



Envision

RACING

FORMULA E TEAM

THE TRACK RECORD

SEASON 10 IMPACT REPORT

2023/24



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01

INTRODUCTION

// Season 10 is a celebration of our team's decade-long journey in Formula E, showcasing Envision Racing as a consistent and competitive force in the championship. This report is a chance for us to share what we have achieved over the last ten years, reflect on our progress, and set our ambitions for the next decade.

In 2014, we created a team with a clear mission: to accelerate the transition to clean, secure and affordable renewable energy, and the mass adoption of e-mobility.

Today, we are one of the most successful teams in Formula E history, and our award-winning environmental programme, Race Against Climate Change (RACC)®, has enabled us to raise awareness, engage fans and reach new audiences to take positive climate action.

None of this would have been possible without our incredible fans and partners, so this report is also an expression of our gratitude. Your support empowers us to reach new milestones together, fuelling our on-track performance and driving our sustainability efforts forward.

The future of our sport is so exciting. The newly launched GEN3EVO is redefining performance with greater power, efficiency, and cutting-edge battery technology. Its potential for fast-charging will significantly advance similar technology in every-day vehicles, pushing the boundaries of what's possible.

As we approach 2030, the next decade is pivotal for climate action. It is certain that challenging times are ahead as global warming increases, but we are more energised than ever to use our technology to electrify the world and amplify awareness of climate change.

SYLVAIN FILIPPI //
Managing Director and CTO
Envision Racing



// Season 10 marks a significant milestone for Envision Racing – our tenth year competing at the pinnacle of motorsport – a journey defined by performance, innovation, and a relentless commitment to sustainability. Envision joined the team in 2018, bringing a vision to accelerate the global energy transition through smart, clean technology. Together, the team has transformed into not only a World Championship Winning team, but also an incredibly powerful platform for climate action.

At Envision Racing, we don't just race to win, we race to inspire change. Our Race Against Climate Change platform continues to amplify this message, uniting fans, partners and global stakeholders in meaningful action, raising awareness about the urgent need to accelerate the shift to e-mobility. By combining cutting-edge technology with purpose-driven campaigns, we are proving that sport has the power to inspire real-world change.

Motorsport has always been about pushing boundaries, and for us, that means pioneering solutions that drive the transition to a cleaner, more sustainable future. Season 10 is not just about celebrating our past; it's about setting new standards, driving new innovations, and reinforcing our commitment to shaping a cleaner, smarter future. We are proud to lead the charge and demonstrate that the race to net zero is one we can all win together.

FRANZ JUNG
VICE PRESIDENT, ENVISION ENERGY
CHAIRMAN OF THE BOARD, ENVISION RACING



TEAM HISTORY & ACHIEVEMENTS

WORLD CHAMPIONS & SUSTAINABILITY LEADERS

SPORTING

1 WORLD

53 PODIUMS

16 RACE WINS

15 POLE POSITIONS 18 FASTEST LAPS

1,723 CHAMPIONSHIP POINTS

RACED IN 24 COUNTRIES

GREENEST TEAM

10% REDUCTION
IN EMISSIONS INTENSITY PER
INTERNATIONAL EVENT

1ST MOTORSPORTS TEAM
TO BE CERTIFIED CARBON NEUTRAL
(FROM SEASON 5)

FIA 3-STAR
SUSTAINABILITY ACCREDITATION

CLIMATE CHAMPIONS
AWARDED THREE TIMES BY
FORMULA E (SEASON 7, 8 & 10)

CAMPAIGNS

250k+
FAN CLIMATE PLEDGES &
TREES PLANTED

ONLY SPORTS
ORGANISATION
TO ACTIVATE IN THE UNFCCC
BLUE ZONE AT COP26 AND COP28

16 RACE AGAINST
CLIMATE CHANGE
EVENTS HELD AROUND THE WORLD

AWARD-WINNING CAMPAIGNS FEATURED
IN WORLD-CLASS PUBLICATIONS LIKE
FORBES, BBC AND THE FINANCIAL TIMES.

TEAM HISTORY & ACHIEVEMENTS

TEN YEARS OF ENVISION RACING

SEASON 1

2014/15

SEASON 2

2015/16

SEASON 3

2016/17

FOUNDING TEAM IN THE NEWLY ESTABLISHED FORMULA E CHAMPIONSHIP AS VIRGIN RACING.

ONE OF ONLY TWO TEAMS TO DEVELOP OUR OWN POWERTRAIN IN PARTNERSHIP WITH DS PERFORMANCE.

SAM BIRD WINS NEW YORK'S FIRST MOTOR RACE, THE EMPIRE STATE BUILDING IS LIT UP IN VIRGIN RACING COLOURS, AND WE HOLD OUR FIRST LARGE-SCALE INNOVATION SUMMIT.



TEAM HISTORY & ACHIEVEMENTS

TEN YEARS OF ENVISION RACING

SEASON 4

2017/18

LAUNCHED OUR CLIMATE
ADVOCACY PLATFORM, RACE
AGAINST CLIMATE CHANGE
(RACC).

SEASON 5

2018/19

ENVISION BECOMES THE TEAM'S
MAJORITY OWNER AND WE
BECOME THE FIRST FORMULA E
TEAM TO BE CERTIFIED AS
CARBON NEUTRAL.

SEASON 6

2019/20

WE BECOME ONE OF THE FIRST
SIGNATORIES OF THE UNFCCC
SPORTS FOR CLIMATE ACTION
FRAMEWORK



TEAM HISTORY & ACHIEVEMENTS

TEN YEARS OF ENVISION RACING

SEASON 7

2020/21

SEASON 8

2021/22

SEASON 9

2022/23

WORLD CHAMPIONSHIP STATUS
AWARDED TO FORMULA E WHILST
RACING CONTINUES DURING
LOCKDOWN.

WE ATTEND COP26, MAKING A
SPLASH WITH A FORMULA E CAR
MADE COMPLETELY FROM
PLASTIC WASTE.

WE ARE WORLD CHAMPIONS!



