Quality of Connections (QoC) Survey is a RIIO –T2 incentive which measures customer satisfaction with the service they receive from SSEN Transmission. It is an essential metric whose insights helps us drive continuous improvement in customer experience team.

In 2024/25 we achieved an overall QoC score of 8.7/10, increasing our performance score from the previous year. Throughout 2025/26 we will continue to engage with customers through the survey, utilising the feedback provided to continue our commitment to excellence.

Digitalisation and innovation

Digitalisation

Our engagement and collaboration with NESO will continue, as we align our efforts towards a seamless integration that supports the upcoming changes for our business including Connections Reform. This initiative will streamline the connection process and also enable accurate data sharing. Once implemented this will bring benefits to the business and our customers.

Simultaneously, we have been advancing our Customer Relationship Management (CRM) system functionality through engagement with subject matter experts and dedicated product owners, focusing on changes that directly support our customers and enhance collaboration. This includes crucial elements which are vital for delivering quality service while connecting customers. We recognise the complexity involved, especially regarding the various handover points and interactions between ourselves, our customers, NESO, and internal teams. Once fully implemented this system will deliver a customer experience that aligns with industry change.

Moving forward, we recognise the important role that collaboration will play and will engage with external stakeholders to amplify our collective voice for net zero. In order to achieve our sustainability goals, we will engage with a broad range of stakeholders to share skills, expertise and resources. We have engaged with stakeholders to gather insight on the datasets they would like to access via our Open Data Portal, and we have set out a roadmap of changes and improvements that we can make to our portal, that will drive value and enhance collaboration with our external stakeholders. Whilst provision of open data to stakeholders is a key objective, we also have a need to protect our sensitive data to manage the growing cyber risk and we will continue to engage with external stakeholders to drive this improvement.

Our Digital team is strengthening our strategic relationships with major technology partners ahead of our RIIO-T3 period, most notably with Microsoft and IBM. We have ongoing scoping discussions for significant advanced analytics and use of AI, to help transform our ways of working and interactions with our customers and stakeholders.

Innovation

SSEN Transmission's innovation purpose is to deliver a reliable and resilient network safer, smarter, greener, and faster. To achieve the necessary scale of electrification required for a decarbonised world, we need to embrace new methods of producing, storing, and utilising energy. This transformation relies heavily on a safe, secure, and reliable grid infrastructure, and innovation is the gateway to achieving net zero.

Our Innovation Strategy outlines how we develop and implement the right innovations to assist SSEN Transmission transition to a low carbon economy. We are keen to embed a culture of innovation which encourages innovative thinking and actions from employees and stakeholders, developing projects which meet industry needs.

During 2025/26 we will aim to strengthen our engagement with innovators, industry partners and Ofgem, as we explore opportunities for growing innovation, future collaboration and industry leadership. Attending industry events such as Innovation Zero UK and All Energy to showcase our portfolio of innovation and provide innovators with direct opportunities pitch ideas, share best practice and learning. Our Annual Innovation report will be published in July 2025 and will outline our portfolio of innovation.

Engaging our people

Career opportunities

SSEN Transmission has been awarded Platinum-accredited membership from The 5% Club, which is a mark of responsible high-quality employers, improving on the Gold membership awarded in the previous two years. This award recognises our efforts to enhance workplace training, with 5% of all employees in 'earn and learn' roles. Our commitment to nurturing talent was also recognised when receiving the Quality Award at The 5% Club's UK National Employer "Earn & Learn" Awards.

We will continue to engage with key stakeholders, such as Developing the Young Workforce, Skills Development Scotland and the Engineering Development Trust. Working together will allow us to identify the correct roles and skills, needed for the Pathway to 2030 projects and beyond, both now and in the future. We can then ensure that young people have access to appropriate training and experiences that will allow them to undertake these critical roles in the future, especially in the areas and communities where our Transmission projects are taking place.

We will continue to engage with a range of education providers to better connect academia to workforce needs, through partnerships, events and visits. Employment opportunities will continue to be shared in a range of ways including on our website at [Careers - SSEN Transmission](#). Social value engagement with our supply chain partners will also look at the availability of local jobs and training, including graduate opportunities and apprenticeships.



Engaging employees

In 2025/26, we will focus on engaging our diverse workforce around our strategic direction and business priorities. Our goal is to inspire, inform, and empower the Transmission team to play a key role in delivering these priorities. Our Internal Communications Team will continue to listen and adapt how they engage with different employee groups, ensuring that everyone has access to the right information at the right time.