TEAM HISTORY & ACHIEVEMENTS

SEASON 10: AN IMPACTFUL YEAR ON & OFF THE TRACK

Seb contributes to an athlete panel discussion at the Sports Positive Summit

The Oval, London



NOVEMBER 3rd & 4th

Recover E Activation
New Scientist Live, London



NOVEMBER 13th & 14th

Recover E Activation in the Blue Zone
COP28, Dubai



NOVEMBER 30th - DECEMBER 13th

Launch of Season 10 Livery & Climate Stripes collaboration with Ed Hawkins

COP28, Dubai



DECEMBER 8th

TEAM HISTORY & ACHIEVEMENTS

SEASON 10: AN IMPACTFUL YEAR ON & OFF THE TRACK

We are the first Formula E Team to win 50 podiums

Diriyah,
Saudi Arabia



JANUARY 27th

Social Media Collaboration with
Palmeiras FC

São Paulo,
Brazil



MARCH 14th

RACC Live Tokyo, in collaboration with
Teijin

Tokyo,
Japan



MARCH 29th

Joel Eriksson & Paul Aron sub in for the
Berlin E-Prix, Alice Powell & Dries
Vanthoor drive in the rookie test

Berlin,
Germany



MAY 11th - 13th

TEAM HISTORY & ACHIEVEMENTS

SEASON 10: AN IMPACTFUL YEAR ON & OFF THE TRACK

Our 1st Home Race
Shanghai,
China



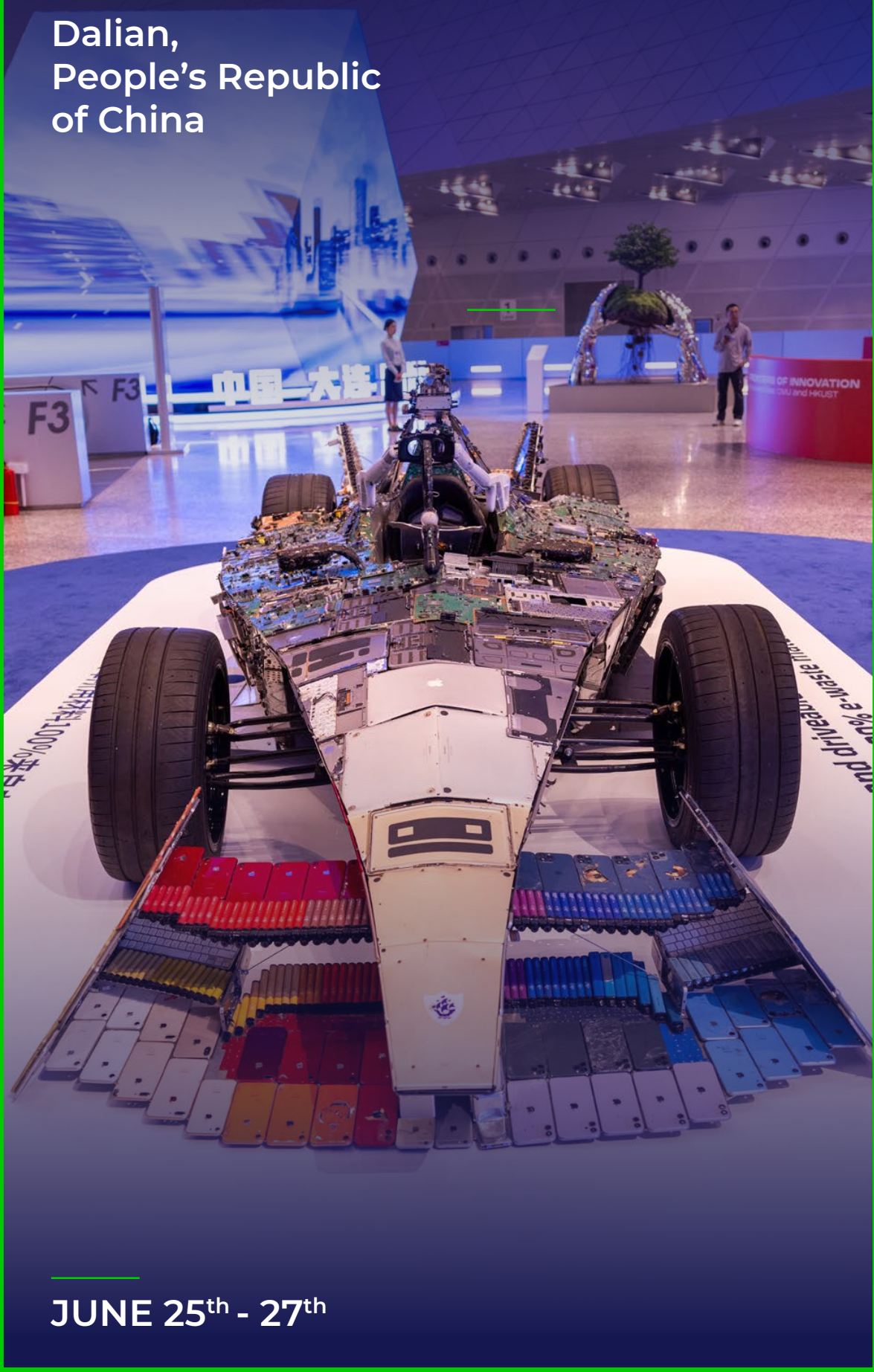
MAY 25th & 26th

#SHOWYOURSTRIPESDAY



JUNE 21st

Recover E Activation at the WEF 15th Meeting of the New Champions
Dalian,
People's Republic
of China



JUNE 25th - 27th

City of Portland sign their Zero Emission Vehicles Declaration at the Portland E-Prix
Portland,
USA



JUNE 28th

TEAM HISTORY & ACHIEVEMENTS

SEASON 10: AN IMPACTFUL YEAR ON & OFF THE TRACK

RACC Live London, Automotive Summit

London,
UK



JULY 18th

RACC Live London, Sustainable Fashion Summit, in collaboration with Superdry

London,
UK



JULY 18th

Algorand Community Event

London,
UK



JULY 18th

Awarded Climate Champions by Formula E

London,
UK



JULY 21st



02

OUR RESULTS

EMMISSION REPORTING RESULTS

5 YEARS OF CARBON NEUTRALITY

From Season 5, we have reduced our absolute emissions by 10t.



HOW HAVE WE ACOMPLISHED THIS?

33% REDUCTION

SCOPE 1 EMISSIONS
BY REMOVING GAS CONSUMPTION ONSITE

-18%

BY SECURING HOTEL ACCOMMODATION CLOSER TO TRACK TO REDUCE
RACE DAY TRANSPORT

BUSINESS TRAVEL EMISSIONS

LEVERAGING AN INTENSITY METRIC BY
INTERNATIONAL EVENT TO BETTER
TRACK INCREMENTAL IMPROVEMENTS IN
OUR POLICIES AND WAYS OF WORKING.

80% REDUCTION

MARKET-BASED EMISSIONS

BY SWITCHING TO A 'GREEN TARIFF'
AT OUR SILVERSTONE SITE

EMMISSION REPORTING RESULTS

5 YEARS OF CARBON NEUTRALITY



EMMISSION REPORTING RESULTS

OUR OFFSETS

// We have purchased offsets only when we have been able to reduce our carbon emissions as much as possible. Our offsets always align with the highest standards and, where possible, we support projects in race locations. As an organisation that travels to a range of countries to compete, we aim to make a meaningful impact in the locations we visit.

JENNIFER BABINGTON //
OPERATIONS DIRECTOR & GENERAL COUNSEL



EMMISSION REPORTING RESULTS

OUR OFFSETS

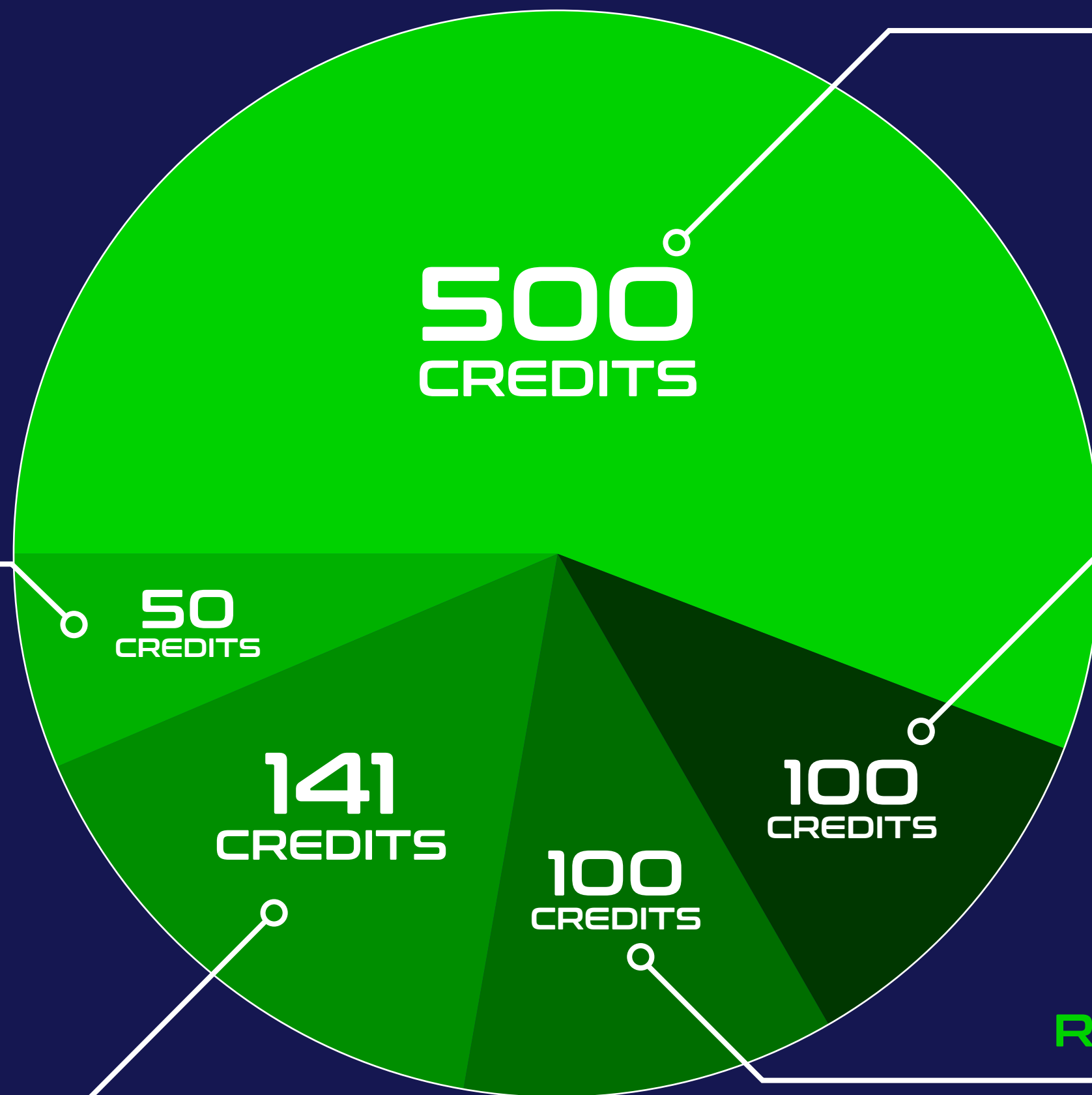
We compensate for 100%
of our unavoidable emissions

HEQING SOLAR COOKER PROJECT

China - 2018
Community Based - Clean Cookstoves
Verra Verified Carbon Standard - Avoidance
VCS 1860

ANHUANG AFFORESTATION PROJECT

China - 2017
Community Based - Clean Cookstoves
ARR CCB - (Carbon Removal) - Removal
VCS 2310



DELHI METRO

India - 2018 to 2020
Transport / Mobility
Clean Development Mechanism - Avoidance
CDM 4463

RIMBA RAYA BIODIVERSITY RESERVE PROJECT

Indonesia - 2014
REDD+ (CCB) - Forest Conservation
Verra Verified Carbon Standard - Avoidance
VCS 674

GREENTECH' EMISSIONS REDUCTIONS FROM PET RECYCLING

Romania - 2020
Recovery and recycling of materials from solid wastes
Gold Standard - Avoidance
GS 5099



03

OUR INITIATIVES

ON TRACK INNOVATION

Our purpose is to compete and win at the highest levels of electric motorsport. In Season 10, our team pushed the limits of performance and efficiency on the track.

// While Season 10's Jaguar I-TYPE 6 may have looked the same as Season 9's, the on-car software continued to develop rapidly. The way the car deployed and recovered energy improved throughout the season through by using regenerative braking and optimisation of the hydraulic disc brakes and tyres, resulting in a faster car which could travel further for a given amount of energy.

These improvements will feed back into the wider automotive industry, enabling huge gains for electric vehicles once implemented at scale. In Formula E, regulations stipulate the power output of the Rechargeable Energy Storage System (RESS), so to improve the speed of the race car, we have to think of ways to improve the efficiency of energy usage. This increased efficiency applied to road cars will mean they can travel further for a given speed.