Building on insights from the most recent *Great Place to Work* survey, we will also continue to enhance the experience for all our employees. Our engagement efforts will prioritise a smooth and supportive onboarding process, embedding an inclusive and collaborative workplace culture, and the promotion of effective and sustainable ways of working.

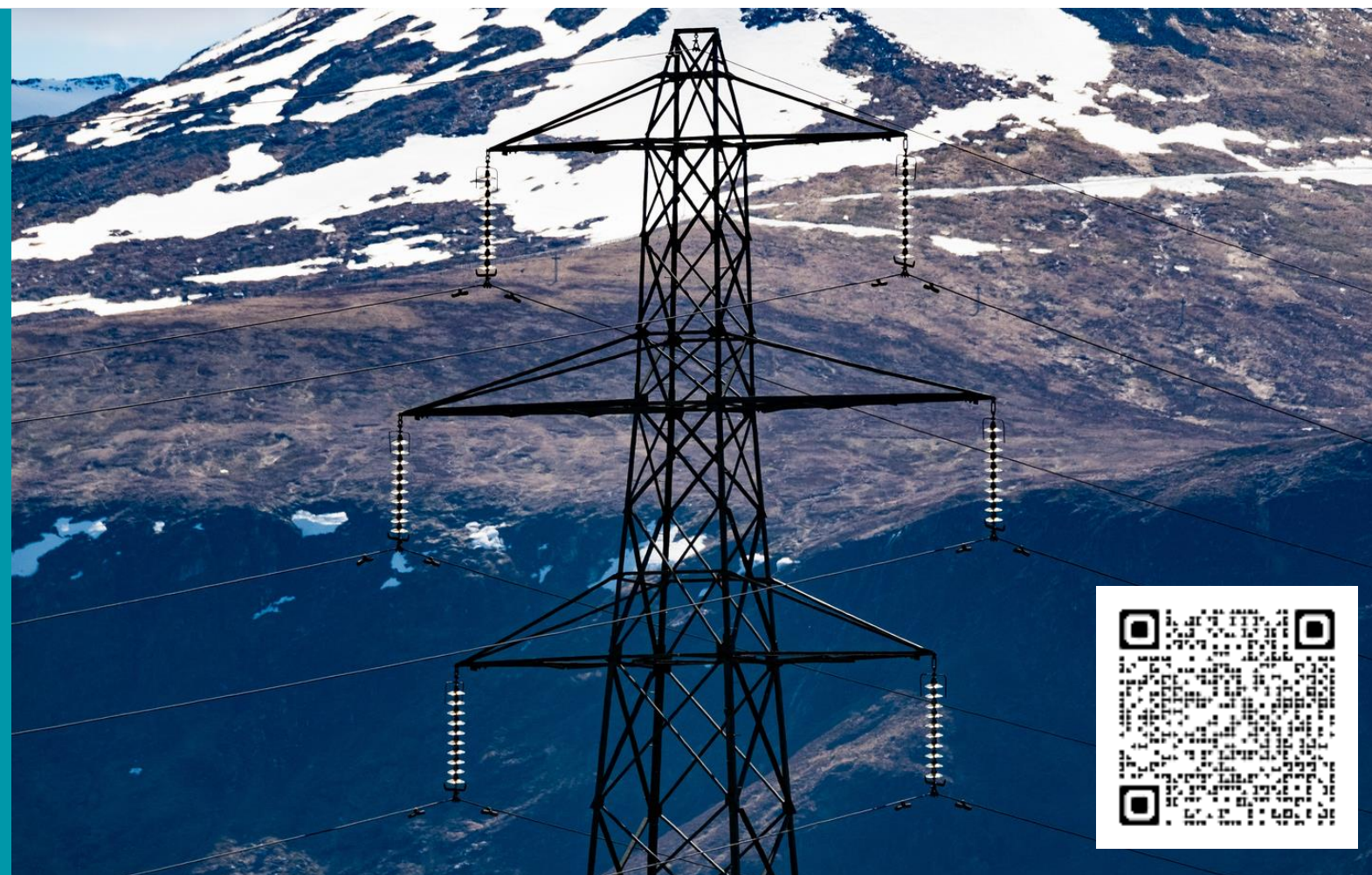
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transmission.stakeholder.engagement@sse.com



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