MIKE LUGG //
TECHNICAL DIRECTOR



RACE AGAINST CLIMATE CHANGE®

OUR PLATFORM TO EDUCATE, ADVOCATE AND INSPIRE CLIMATE ACTION



RACC is our platform to educate, advocate and inspire climate action. We break it down into four key pillars:

LIVE: We host global events to raise awareness about climate change and inspire meaningful action

POLICY: We monitor and report on our ESG performance and progress

COMMUNITY: We strive to 'leave no trace' through our sustainable pledge programme, offsetting and removal efforts

RESEARCH: We contribute to the innovation ecosystem by leading and collaborating on thought leadership

RACC EVENTS HOSTED

16 BERLIN / TOKYO / PARIS
NEW YORK / LONDON

SPEAKERS

48

GLOBAL APPEARANCES

COP26 / COP27 / COP28
WORLD ECONOMIC FORUM

COLLABORATIONS

ENVISION RACING X ED HAWKINS' CLIMATE STRIPES

FORMULA E TEAM

In Season 10, we announced our partnership with eminent climate scientist, Professor Ed Hawkins. This partnership saw the addition of his renowned Climate Stripes on our team's car and kit, which represent the historical temperature of the globe and showcase the alarming trend of global warming in one striking image.

We launched the car's new colours on Youth Day at COP 28 and continue to showcase them on our car in a continued effort to raise awareness about climate change.



COLLABORATIONS

COMMITMENT TO CLIMATE ACTION

The City of Portland Zero Emissions declaration:

The 2023 Portland E-Prix served as the perfect backdrop for Commissioner Carmen Rubio to join British Deputy Consul General Peter Newman and Envision Racing drivers, Sebastien Buemi and Robin Frijns, to announce the city's ambitious pledge to the Zero Emission Vehicles (ZEV) Declaration and their commitment to phasing out the sale of fossil fuel vehicles by 2035.



UNFCCC Sport for Climate Action:

We become proud signatories of the UN Sports for Climate Action Framework, a global initiative that aims to unite sports organisations in the fight against climate change.

This framework encourages sports entities to commit to climate action by reducing their carbon footprints and advocating for environmental sustainability. We are proud to be an active member in the advisory of the Framework update, launching at the end of 2024.



COLLABORATIONS

ENVISION RACING X THE CARTOON NETWORK ROBLOX E-WASTE CHALLENGE

Our partnership with the Cartoon Network combines the thrill of racing with educational elements, encouraging young players to learn about e-waste in a fun and accessible way. The game, launched on Roblox - the Cartoon Network's Climate Champions app - allows players to customise cars and avatars with assets that can only be unlocked by completing sustainability-focused challenges, all addressing e-waste and related issues.

TOTAL CLIMATE
CHAMPIONS CHALLENGES

1,087,345

CAR
CUSTOMISATIONS

857,679

RACE
STARTS

327,564

AVG TIME
SPENT / USER

6m48s

UNIQUE PLAYERS

2,836,184

ACHIEVEMENTS

AWARDS AND RECOGNITION

The City of Portland Zero Emissions declaration:

We were named winners at The Drum awards, walking away with a bronze award in the Sustainability category for the ground-breaking Recover E campaign. The prestigious award celebrates campaigns crafted from an innovative path to make a greener and positive environmental impact.

The Drum
Awards

2024 Forbes China Sports Innovation Brand Award:

We won the 2024 Forbes China Sports Innovation Brand Award at the Forbes China ECO Sports Festival. This award commended our innovation in technology, marketing and brand power, and our promotion of global sustainable development through sports.

Forbes

BASIS Award:

We won the 2023 Campaign of the Year at the British Association for Sustainable Sport (BASIS) Awards for our Recover-E initiative. Winning this award reinforced our leadership in environmental responsibility, and is a testament to our commitment to driving positive change on and off the track.



RAISING AWARENESS & TAKING ACTION

RECOVER-E: THE WORLD'S FIRST FUNCTIONING RACE CAR MADE OF E-WASTE

REACHED **2BN** VIA TV,
PRINT AND DIGITAL

LAUNCHED LIVE ON THE BBC



60,000 PLEDGING TO ADDRESS
THEIR E-WASTE IN THE FIRST
4 MONTHS

WASTE TO RACE COMPETITION
WITH CARTOON NETWORK (KIDS
FROM 60+ COUNTRIES TAKING
PART)



ONLY BRAND DISPLAY IN
BLUE ZONE AT COP28



SPURNED CARTOON NETWORK X
ROBLOX GAME WITH **3,968,416**
UNIQUE PLAYERS IN FIRST MONTH



DISPLAYED AT RACC LIVE
TOKYO & SHANGHAI

LAUNCHED NEW WORLD
ECONOMIC FORUM
PARTNERSHIP



RAISING AWARENESS & TAKING ACTION

SUSTAINABLE CHAIN FAN PLEDGE PROGRAMME

Our sustainable chain programme encourages our fans to take action in the race against climate change. Backed by our Envision Racing Climate Calculator – an interactive tool we designed to help fans understand and reduce their carbon footprint – the initiative asks fans to pledge their commitment to living more sustainably. For every pledge made, we plant a mangrove tree in Madagascar. Since the inception of the pledge programme, we have planted over 250,000 mangroves!



PLEDGES MADE

250,145

TREES PLANTED

The Eden Reforestation Project

250,145

CO2 REMOVED / KG

3.27M

GLOBAL EVENTS

ACTIVATIONS AT WORLD ECONOMIC FORUM AND CHINA INTERNATIONAL IMPORT EXPO

Following the inaugural Shanghai E Prix, we exhibited the Recover E car at the World Economic Forum's (WEF) 15th Annual meeting of the New Champions in Dalian, and at the China International Import Export (CIIE) in Shanghai.

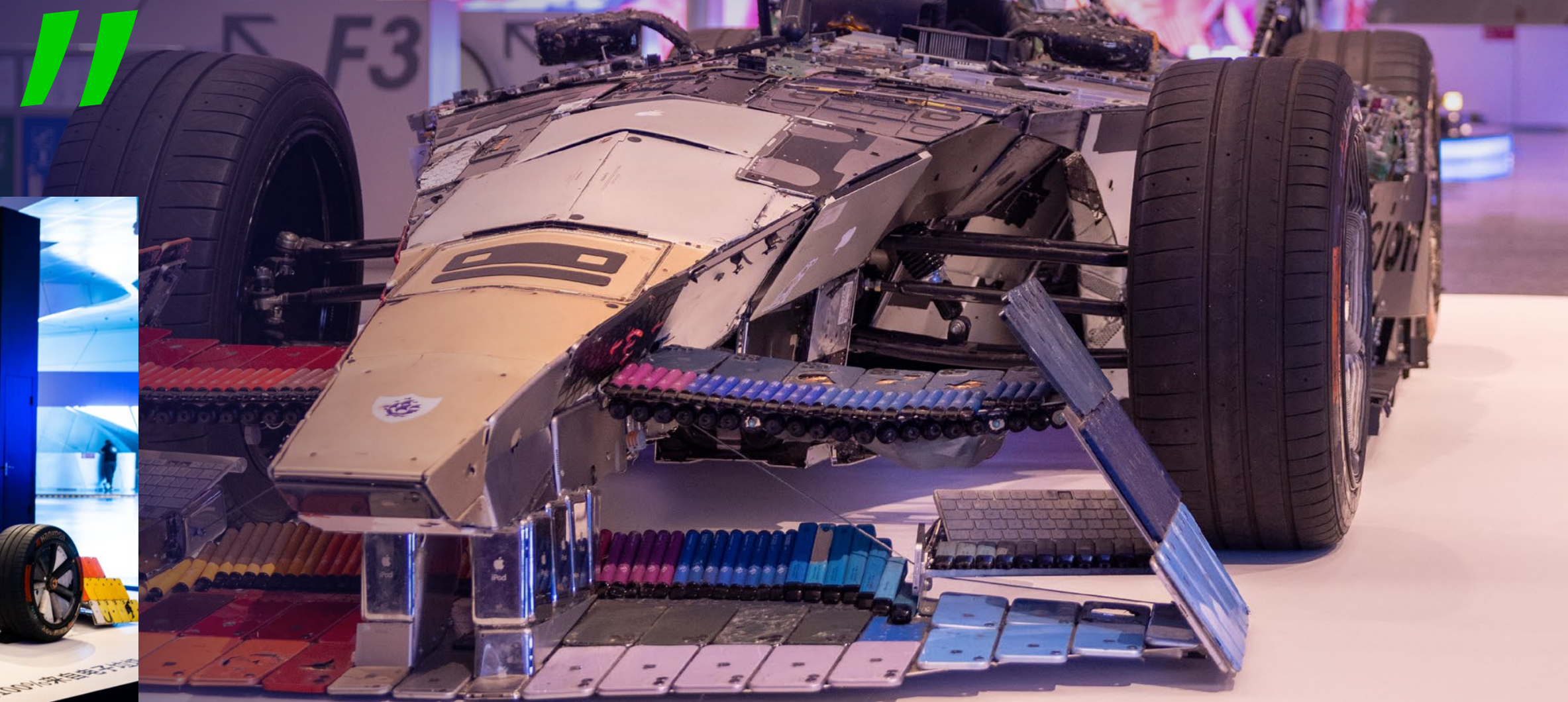
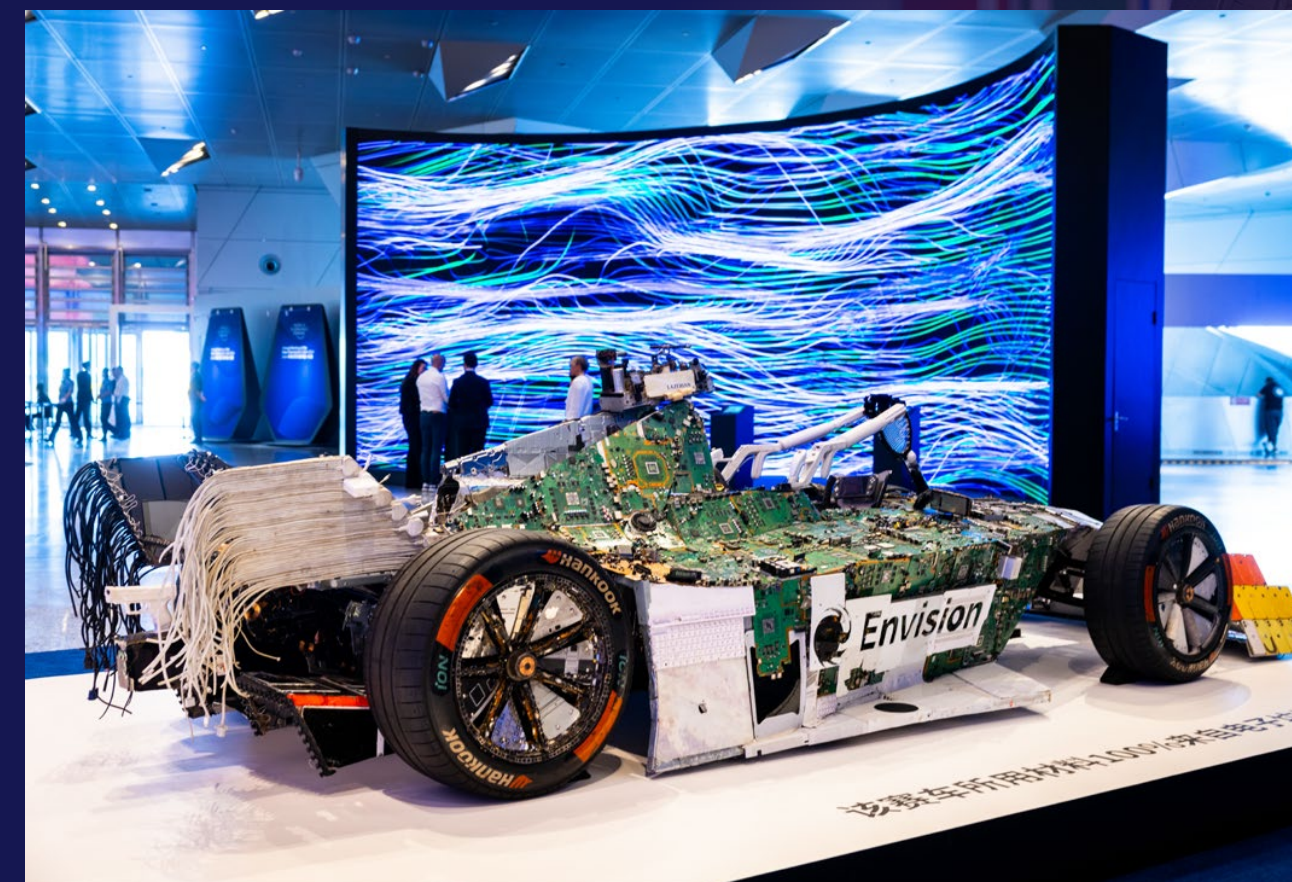
We were the first sports organisation to showcase at a WEF summit, further acknowledging sport's growing influence on thought leaders to stimulate behaviour change.

With businesses and countries from all over the world attending and exhibiting at CIIE, we delivered a presentation on the various elements of our innovative partnership, as well as our ongoing drive towards sustainability and circularity.

// As a leading company providing comprehensive Net Zero solutions, Envision shared WEF's vision of a strong economy powered by sustainable innovation, and this is reflected in Envision Racing's commitment to using its platform to inspire conversations at the highest level on how to make this a reality.

FRANZ JUNG

VICE PRESIDENT, ENVISION ENERGY
CHAIRMAN OF THE BOARD, ENVISION RACING



GLOBAL EVENTS

ACTIVATING AT COP28



In Dubai, we were the only sports team in the United Nations Framework Convention on Climate Change's Blue Zone.

To this powerful and select audience, we showcased our pioneering Recover E car, the world's first full sized driveable Formula E car, made entirely out of electronic waste.

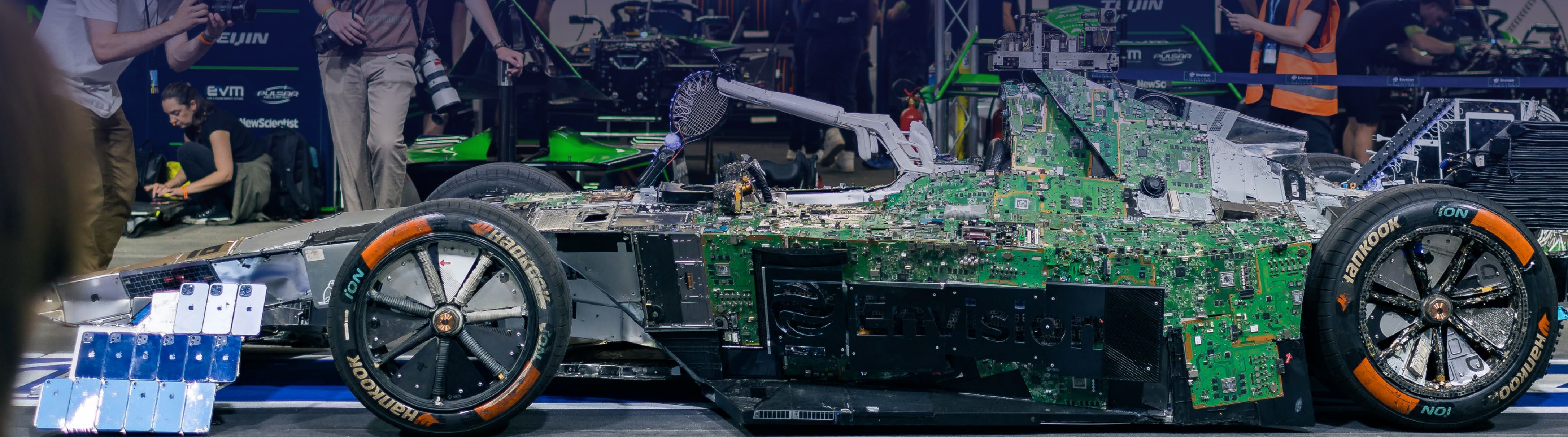
This activation exists to sound the alarm about the rising environmental challenge of e-waste, which is on track to reach 75 million tonnes globally by 2030.

On COP28's transport day, we hosted the UK Secretary of State for Transport, Mark Harper, at our exhibit, with the aim of demons-

-trating the power of electric racing and the ability of sport to inspire mass behaviour change.

Throughout the event in Dubai, our team took part in several panel discussions, underlining the unique power of sport to galvanise public action on mitigating the worst of the climate crisis.

We ended our participation in the global event by being one of only two sporting organisations to sign the Global Optimism letter, calling for it to explicitly commit to a phaseout of fossil fuels in line with a 1.5°C trajectory.



GLOBAL EVENTS

RACC LIVE IN TOKYO



In partnership with Teijin, we hosted a RACC Live event on the eve of the inaugural Tokyo e-prix. The event was held at The Miraikan, Japan’s National Museum of Future Design and Innovation, a fitting location to highlight the cutting-edge technologies that are emerging from both Teijin and Formula E.

The event featured the Recover E car on display and included an evening of live, thought-provoking discussions to provide insight and drive climate action.



GLOBAL EVENTS

RACC LIVE IN LONDON



On the Thursday before the Season 10 Formula E Season Finale in London, we hosted three RACC Live events: Automotive Summit, Sustainable Fashion Summit in collaboration with Superdry, and an Algorand Community Event.

Each of the events brought together thought leaders from across the automotive, energy, fashion and finance industries. Discussions ranged from overcoming barriers to EV adoption, fostering innovation, sustainable fashion trends and environmentally responsible block chain.



SUPPORTING WOMEN IN MOTORSPORT

FIA GIRLS ON TRACK

We help inspire the next generation of female talent in an industry traditionally dominated by men by actively supporting the FIA Girls on Track; a programme providing opportunities for girls aged 8-18 to explore careers in motorsport, both on and off the track.

// As a racing driver and ambassador for FIA Girls on Track, I'm incredibly proud to work with Envision Racing, a team that shares my passion for promoting diversity and sustainability in motorsport. Through FIA Girls on Track, we're empowering young women to explore careers in motorsport—whether behind the wheel, in engineering, or in other key roles—by breaking down barriers and providing valuable opportunities.

With Envision Racing's commitment to sustainability and pushing the boundaries in Formula E, it's inspiring to be part of a team that not only strives for success on track but also makes a real impact off it. Together, we're driving change, proving that motorsport can lead the way in creating a more inclusive and sustainable future

ALICE POWELL
OFFICIAL TEST & DEVELOPMENT
DRIVER, ENVISION RACING



OUR TEAM

Our small team of less than 50 are driven to win on the track and promote our vision to be the greenest team on the greenest track.

We have put in place several initiatives to ensure we live up to this vision:

Gender pay gap reporting

We measure our gender pay gap each year to ensure we're a workplace dedicated to equality. In Season 10, Women at Envision are paid 9.14% more than men.

Climate Training

In season 10, we rolled out climate training for the team focussing on the environmental impact of motorports and our own operations. Putting in place mandatory climate change training will help to ensure that sustainability is embedded into the team's culture and that every team member is equipped to play an active role in driving climate-positive actions.

Team incentive

We offer a range of incentives to minimise our own carbon footprint.





04

OUR AMBITIONS

OUR AMBITIONS & NEXT STEPS

As we look ahead towards the next 10 years, we are more motivated than ever to use our platform as a World Championship winning Motorsport team to drive climate action.

We not only want to raise greater awareness of the issues we face as a society, but also to use our platform to showcase the innovations, technologies and policies that will enable change. With that, we aim to lead with hope.

To do so, we must start with our own team. From Season 11 onwards, we are committing to:

- Advocating for renewable energy and EV adoption through collaborations, public outreach and leveraging the global Formula E platform
- Expanding RACC to inspire even more meaningful action against climate change
- Setting a new baseline and report on all of our material carbon emissions across scope 1, 2 and 3
- Improving internal circular resource use by enhancing waste reduction, material recycling and sustainable sourcing across all team activities

Beyond our team mitigating our own impact, we are also committed to growing our reach, highlighting the stories of those greening the coal face and, most importantly, energising the race against climate change.





05

GRI INDEX DISCLOSURE

GRI DISCLOSURE INDEX APPENDIX

In 2024, Envision Racing undertook an internal audit of our Sustainability practices and ways of working leveraging the Global Reporting Initiative (GRI) framework. As part of this process, we are publicly disclosing the results of material sustainability topics for our Team and to highlight areas of both sustainability leadership and improvement. Envision Racing intends to complete this review on an annual basis to embed a culture of continuous improvement in our sustainability practices.

GRI 2: General Disclosures – 2021		
2.1 Organisational Details		
ID	Disclosure	Summary & Location
2.1.A	Organisational legal name	Envision Racing Limited
2.1.B	Ownership & legal form	Virgin Racing Limited (the company’s former name) was incorporated as a private limited company with its registered office in England & Wales.
2.1.C	Location of headquarters	Silverstone UK Envision Racing, Unit 1119 Silverstone Park, Towcester, NN12 8FU
2.1.D	Countries of operation	Envision Racing operates out of England, but competes in FIA Formula E World Championship which races in different countries all across the world. These locations change on an annual basis per the racing calendar set by Formula E.
2.3 Reporting Period		
ID	Disclosure	Summary & Location
2.3.A	Reporting Period	October 2023 to September 2024
2.3.B	Financial Reporting Period	October 2023 to September 2024
2.3.C	Publish Date	December 2024
2.3.D	Contact Point	RACC@envision-racing.com
2.6 Activities, value chain and other business relationships		
ID	Disclosure	Summary & Location
2.6.A	Active Sectors	Envision Racing’s purpose is to compete in the FIA Formula E World Championship and to accelerate the transition to e-mobility, powered by renewable energy. See https://envision-racing.com/race-against-climate-change/ The team was part of the series’ inaugural race and has gone on to compete in all races to date, which take place across the globe. Throughout the season, Envision Racing host a range of initiatives aimed at addressing the wider issues surrounding climate change, creating a platform for leaders to demonstrate their efforts in accelerating the energy transition and inspiring others to do the same. The team employs just under 50 members of staff, who are divided between the London and Silverstone offices. In Season 10 we participated in 16 races in 10 locations around the world.

GRI DISCLOSURE INDEX APPENDIX

2.6.B	Value Chain: Activities, Products, Services & Markets served	Envision Racing's supply chain consists of: a. Manufacturer component parts, which are purchased from Jaguar Land Rover; and b. Non-manufacturer component parts, which are purchased from SPARK, HANKOOK and Fortescue WAE. c. Hosting and attending racing and commercial events.
2.6.C	Key Business Relationships	Envision Racing has several key business relationships: a. Formula E who host the motorsports championship. b. The Envision Group who are the team owner and cornerstone partner. c. Commercial partners who sponsor the team and its participation in the FIA Formula E World Championship.
2.6.D	Significant Changes	During the reporting period there have not been any significant changes to the organisation or its supply chain.
2.7 Employees		
ID	Disclosure	Summary & Location
2.7.A	Employees	Total number of employees is 44, Gender split 9 Female, 35 male. The Team prepares a gender pay gap report which is calculated and developed on an annual basis.
2.9 Governance Structure		
ID	Disclosure	Summary & Location
2.9.A	Board & Management Team	Envision Racing Limited has an independent board, chaired by Franz Jung. Hazel Hutchinson, George Wang and Sylvain Filippi make up the rest of the Board, with Jennifer Babington as Company Secretary. The Envision Racing Executive team provides strategic leadership on sustainability and reports, through Jennifer Babington, Operations Director and General Counsel, to the Board.
2.9.B	Working Group	In 2020, the Team established an interdepartmental Sustainability Working Group, comprising senior operational and support function representatives from Events, Finance, Operations and Travel which provides oversight and guidance on the sustainability programme. This group was formed organically in Season 6 but, was formalised in Season 10. The Team draws on external expertise from a combination of retained agencies, such as Foresters and interested third parties, such as Micheal Mann, Johan Rockstrom and others.
2.14 Role of Highest Governance Body in Sustainability Report		
ID	Disclosure	Summary & Location
2.14	Role of Board	The Environmental Impact Report is compiled each Season with input from the Sustainability Working Group, and the Marketing Director.

GRI DISCLOSURE INDEX APPENDIX

		The final report is presented first to the Management Team and then presented to the Board for final approval before being published on the Team's dedicated RACC space on the Team's website.
2.22 Statement on Sustainable Development Strategy		
ID	Disclosure	Summary & Location
2.22	Statement	The annual impact report (this document) outlines the strategy of The Team.
2.23 Policy Commitments		
ID	Disclosure	Summary & Location
2.23	Strategies, policies & practices	Envision Racing has implemented several sustainability policies to support our sustainability ambitions. These policies include: • Environmental Management Policy • Sustainable Gifting Policy • Sustainable Events Policy • Modern Slavey Statement Envision Racing publicly releases its Environmental Policy on its website. This policy is revised at the beginning of each season to ensure our environmental objectives remain relevant and in line with our ambition.
2.28 Membership Associations		
ID	Disclosure	Summary & Location
2.28	Memberships	Envision Racing is a member of British Association for Sustainable Sports (BASIS), UNFCCC Carbon Neutral Now, and the UNFCCC Sports for Climate Action Framework.
2.29 Collective Bargaining Agreements		
ID	Disclosure	Summary & Location
2.29	Collective Bargaining Agreement	Envision Racing does not currently have any collective bargaining agreements with any employees.
GRI 3: Material Topics – 2021		
GRI 202: Market Presence		

GRI DISCLOSURE INDEX APPENDIX

202-1	Ratio's of standard entry level age by gender compared to local minimum wage	Envision Racing undertakes an annual review of compensation for all full-time employees. A key component of this review is to undertake a report on the 'Gender Pay Gap'. This helps to inform the executive team as to ensure pay equity across pay grades and roles.
GRI 204: Procurement Practices		
204-1	Proportion of spending on local suppliers	Envision Racing has put in place both a Sustainable Gifting policy and Sustainable Events policy that supports our procurement practices for marketing and partner engagements. A core component of both these policies is to preference local suppliers in the things we buy to host these events.
GRI 205: Anti-Corruption		
205-1	Operations assessed for risks related to corruption	The Envision Racing employee handbook provides guidance for all employees on how to avoid corruption. This is particularly important given the global presence of our operations.
205-2	Communication & Training	The Team's Employee Handbook is updated and published annually to all staff and new joiners.
205-3	Incidents of Corruption	Envision Racing has not had any incidents of corruptions occurred to date.
GRI 301: Materials		
301-1	Materials used by weight or volume	All materials for our race vehicles are monitored and measured in our specialised asset management system. This system tracks inventory, cost and consumption. In addition, all waste is tracked both recycling and landfill through our waste digital portal. It also forms part of our GHG emission estimation in the Scope 3 materiality assessment undertaken on Season 9 data. Waste is tracked monthly and recorded each quarter in our resource usage tracker.
301-2	Recycled input materials used	Waste has been a key theme of our RACC climate advocacy platform. Our Recover-E car, a Formula E car made from e-waste has been utilised on a global stage, i.e. COP28, WEF in Shanghai, to raise awareness to excess e-waste. In addition to our advocacy efforts, we are tracking our recycling rate on a quarterly basis and included posters around our office spaces to ensure appropriate recycling practices. Another key perspective on waste is our team clothing kit which is often needed to be updated each year. In 2024, we partnered with Oxfam to collect old kit and for it to be either sold through their network of stores or recycled.
GRI 302: Energy		

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302-1	Energy consumption within the organisation	The Team's energy consumption is monitored on a monthly basis with smart meters installed at our Silverstone office. We purchase our electricity on a 100% renewable energy tariff.
302-1	Energy consumption outside of the organisation.	Energy for race locations is sourced by the organiser, Formula E. This energy is used to power our onsite operations and garage as well as our racing electric vehicle. Electricity sourced by Formula E is 100% renewable energy where possible. For our events, we prioritise locations that can confirm that renewable sourced energy is available as per our Sustainable Events policy.
GRI 303: Water		
303-5	Water consumption	Envision Racing consumes a relatively small volume of water across our operational sites. This volume is tracked on a semi-annual basis to ensure any leaks can be identified as well as to correct any issues with over-usage.
GRI 305: Emissions		
305-1	Scope 1 Emissions	Scope 1 emissions are reported annually within this document (the Impact Report).
305-2	Scope 2 Emissions	Scope 2 emissions are reported annually within this document (the Impact Report).
305-3	Scope 3 Emissions	Partial Scope 3 emissions are reported annually within this document (the impact report). These emission sources include business travel. In 2024, Envision Racing undertook a materiality assessment of all material scope 3 emission categories. Using spend-based assessment it identified key areas of emissions. Envision Racing intends to include these emission sources from Season 11 onwards, and set a new baseline to record reductions against. The materiality assessment identified Category 2 and Category 4 as significant emission sources likely due to the investments made in the race vehicle and freight to move it across the globe to race.
305-4	GHG Emissions Intensity	Emissions intensity metrics (by race and event) are measured and reported annually within this document (the Impact Report).
305-6	Emissions reduction	Envision Racing emissions are externally audited and verified to the standard PAS2060 (carbon neutrality). In this commitment, Envision Racing must make year on year emission reductions. All unavoidable emissions are 100% offset through the purchase of high-quality carbon offsets. As PAS2060 will be retired in 2025, Envision Racing is currently investigating options to migrate to a new standard where it can be third-party verified and ensure ongoing reduction in emissions.
GRI 306: Waste		
306-3	Waste Generated	Waste at the Silverstone site is currently monitored on a monthly basis by accessing an online digital platform provided by our waste supplier. As part of our Scope 3 materiality assessment we measured the emissions footprint of our waste as well as the recycling rate achieved on a month to month basis. Waste data is recorded on a quarterly basis in our resource usage tracker.

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		In terms of waste practices, waste generated at Silverstone is sorted into recycling bins onsite, and disposed of by Silverstone Park. Waste generated at track is controlled by Formula E. Waste from car part consumption is also managed and recycled by Formula E.
GRI 401: Employment		
401-1	Employee Turnover	Employee turnover is reported annually to our Independent Board.
402-2	Benefits to full-time and part-time employees	Full-time and part-time employees are provided access to the same benefits package. This is outlined in our Employee Handbook which is refreshed annually and sent to all employees. New joiners receive the handbook at the beginning of their employment.
403-3	Parental Leave	Envision Racing offers the statutory parental leave policy.
GRI 403: OH&S		
403-1	OH& System	Envision Racing has deployed an extensive OH&S system for onsite and at track applications. This is audited every two years as part of the FIA 3-Star Accreditation which Envision most recently passed in November 2024.
403-6	Promotion of worker health	In Season 10, we engaged a human performance specialist to work with the Team. They provide fitness, nutrition and wellbeing advice to the team.
403-9	Work-related injuries	Incidents of worker-related injuries are a standing item at each Board meeting.
GRI 404: Training & Education		
404-1	Average hours of training	All employees are required to undertake mandatory training each year dependent on their role in the Team. In 2024, Envision Racing launched a series of sustainability training modules to ensure all team members are upskilled as to elements of our environmental management policy, climate advocacy initiatives and base-level knowledge on climate change and its impact.
404-3	Percentage of employees receiving regular performance reviews	All employees must conduct an end of year performance review with their line manager in order to discuss performance, personal development opportunities, potential pay rises or promotions and training opportunities.
GRI 405: Diversity & Equality		
405-1	Diversity of Governance Bodies and Employees	Envision Racing Board 2024: 1 female, 3 male. Envision Racing Employees 2024: 44, 9 female, 35 male.
405-2	Ratio of basic salary and remuneration of women and men	A gender pay report is prepared annually to highlight any potential disparities between male and female compensation.
GRI 408: Child Labor		

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408-1	Operations and suppliers at risk for incidents of child labor	Envision Racing has published a Modern Slavery Statement.
GRI 413: Local Communities		
405-1	Operations with local community engagement	Envision Racing as part of our RACC programs has a key focus on community, in particular the communities in the countries that we race. In addition to our regular cadence of RACC Community events we also participate in the broader FIA and Formula E initiatives such as 'Girls on Track'.
GRI 414: Supplier Social Assessment		
405-1	New supplier screening with social criteria	As part of the Scope 3 materiality assessment undertaken in 2024, Envision Racing has now identified all key suppliers in our spend mix. The Team is now investigating onboarding questionnaires for new suppliers as well as outreach to material existing suppliers. This is a new initiative likely to be undertaken in 2025.



Envision

RACING

FORMULA E TEAM

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